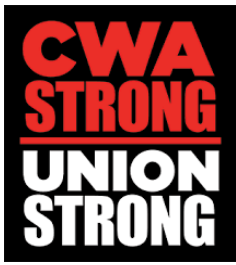


**CWA District 9
Frontier Bargaining Update
November 19, 2021**



DAY 123

Since the last update your Bargaining Committee has been meeting with the Company reviewing the data responses from our RFI's. During this arduous task we were able to tentatively agree to Out of State Loan Process language and new language for Training.

We are now down to Wages, VEBA (Retiree Medical), 401(k) and Fiber Work (formally FiOS Jobs of the Future) proposals. The last wage proposal from the Company was nowhere close to what our demands have been. We continue to fight and strive to get an acceptable wage proposal. In addition to the wage proposals we are working on acceptable language to reintroduce VEBA, which the Company initially stated that they would not accept into our contract. The Company has proposed VEBA language but needless to say it requires much more work.

Your bargaining team is also working on language regarding the use of contractors. We are submitting another information request and we will be working on this issue.

UNITED WE WIN A BETTER CONTRACT-A BETTER LIFE...



SOLIDARITY FOREVER!

Your Union Bargaining Committee,
Lynn Johnson, CWA Area Director
Don Ruiz, CWA Staff Rep
Lisa Shafer, CWA Local 9575 President

Steve Maldonado, CWA Local 9400 Vice President
Thomas Gardella, CWA Local 9510 Vice President