



Frontier Bargaining Report #21

10/6/2025

Today was yet another day of having to remind this Company on who and what are the real drivers of their success!..... US!!!!

Nick Jeffries put out another email bragging about OUR results, yet cannot remember who created those results when it comes to treating his employees with some appreciation and respect.

Instead, the Company comes to the table with these less than mediocre counters to our wage proposals and our contractor proposals. (Not to mention, they didn't even have a wage proposal to start, citing, they feel the wages were "good as is")

Your Bargaining team presented the Company with double digit proposals on wages, only to get countered at the most insulting bottom line single digit wages and couple that with the insult of not countering our proposal on the Fiber Internet Jobs of the Future (Contracting).

I guess this Company and the big wigs on top really don't care about this upcoming acquisition really happening before first quarter with the games they are playing to hold up this table. Worst of all, to continue to boast about OUR numbers and the accolades' they receive on OUR backs with no thought or concern of the real front line and who really saved them from the Bankruptcy. We are the reason they are still here to be able to sell!

- *Let's recap how they let our 100 shares of stock turn to penny stock when they were going into a BK.*
- *Let's recap how they made sure to list their top big wigs as debtors so they received their bonuses regardless of the BK.*
- *Let's recap how we never got our 100 shares back when they came out of a BK yet all the top executives got their bonuses including Mr. Nick Jeffries.*
- *Let's recap how they are offering a \$3,000 sign on bonus to outside management sales teams*
- *Let's recap how they are offering a \$5,000 signing bonus for those hired onto outside sales.*
- *Let's recap how they are offering between \$95k-\$200K to those same outside sales position salaries.*
- *Let's not forget how this Hedge fund has mistreated our employees and shaved off our workforce over years of running this Company into the ground.*

To act like you don't have the money to even come to the table correctly, simply will not be tolerated!

THIS IS CALIFORNIA! We DO NOT back down! We will NOT bargain in silence! WE DEMAND A FAIR CONTRACT NOW, STOP THE CHILDISH, PETTY GAMES!!

KEEP THE DAILY MOBILIZING STRONG!!! MOBILIZE, MOBILIZE, MOBILIZE!!!!!!!

REMEMBER UNITED WE BARGAIN-DIVIDED WE BEG! STAND IN SOLIDARITY, STAY FOCUSED AND AS A REMINDER-RED THURSDAY AND BLACK FRIDAY!

-Your Bargaining Team

Maggie McCormack, Chair

CWA D9, Staff Representative (9588 Member)

Omar Martin Del Campo, Committee Member

Secretary-Treasurer, Local 9588

David Contreras, Committee Member

Secretary-Treasurer, Local 9586

Domonique Thomas, Committee Member

CWA D9-Assistant to the Vice President