



Frontier Bargaining Report #23

10/10/2025

This past week has been an uphill battle for your Bargaining team. The Company continues to nickel and dime the members with regard to our well-deserved wages. Previously we had contract extensions with no raises, and we are already behind the other Districts in terms of pay and cost of living. This coupled with their constant usage of contractors, and not Union members, has allowed this Company to continue to pad the pockets of all the upper management – up to including the CEO.

When we ask for the same consideration for:

TPA

The Union's proposals are rejected. Even though your bonus would depend on YOUR productivity, they would rather make their bonuses on your backs with nothing coming to you!

401k

Increases for Pension and Non-Pension earners – rejected. When we repropose an increase for non-pension earners so they can look forward to a retirement – the Company's response, reject.

Vacation Scheduling

Work life balance proposals went across to assist our Techs with scheduling Vacation days the Company's response, rejected.

Call Routing

When call centers have minimum call qualifiers and commission-based earnings and they continue to outsource or route calls outside of California. We have to fight tooth and nail to get them to understand, this in no way is fair to the members who have no control of the inbound calls; therefore, no potential for sales and qualifiers while they continue to route calls away from California and the U.S. until they can get rid of us all together.

MLOA

We continue to have members who work sick and injured because this Company chooses to get rid of every injured employee via a MLOA with no hopes of returning. We have well-trained, long-term members ready, willing and able to come back to work, but instead they want to use contractors. This hedge fund just wants all the money it can get for the executives with no concern for any of the individuals they cut loose..... More money in their pockets...

This Company bargains benefits, then uses it against the members when they utilize them. ENOUGH IS ENOUGH!!!!

WE DEMAND A FAIR CONTRACT NOW

-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

CWA, Assistant to the VP