

CWA District 1 NY/NE

Summary of Agreement in Principle Frontier

March 12, 2026



District One Vice President Dennis Trainor is pleased to announce that CWA has reached an Agreement in Principle with Verizon for CWA members currently employed by Frontier under the Rochester and Elmira, NY contracts. The Agreement is subject to ratification by the combined membership covered under all the applicable CBAs (Frontier and Verizon).

This Agreement signals a new trajectory for CWA members at Frontier who have gone head-to-head for years with a company that has been a consistently bad actor and made repeated attempts to violate our union contract.

As these members move into CWA's Verizon bargaining unit, they will no longer be fighting on their own, they will be a part of our entire bargaining unit, and we will all be stronger for that. **This is a huge win for every single one of our Frontier and Verizon members.**

CWA members who are currently employed by Frontier under the Rochester and Elmira, NY contracts will be covered under the applicable Agreements between CWA District One and Verizon beginning no later than January 3, 2027.

This Agreement:

- Provides for significant improvements to the members' wages and benefits
- Will reduce the use of contractors in the former Frontier footprint
- Creates a stronger bargaining unit

Highlights of the Agreement:

Timeline

- Extends the Frontier CBAs until the Transition Date
- **Transition date will be no later than January 3, 2027 - then former Frontier employees will be covered under the Verizon CBAs covering NY State**

Wages and Other Compensation

- **Retro pay:**
 - 3% from June 14, 2024, through October 18, 2025, for time worked and for paid time off only if the employee was active on payroll at some point between June 14, 2024, and the beginning of the paid time off.
 - An additional 3% from June 15, 2025, through October 18, 2025, for time worked - and for paid time off only if the employee was active on payroll at some point between June 15, 2025, and the beginning of the paid time off.
 - Retro pay will be paid within 30 days of ratification.
- **Increase to current wage rate (still Frontier rate): 4% on July 26, 2026**
- **Upon the transition date, you will be covered under the applicable wage table in the Verizon CBAs based on your service with Frontier, meaning 85% of the Frontier employees will receive top pay under the Verizon CBAs.**
 - For example:
 - SST, at current top pay \$1,732/week will be mapped to the Field Tech title which has a top rate of \$2,198 (top pay at 60 months).
 - Comms Coordinator I, current top pay \$1,499/week will be mapped to the FCSA title which has a top rate pay of \$1,900 (top pay at 48 months).

PENDING WAGE TABLES

Former Universal Comm Tech, Sales and Service Tech, Desk Tech, Cable Spicer, Line/Splice and Network Tech will transition to the Verizon Field Tech or COT Title

Verizon CBA, Article 42 Income Protection Plan Equivalent Pension Band: 123

Wage Table: 1

7/14/24 3% Retro	7/15/25 3% Retro to 10/18/25	7/26/26 4%	1/3/27 Placed in Verizon CBA Wage Table 1	7/25/27 3.5%	7/30/28 3%	7/28/29 3%	7/28/30 3%
\$44.61/hr	\$45.95/hr	\$47.79/hr	\$54.96/hr	\$56.88/hr	\$58.59/hr	\$60.35/hr	\$62.16/hr
\$1,784/wk	\$1,837.60/wk	\$1,911.20/wk	\$2,198.56/wk	\$2,275.34/wk	\$2,343.60/wk	\$2,414/wk	\$2,486.42/wk
\$92,768/yr	\$95,555.20/yr	\$99,382.40/yr	\$114,325.12/yr	\$118,317.89/yr	\$121,867.20/yr	\$125,528/yr	\$129,293.84/YR

Former Network Tech (CO Installation) will transition to Material Systems Tech (MST) Title in the Verizon/TRG CBA

Verizon TRG CBA, Article 42 Income Protection Plan Equivalent Pension Band: 123

Wage Table: 1A in TRG Contract

7/14/24 3% Retro	7/15/25 3% Retro to 10/18/25	7/26/26 4%	1/3/27 Placed in Verizon CBA Wage Table 1A	7/25/27 3.5%	7/30/28 3%	7/28/29 3%	7/28/30 3%
\$44.61/hr	\$45.95/hr	\$47.79/hr	\$55.11/hr	\$57.04/hr	\$58.75/hr	\$60.51/hr	\$62.33/hr
\$1,784/wk	\$1,837.60/wk	\$1,911.20/wk	\$2,204.40/wk	\$2,281.60/wk	\$2,350.00/wk	\$2,420.40/wk	\$2,493.20/wk
\$92,768/yr	\$95,555.20/yr	\$99,382.40/yr	\$114,628.80/yr	\$118,643.20/yr	\$122,200.00/yr	\$125,860.80/yr	\$129,646.40/yr

Former Comm Coordinator 1 (Tier 2) will transition to Verizon Fiber Customer Support Analyst (FSCA) Title

Verizon Plant CBA, Article 42 Income Protection Plan Equivalent Pension Band: 116

Wage Table: 12

7/14/24 3% Retro	7/15/25 3% Retro to 10/18/25	7/26/26 4%	1/3/27 Placed in Verizon CBA Wage Table 12	7/25/27 3.5%	7/30/28 3%	7/28/29 3%	7/28/30 3%
\$38.59/hr	\$39.74/hr	\$41.33/hr	\$47.52/hr	\$49.18/hr	\$50.65/hr	\$52.17/hr	\$53.74/hr
\$1,543.60/wk	\$1,589.60/wk	\$1,653.20/wk	\$1,900.80/wk	\$1,967.20/wk	\$2,026/wk	\$2,086.80/wk	\$2,149.60/wk
\$80,267.20/yr	\$82,659.20/yr	\$85,966.40/yr	\$98,841.60/yr	\$102,294.40/yr	\$105,352.00/yr	\$108,513.60/yr	\$111,779.20/yr

Former Comm Coordinator 2 (Tier 1) will transition to Verizon Storekeeper Title
 Verizon Plant CBA, Article 42 Income Protection Plan Equivalent Pension Band: 114
 Wage Table: 30

7/14/24 3% Retro	7/15/25 3% Retro to 10/18/25	7/26/26 4%	1/3/27 Placed in Verizon CBA Wage Table 30	7/25/27 3.5%	7/30/28 3%	7/28/29 3%	7/28/30 3%
\$41.87/hr	\$43.12/hr	\$44.85/hr	\$44.25/hr	\$45.79/hr	\$47.17/hr	\$48.58/hr	\$50.04/hr
\$1,674.80/wk	\$1,724.80/wk	\$1,794.00/wk	\$1,770.00/wk	\$1,831.60/wk	\$1,886.80/wk	\$1,943.20/wk	\$2,001.60/wk
\$87,089.60/yr	\$89,689.60/yr	\$93,288.00/yr	\$92,040.00/yr	\$95,243.20/yr	\$98,113.60/yr	\$101,046.40/yr	\$104,083.20/yr

Former Comm Coordinator 3 (Tier 1) will transition to Verizon Construction Coordinator Title
 Verizon Plant CBA, Article 42 Income Protection Plan (IPP) Equivalent Pension Band: 118
 Wage Table: 8

7/14/24 3% Retro	7/15/25 3% Retro to 10/18/25	7/26/26 4%	1/3/27 Placed in Verizon CBA Wage Table 8	7/25/27 3.5%	7/30/28 3%	7/28/29 3%	7/28/30 3%
\$40.30/hr	\$41.51/hr	\$43.17/hr	\$42.91/hr	\$44.41/hr	\$45.74/hr	\$47.11/hr	\$48.53/hr
\$1,611.84/wk	\$1,660.40/wk	\$1,726.82/wk	\$1,716.40/wk	\$1,776.40/wk	\$1,829.60/wk	\$1,884.40/wk	\$1,941.20/wk
\$83,815.51/yr	\$86,340.80/yr	\$89,794.43/yr	\$89,252.80/yr	\$92,372.80/yr	\$95,139.20/yr	\$97,988.80/yr	\$100,942.40/yr

Former Comm Clerk (Tier 1) will transition to Verizon Administration Assistant (AA) Title
 Verizon Plant CBA, Article 42 Income Protection Plan (IPP) Equivalent Pension Band: 108
 Wage Table: 24

7/14/24 3% Retro	7/15/25 3% Retro to 10/18/25	7/26/26 4%	1/3/27 Placed in Verizon CBA Wage Table 24	7/25/27 3.5%	7/30/28 3%	7/28/29 3%	7/28/30 3%
\$34.66/hr	\$35.70/hr	\$37.13/hr	\$37.41/hr	\$38.71/hr	\$39.87/hr	\$41.06/hr	\$42.29/hr
\$1,386.40/wk	\$1,428.00/wk	\$1,485.09/wk	\$1,496.40/wk	\$1,548.40/wk	\$1,594.80/wk	\$1,642.40/wk	\$1,691.60/wk
\$72,092.80/yr	\$74,256.00/yr	\$77,224.69/yr	\$77,812.80/yr	\$80,516.80/yr	\$82,929.60/yr	\$85,404.80/yr	\$87,963.20/yr

Former Fleet Mechanic will transition to Verizon Automotive Equipment Tech (AET) Title
 Verizon Plant CBA, Article 42 Income Protection Plan (IPP) Equivalent Pension Band: 119
 Wage Table: 38

7/14/24 3% Retro	7/15/25 3% Retro to 10/18/25	7/26/26 4%	1/3/27 Placed in Verizon CBA Wage Table 38	7/25/27 3.5%	7/30/28 3%	7/28/29 3%	7/28/30 3%
\$44.61/hr	\$45.95/hr	\$47.79/hr	\$50.31/hr	\$52.07/hr	\$53.63/hr	\$55.24/hr	\$56.89/hr

\$1,784.40/wk	\$1,838.00/wk	\$1,911.60/wk	2,012.40/wk	\$2,082.80/wk	\$2,145.20/wk	\$2,209.60/wk	\$2,275.60/wk
\$92,788.80/yr	\$95,576.00/yr	\$99,403.20/yr	\$104,644.80/yr	\$108,305.60/yr	\$111,550.40/yr	\$114,899.20/yr	\$118,331.20/yr

Former Power and Building Tech will transition to Verizon Watch Engineer Title

Verizon Plant CBA, Article 42 Income Protection Plan (IPP) Equivalent Pension Band: 123
Wage Table: 42

7/14/24 3% Retro	7/15/25 3% Retro to 10/18/25	7/26/26 4%	1/3/27 Placed in Verizon CBA Wage Table 42	7/25/27 3.5%	7/30/28 3%	7/28/29 3%	7/28/30 3%
\$44.61/hr	\$45.95/hr	\$47.79/hr	\$54.96/hr	\$56.88/hr	\$58.59/hr	\$60.34/hr	\$62.15/hr
\$1,784.40/wk	\$1,838.00/wk	\$1,911.60/wk	\$2,198.40/wk	\$2,275.20/wk	\$2,343.60/wk	\$2,413.60/wk	\$2,486.00/wk
\$92,788.80/yr	\$95,576.00/yr	\$99,403.20/yr	\$114,316.80/yr	\$118,310.40/yr	\$121,867.20/yr	\$125,507.20/yr	\$129,272.00/yr

*60-month wage table for Outside Plant Jobs to reach top pay (six-month progressions)

*42 to 48-month wage table for inside clerical jobs to reach top pay (six-month progressions)

Pensions and Retirement Security

● **Retiree Healthcare Subsidy**

- Your time employed by Frontier will count as service credited towards Verizon's retiree healthcare subsidy.
- Verizon's retiree healthcare subsidy is \$772 for each year of service up to a maximum of 20 years, resulting in an annual maximum benefit of \$15,440 a year towards pre-Medicare retiree healthcare.
- This annual benefit may be taken in the form of an HRA to purchase a plan on the open market or pay for out-of-pocket expenses (not premium payments) under another plan you are eligible to participate in.
- Once you reach Medicare age, the annual subsidy is reduced to \$7,200 and the HRA is no longer an option.
- The current annual price of the Company-sponsored UHC Medicare Advantage Plan is \$2,405 for an individual and \$4,810 for individual +1 coverage, well below the subsidy amount.
- To participate in an Advantage Plan, you must be enrolled in Medicare Part B and pay those premiums to the government.
- All employees will now be eligible for retiree healthcare, including those hired after 6/15/15.

- **401K:** All Frontier employees affected by the transition will be subject to Verizon's 401K plan (Fidelity) and will receive a 100% match up to the first 6% contributed.

Subcontracting

Verizon will continue to have the flexibility to subcontract work under the terms of the Frontier CBAs until December 31, 2028.

- Beginning on January 1, 2029, the Verizon CBAs will govern the company's right to contract out work.
- Beginning on March 31, 2027, Verizon will be obligated to share contracting information with the Union and discuss in committee ways in which work could be brought back into the bargaining unit prior to December 31, 2028.

Service Credit

- Frontier employees will receive service credit for their time with Frontier for all purposes except:
 - participation in the Verizon Pension Plan,
 - coverage under the 2003 Job Security Letter (all other applicable job protections under the CBAs apply)
 - and pre-08 retiree healthcare.

PSC Agreement

- In-home installation will begin to be returned to bargaining unit members 120 days after the acquisition.
- 3-year no layoff protection from the date of the acquisition.
- PSC Agreement is incorporated into the CBAs. This includes hiring at least 20 bargaining unit employees and introducing the Verizon Plant Pride program (within six months).

Frontier/Verizon Comparisons

Personal Time Off

<u>Frontier</u>	<u>Verizon</u>
Holidays: 9 Vacation: max 6 weeks Personal Days: Zero Sick Time: 1 week per occurrence	Holidays: 11, half day on Christmas Eve Vacation: max 5 weeks Personal Days: 5 (4 paid, 1 unpaid) Sick Time: 10 days per year. There is an attendance award, if you do not use any sick days, you receive one week's pay, prorated down to 4 days which would pay out one day's pay. Payment is in March

Short Term Disability

<u>Frontier</u>	<u>Verizon</u>
70% for 180 days, 50% for day 181 to 365	25 years +, 100% pay 52 weeks. 20 years but less than 25, 39 weeks 100% and 13 weeks at 50% 15 years but less than 20, 26 weeks 100% pay and 26 weeks at 50% 5 years but less than 15, 13 weeks 100%, 39 weeks at 50% 2 years but less than 5 years, 4 weeks 100%, 48 weeks at 50% At least 6 months but less than 2 years, 52 weeks at 50%

Differentials

<u>Frontier</u>	<u>Verizon</u>
Weekly On Call: E911/PBX = \$245, Carrier 4 hours a day for Saturday and Sunday Night: 10% of basic weekly rate No Saturday differential Sunday: 4 hours premium	Weekly On Call: 15% of basic weekly rate Night: 10% of basic weekly rate Saturday: 25% of basic weekly rate

Retiree Benefits

<p><u>Frontier Retiree Healthcare Pre-65</u> Single \$221/mo. annual \$2,652 Family \$371/mo. annual \$4,452</p>	<p><u>Verizon Retiree Healthcare Pre-65</u> \$772 for each year of service up to a maximum of 20 years of service, resulting in a maximum benefit of \$15,440 per year regardless of single or family.</p>
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The Verizon dollars can be taken in the form of a Health Reimbursement Account (HRA) Pre- 65, to purchase a plan on the NYS health care market or pay for out-of-pocket expenses not covered by a spouse's plan. Once you turn age 65, unused HRA amounts are forfeited.

<p><u>Frontier Retiree Healthcare Post 65</u> Single and annual amounts are the same as amounts applied towards company sponsored Medicare Advantage plans.</p> <p>The current annual cost for Frontiers' most popular Medicare Advantage plan Preferred Gold is \$361/mo., \$4,332/yr.</p> <p>All employees hired after 6/15/15 were not eligible for retiree coverage</p>	<p><u>Verizon Retiree Healthcare Post 65</u> Once you reach age 65, the annual subsidy is reduced to \$7,200 and the HRA is no longer an option. This amount is applied to both retirees and spouses.</p> <p>The current annual cost of Verizon's sponsored Medicare advantage plan is \$2,405/yr and \$4,810 for an employee and spouse.</p> <p style="text-align: center;">All employees are eligible for retiree coverage</p>
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The Verizon Post-65 subsidy currently covers 100% of a retiree and spouse monthly premium. The current cost of Frontier retiree and spouse coverage is \$8,664 per year with an annual subsidy of \$4,452, costing retiree and spouse \$4,212 per year. The Verizon subsidy is good until retiree dies, same as Frontier. Frontiers' current proposal is to eliminate this benefit.

<p style="text-align: center;"><u>Frontier</u></p> <p>No retiree dental coverage</p> <p>No retiree eye care coverage</p> <p>Life Insurance - \$10,000</p> <p>Frontiers' current proposal is to eliminate Free phone and internet</p>	<p style="text-align: center;"><u>Verizon</u></p> <p>Dental coverage until retiree dies</p> <p>Eye care coverage program at no cost providing discounts.</p> <p>Life Insurance- \$20,000</p> <p>Verizon retirees get discounted Phone and internet services.</p>
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Highlights of 2026 Verizon Tentative Agreement:

All former Frontier employees will be considered post-08 and post-12 employees for the purpose of retiree health care and pension benefits.

1. Duration of Extension

The terms of the contract will become effective upon ratification and will remain in effect until 11:59 pm on August 3, 2030.

2. All current terms and conditions remain in effect during the 2026 extension agreement, including the Work and Family Committee Funding and the Work from Home provisions agreed to in 2022.

3. Wages and Other Compensation

- The wage increases listed below will be applied to all steps of the basic wage schedules on the date indicated:
 - 4.0% effective July 26, 2026
 - 3.5% effective July 25, 2027
 - 3% effective July 30, 2028
 - 3% effective July 29, 2029
 - 3% effective July 28, 2030

This is a 17.62% compounded wage increase between 2026-2030.

- **Cost of Living Adjustment:** A cost-of-living adjustment, effective on July 29, 2029, if applicable, will be made to base wage rates. The adjustment is as follows: one-half of the increase above 3.75% in CPI-W for the period April 2028 through April 2029, not to exceed 2%.
- **Corporate Profit Sharing:** The Company will award Corporate Profit Sharing distributions in each year of the extension, with a minimum distribution of \$1,200 in each year (increased from \$700 per year). Additionally, members who were hired after October 28, 2012, will receive an additional \$3,100 CPS award in each year, bringing their total to \$4,300 a year. The additional award will be automatically deposited into an individual's 401(k) unless they choose to take the distribution at the time of the award.

Note: This combines the CPS and Stock Together and makes it a guaranteed distribution. The Stock Together Program remains, but it continues to be at the company's discretion.

- **Added a 401(k) Savings Plan Matching Contributions Based on Student Loan Payments**

4. Dental Benefit Improvements:

Effective January 1, 2027, the following dental benefit improvements become effective:

- The individual annual benefit will be increased by \$500
- The lifetime benefit for orthodontic care will be increased by \$500
- The schedule of benefits will be increased by 20%

5. Healthcare Changes

Below are the premium contribution and plan design changes for each year of the Agreement:

a. Monthly Contributions toward Health Care Coverage

The following monthly rates assume non-smoker and completion of the Health Risk Assessment and apply for Employee only / Employee + Family Coverage:

Rates	MEP (Medical Expense Plan) & HCN (Health Choice Network)	EPO (Exclusive Provider Organization). HMOs (Health Maintenance Organization) and Other Plans (no greater than)
2027	\$162/\$324	\$243/\$486
2028	\$170/\$340	\$255/\$510
2029	\$178/\$356	\$267/\$534
2030	\$186/\$372	\$279/\$558

Current Frontier Select EPO Family 2026 Employee Contributions

Employee	\$226.00 per month
Employee +1	\$519.65 per month
Employee +2 or more children	\$569.05 per month
Family	\$598.78 per month

***A current Frontier Employee with a family plan in 2026 is paying \$598 per month verse 2030 Verizon rates, max out of pocket is \$558 per month. You will be paying less in four years than what you are paying today.**

b. MEP and HCN Plan Design Change

Plan Design Elements (Employee Only Coverage)

Annual Deductible	MEP	HCN	MEP & HCN
	<i>In-Network</i>	<i>In-Network</i>	<i>Out-of-Network</i>
2027	\$880	\$510	\$1,260
2028	\$900	\$530	\$1,290
2029	\$920	\$550	\$1,315
2030	\$940	\$570	\$1,325
Annual Out-of-Pocket Maximum	MEP and HCN		
	<i>In-Network</i>	<i>Out-of-Network</i>	
2027	\$2,370	\$3,590	
2028	\$2,420	\$3,640	
2029	\$2,470	\$3,690	
2030	\$2,520	\$3,740	

- Deductibles and out-of-pocket maximums for Family coverage will continue to be 2.5x of the employee-only amount.
- Copays for all covered services and supplies that currently have a \$35 copay will be increased by \$5 in 2030.
- Emergency Room copays will increase by \$5 in 2029 and by \$5 in 2030.

c. EPO and HMO Plan Design Changes

- Copays for all covered services and supplies that currently have a \$35 copay will be increased by \$5 in 2030.
- Emergency Room copays will increase by \$5 in 2029 and again by \$5 in 2030.

6. Jobs

- A minimum of 500 employees will be hired into jobs outside the Sales and Service Centers and Tech Support Centers in the CWA NY footprint. An additional 300 jobs are allocated to New England, and another 100 employees will be hired in the areas the Company determines the need, bringing the total to 900 in the NY/NE footprint.
- 140 call center employees will be hired into Sales & Service Centers in NY/NE (proportionately distributed based on current headcount)
- 140 call center employees will be hired into the Tech Support Centers in NY/NE (proportionately distributed based on current headcount)
- Temporary employees (excluding escorts) will be offered permanent status within 30 days of ratification.
- LOA on contracted VZB Work - fiber restoration, cable pulls, and splicing work to be performed exclusively by Verizon or Verizon Business Techs beginning on January 1, 2027.
- LOA on Verizon Wireless co-location Work - technician work on operational transport equipment (Hut Work) outside the NY Metro area, will be exclusively performed by COTs beginning on January 1, 2027.
- LOA on Verizon Wireless Switching Work (SAP/TAP) - Verizon Business Technicians and/or Verizon Telecom Technicians will exclusively perform this work outside the NY Metro Area beginning January 1, 2027. Additionally, Verizon will offer the wireless employees who perform this work bargaining unit jobs or hire at least 14 new employees in the NY/NE footprint to perform this work.
- LOA for Representatives to sell Verizon Wireless products. Wireless Reps can do a limited number of secondary functions for Verizon Telecom customers, but when it occurs it would be counted as a call that was routed to a contractor under the call share agreement resulting in no loss of work for our bargaining unit.
- LOA for Representatives and Tech Support to handle most of the work related to the Verizon/Eaton Fiber arrangement.
- LOA provides the opportunity for Verizon Telecom MET/MSTs to perform Network Installation work for Verizon Wireless and Verizon Business.
- LOA for bargaining unit employees to install Verizon Wireless One Talk product.

- LOA to purchase conduit heating equipment in six Upstate NY locations.
- Call Share percentages are increased as follows:

	Effective 1/1/2027	Effective 1/1/2028
Tech Support	2% increase from 70% to 72%	An additional 1% increase to 73%