



2025 FRONTIER TENTATIVE AGREEMENT REPORT

October 23, 2025

Article 4 – Distribution of Agreement

- Added 1-year timeline to provide copies of CBA's to members.

Article 10 – Discharges and Suspensions

- Section 2 – Increased time to file a grievance for suspensions or terminations from 4-days to 10-days.

Article 12 – Grievance Procedure

- Section 5.1A – Added “or electronically”.
- Section 5.1B – Added “either hardcopy or electronic format”.
- Section 5.2.2 – Added “his/her designated representative(s)”.

Article 18 – Regular Hours

- Section 3 – Changed from 4 to 12 calendar week basis.

Article 19 – Overtime Hours

- Added new section 3.1: Employees who are given less than twenty-four (24) hours-notice that their extra shift and or volunteer day is canceled will receive two (2) hours of pay at the employee's stated wage.

Article 23 – Holidays

- **Deleted section 3.1:** *The employee will give at least thirty (30) days-notice to his supervisor of the day or days on which he intends to observe the holiday. Such time limit may be waived by supervisory approval.*
- Updated Section 3.3:

First Quarter Hire Date - 7

Second Quarter Hire Date - ~~4~~ 5

Third Quarter Hire Date - ~~2~~ 5

Fourth Quarter Hire Date – 0

Article 24 – Leaves of Absences for Personal/Medical Reasons

- Section 1.1 - A leave of absence in no way guarantees reinstatement to active employment **if all vacancies have been filled in their previous work group and classification**; however, if the employee on leave of absence notifies the designated Company representative in writing that he is ready to return to work in his previous ~~work location~~ **work group** and classification, no



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additional help will be placed in that classification at that location until that employee has been offered reemployment.

- Section 1.3 – Changed work location to work group.

Article 25 – Lodging, Meals, and Travel Expense Allowance

- Section 1.3 – Changed Employees receiving mileage payment under Article 25 will be compensated at the Frontier Company policy rate. This rate shall not be less than **the IRS standard mileage rates. thirty-two and a half cents (\$.325) per mile for this contract period.**
- Section 2.1 – Increased all rates:
 - i) 0-20 - **\$9.90** (Previously \$8.25, 20% increase)
 - ii) 20-40 - **\$22.80** (Previously \$19.00, 20% increase)
 - iii) 40-60 - **\$35.58** (Previously \$29.65, 20% increase)
 - iv) 60+ - **\$45.12** (Previously \$37.60, 20% increase)
- Section 5 – Increased all;
 - i) Breakfast **\$14.20** (Previously \$7.10, 100% increase)
 - ii) Lunch - **\$17.10** (Previously \$8.55, 100% increase)
 - iii) Dinner - **\$25.00** (Previously \$17.85, 40% increase)
- Section 6 – Simplified meal allowances: When an employee works **two (2) three (3)** hours or more **beyond his eight (8) hour shift** as a result of **scheduled** overtime, he will receive a meal allowance of **\$8.30 \$15.00. When an employee works two (2) hours or more beyond his eight (8) hour shift as a result of a shift extension, he will receive a meal allowance of \$7.10.**

Article 29 - Differentials

- Section 1 – increased in-charge hourly differential from \$.75 to \$1.00
- Section 2 – increased the all rates by a factor of ten **(10X)**:

OTHER DEPARTMENTS

For Regularly Scheduled Work Period Ending Differential **(Flat rate per day.)**

6:30 P.M. and after to 8:00 P.M.	\$7.50 (previously \$.75, 1000% increase)
8:01 P.M. and after to 9:30 P.M.	\$9.50 (previously \$.95, 1000% increase)
9:31 P.M. and after, but not all night	\$19.00 (previously \$1.90, 1000% increase)
All night (for regularly scheduled work periods beginning at or after 10:00 P.M. and before 6:00 A.M.)	\$23.50 (previously \$2.35, 1000% increase)

- Section 3.1 – increased all
 - i) Scheduled Workdays - **\$30.00** (previously \$12.00, 150% increase)
 - ii) Non-scheduled Workdays - **\$35.00** (previously \$19.00, 84% increase)
 - iii) Work Week - **\$220.00** – (previously \$98.00, 125% increase)



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Article 30 - Safety

- Added section 2 – Frontier California Incorporated and the Communication Workers of America (hereinafter "CWA" or "Union") mutually agree to the Heat-Related Illness (HRI) Prevention in Outdoor Places for employees who perform a majority of their work duties in Customer Operations, Network Operations, and Construction

All Employees' normal scheduled start times will be adjusted to 30 minutes earlier than their normal scheduled shift, in areas that have warmer climates for the months of June through September when the temperatures equal or exceeds the average mean temperature of 95 degrees (Fahrenheit) per data provided by a mutually approved weather source.

The environment and personal risk factors for heat illness, as well as the added burden of heat on the body caused by exertion, clothing, and personal protective equipment (PPE).

- Added section 3 - Employee identification: As may be required by law, governmental agencies, or in the public interest, the Company shall take necessary steps for the identification of employees as follows:
 - A. Require all personnel on the Company property or performing Company work to be in possession of a Company issued ID/Badge.
 - B. Require the photograph on the ID/Badge to accurately represent the person wearing.
 - C. Issue identification cards or badges which all personnel shall be required to always carry with them when engaged in Company business.

Article 32 – Sickness and Accident Benefits

- Section 3B - Updated: For those regular employees who at the start of their absence have an accumulated balance of between ninety-one (91) to one hundred seventy-nine (179) days of sick leave and who have received no benefits due to illness or injury during their last **six (6)** months of credited service. **The benefits employees receive as a result of Kin Care shall not be considered when determining a waiting period as described in this section (3B).**
- Section 3.2 - Updated: Regular employees who are eligible for benefits and are required to be absent from work because of death in their immediate families will be eligible to receive benefits (without a waiting period) for three (3) days. Employees who can justify such need to the satisfaction of Management, such as for travel, will be eligible to receive benefits for up to two (2) additional days. **The benefits employees receive because of a death in their immediate families, (Bereavement) shall not be considered when determining a waiting period as described in Section 3 of Article 32.**



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Acquisition MOA

- Renewed
- Section 4 - Job Security Protection:

The Company agrees that through **September 9, 2028** it will not layoff, downgrade or involuntarily terminate the employment, other than for "cause" under and subject to the terms of the applicable California CWA collective bargaining agreement (CBA), of any Covered Employee in the state of California represented by the Union. who, as of the date of Close (April 1, 2016), was actively employed or, if not actively employed, was on a leave of absence or other authorized absence with a right of continued employment or reinstatement.

Artificial Intelligence MOA (New)

Whereas, there has been massive investment in and development in machine learning (ML), especially so-called artificial intelligence (AI) large language models (LLMs), and other algorithmic technologies over the last few years; and Whereas, there is widespread concern about impact of these technologies on the workforce throughout the economy; The company and the union will form a joint committee on Artificial intelligence to discuss the potential impacts of AI regarding bargained for work. The Company and Union shall meet every other quarter at the request of either party provided they give 10-day notice.

The Company remains open to discussions on how the implementation of new AI technology can be managed in a way that supports both operational needs and the interests of employees through the formation of a Joint Committee.

Business Attire MOA

- Increased boot allowance from \$150 to \$180 bi-annually

Cross Functional Work Sharing MOA

- Agreed to move to committee

Due Process MOA (New)

Frontier California Incorporated ("Company") and the Communications Workers of America ("CWA" or "Union") mutually agree that the Company shall meet with the Union to discuss and temporarily defer termination for an appropriate period of time, as mutually agreed upon by the parties, not to exceed twelve (12) months, in situations where legal proceedings necessitate additional time to allow employees the opportunity to exercise due process. Such circumstances may include, but are not limited to, pending legal investigations, scheduled court hearings, or the availability of police or court reports.



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The Union reserves the right to challenge any disciplinary action through the applicable provisions of the CBA.

The Company retains sole authority over termination decisions, with any deferral limited to due process needs and not a waiver of its management rights.

This Memorandum of Agreement shall become effective upon ratification of the collective bargaining agreement and shall remain in effect until the expiration of that agreement.

Emergency Personal Holiday Time MOA (new)

Frontier California Incorporated and the Communications Workers of America (hereinafter "CWA" or "Union") mutually agree beginning January 1, 2026, employees who are eligible to take Personal Holidays under Article 23 to the following terms;

- Employees will be allowed to use up to three (3) Personal Holiday(s) in an emergency fashion and will not be subject to the vacation scheduling process.
- Article 23 section 3.2 will not apply to the three (3) Emergency Personal Holiday(s) (EPH).
- Employees who have not selected or utilized one (1) of the three (3) EPH's by November 1 of each calendar year, Management will designate one (1) EPH to be observed.
- Employees who have only selected or utilized one (1) of the three (3) EPH's by November 15 of each calendar year, Management will designate one (1) EPH to be observed.
- Employees who have only selected or utilized two (2) of the three (3) EPH's by December 1 of each calendar year, Management will designate one (1) EPH to be observed.

This Memorandum of Agreement (MOA) supersedes any other Agreement provision that is inconsistent with its terms, including but not limited to Article 23 Sections 3.3.

FNFT Schedule – Trial MOA (new)

Trial - Fiber Network Field Technicians (FNFT) Schedule

Frontier California Incorporated and the Communication Workers of America (hereinafter "CWA" or "Union") mutually agree to ensure employees that are Fiber Network Field Technicians (FNFT) can balance their work and family obligations while maximizing their contribution toward achieving key departmental goals, beginning January 1, 2026, for a trial period of 12 months, FNFT's may request to utilize Vacation Time to schedule time off on Saturdays for which they are scheduled, subject to the vacation scheduling process in accordance with current Company policy and practices. The Company and the Union will meet quarterly to review, evaluate, and make recommendations regarding the status and any future expansion of the program.



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Frontier Fiber Internet Jobs of the Future (FFI) MOA

- Reduced contractors from 30% to 25%

Healthcare Contributions MOA

- 2025 – EE - \$165, (current rate), EE+2 - \$330 (current rate)
- 2026 – EE - \$165 (\$0 increase), EE+2 - \$330 (\$0 increase)
- 2027 – EE - \$170 (\$5 increase), EE+2 - \$340 (\$10 increase)
- 2028 – EE - \$175 (\$5 increase), EE+2 - \$350 (\$10 increase)

Frontier California			
	Single	Single +1	Family
2025 (current)	\$165	\$330	\$330
2026	\$165	\$330	\$330
2027	\$170	\$340	\$340
2028	\$175	\$350	\$350

Long Term Disability MOA

- Increased 50% coverage maximum from \$3,000 to \$4,500.
- Increased 60% coverage maximum from \$5,000 to \$5,500



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Medical Plan – Comprehensive MOA

- Sponsored Plan (PPO)
 - I. Emergency Room co-pay increased from \$110 to \$150, waived if admitted
 - II. Maintained all remaining co-pays at current amounts

	In-Network Annual Deductible	Out-of-Network Annual Deductible
	PPO	PPO
2025 (current)	675/1,350/1,687.50	925/1,850/2,312.50
2026	675/1,350/1,687.50	925/1,850/2,312.50
2027	700/1,400/1,750	950/1,900/2,375
2028	725/1,450/1,812.50	975/1,950/2,437.50
	Out-of Pocket Maximums In-Network	Out-of Pocket Maximums Out-of-Network
	PPO	PPO
2025 (current)	1,600/3,200/4,000	2,200/4,400/5,500
2026	1,600/3,200/4,000	2,200/4,400/5,500
2027	1,650/3,300/4,125	2,250/4,500/5,625
2028	1,700/3,400/4,250	2,300/4,600/5,750

Mechanic New Hires

Frontier California Incorporated and the Communications Workers of America (hereinafter “CWA” or “Union”) mutually agree to the following;

Upon contract ratification the Company Shall hire six (6) CWA represented regular full-time mechanics to replace six (6) contractors currently performing like-work.

MOA's

- Renewed all MOA's

Safety Shoes (Supply Chain)

- Increased from \$40 to \$90 annually



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Sick Benefits One (1) Day Waiting Period – Trial MOA (new)

Frontier California Incorporated and the Communications Workers of America (hereinafter “CWA” or “Union”) mutually beginning January 1 2026, for a trial period of 12 months, the waiting period listed in Article 32 sections 3, 4, and 4.1 will be reduced from two (2) days to one (1) day.

- Employees with 180+ days (1440+ hours) at the beginning of their absence are not subject to a waiting period and will not have a measurable impact on the trial.
- Employees with 91-179 days (728-1439 hours) currently have a waiver if no sick benefits have been used the past 6-months.
- Employees with 0-90 days (0-727 hours) currently have no waivers.
- Employees who are subject to waiting periods will be the focus of the trial.
- 2023, 2024, & 2025 attendance data will be used to create a baseline for the trial comparison. The Company and Union will mutually agree to the data that will be utilized in creating the baseline.
- The Company and the Union will meet quarterly to review, evaluate, and make recommendations regarding the status and any future expansion of the program. The Company will supply the Union with all relative statistical data.

This Memorandum of Agreement (MOA) supersedes any other Agreement provision that is inconsistent with its terms, including but not limited to Article 32 Sections 3, 4, and 4.1 for the period of January 1, 2026 to December 31, 2026. The Company and Union mutually agree, upon a successful trial this language will be permanently adopted into Article 32.

Vision Benefits MOA

- Frames: Increased to \$165.00 (Previously \$115.00)
- Conventional: Increased \$150.00 (Previously \$105.00)

Work At Home MOA

- Section 9: Added: Employees must immediately inform supervision of the malfunction of any work-at-home terminal/equipment or services, or power outages or other events that disable the use of such terminal/equipment or services for more than fifteen (15) minutes. These situations will be handled on a case-by-case basis. [In the event it is determined a terminal/equipment requires replacement, the Company will ensure required terminal/equipment is in stock and available prior to requesting the employee to pick up the replacement terminal/equipment.](#)



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- Section 11.2: Added: In addition, supervisors will maintain contact with employees through telephone, electronic, or other messaging, and home visits during scheduled hours may be conducted with reasonable advance [notice, but no less than four \(4\) hours minimum](#)

Wages

- 10% increase over 3 years, approximately 10.33% compounded
- 9/2025 – 3.75% GWI (Full retro-pay)
- 9/2026 – 3.75% GWI
- 9/2027 – 2.5% GWI

In Unity your Bargaining Team:

Maggie McCormack, Chair CWA D9,
Staff Representative

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

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