



Frontier Bargaining Report #9

9/9/2025

The Union and Company resumed negotiations for the purpose of addressing proposals and counter proposals. We worked well into the evening trying to move items on the table.

Union's Article 23 proposal

There was fluid discussion regarding the Union's proposal – we anticipate receiving a counter proposal next session.

Union's Article 25 proposal

The Company countered the Union's proposal addressing antiquated figures. The Union saw positive progression - there remains room for improvement.

Union's Article 29 proposal

The Company and the Union had more conversation on the Union's proposal pertaining to more antiquated figures found in this article. We expect to resume conversations tomorrow on this subject.

Union's job security / call routing /outsourcing proposal

We received a counter proposal from the Company. Both parties had a lengthy dialogue pertaining to who built this company prior to the 2015 acquisition, who continued to push through to keep this company afloat before and after the bankruptcy filing, and how the Members (employees) deserve a career until they elect to leave the business. The Company expressed they value the Members; however, they held the line with needs of business and needs of the customers.

We had lengthy discussions on the Frontier Fiber Internet Jobs of the Future. Discussed ideas on how to increase unionized labor for the Fiber work. We expect to resume conversations on this topic tomorrow.