

GRIEVANCE SETTLEMENT AGREEMENT

between

Communications Workers of America, District 9 (“Union”)

and

Frontier California Inc. (“Company”)

The Company and Union have agreed to fully and finally settle Grievance No. 2022080002, as follows:

1. The Company will post job requisitions for at least one hundred (100) Term Cable Splicer positions by Monday, September 12, 2022, in addition to existing job requisitions already posted, and make every reasonable effort to fill them as reasonably, administratively, and practically as possible.
2. The Company will meet with the Union on a bi-weekly basis to review the requisition postings, applications, and status thereof.
3. The following actions will be taken in light of the termination of the Frontier-HCI contract. The Union will no later than August 31, 2022 supply the names and contact information for technicians who were employed by the contractor HCI when it ceased doing business during 2022. The Company will on or before September 7, 2022 make an offer of employment as Term Cable Splicers to those technicians, pending such individuals’ passage of existing required health-related, drug, background, and competency tests for such positions. Of the 17 current I&R subcontractors, the Company will immediately release 9 I&R subcontractors, leaving 8 I&R subcontractors.
4. The Union will assist the Company in procuring qualified applicants for these positions. Any referrals by the Union that result in a hire, including the referral in Section 3, shall result in \$1,000 for a successful referral (using the terms of the existing referral program), and such amount shall be collected and paid out in equal amounts to existing bargaining unit members every 6 months, until the 100 requisitions in Section 1 are filled.
5. The strike will end on or before 11:59 p.m. on August 24, 2022, and the Union will immediately direct all employees to return to work on or before August 25, 2022 for their next regularly scheduled tour. No employees will be penalized in any way for failure to return to work by 11:59 p.m. on August 25, 2022. Any discipline issued in the course of the strike is rescinded.

FRONTIER CALIFORNIA INC.

COMMUNICATIONS WORKERS OF AMERICA



Robert J. Costagliola, SVP-Labor Relations
Dated: 8/24/2022

Dated: 8/24/2022