FRONTIER

CA-CBA 303 IBEW Local 1245 (ELK GROVE)

2026 Contract Negotiation 11/6/2026

ARTICLE	SEC	TITLE	FP5
		Last Best and Final Offer	

LAST BEST AND FINAL OFFER

ARTICLE 24 EMPLOYEE BENEFIT PROGRAMS

24.1 BENEFIT PLANS (amended [DATE]

The Company-provided Medical Plan, including the current Kaiser HMO options (subject to its continued availability from Kaiser), Dental Plan, Vision Plan, Long Term Disability Plan, Flexible Spending Accounts Plan, Life Insurance Plan, Pension Plan and Savings Plan(s) in effect on September 30, 2012 shall continue to be made available to all eligible employees in accordance with the terms of those plans, as modified in 2012 collective bargaining. Any increase in monthly premiums in the Kaiser HMO Plan which exceed the monthly premiums of the Company Exclusive EPO Plan will be considered a "buy-up" and the employee will be required to pay 100% of the difference. Only employees on the payroll as of September 30, 2012 who have not elected to opt into to the Company's 401(k) Plan with a Company Match (in accordance with Section 24.6 of this Article) are eligible to continue participation in the Pension Plan. ~~The EPO and PPO Design Features for 2019 shall be as shown on the attached Design Summary.~~

Effective beginning January 1, 2009, the Company will provide an Employee Assistance Program.

The Company may make changes, additions, or deletions to any such plan, and may drop or add plans, provided:

a. The changes apply to a majority of Frontier Communications Corporation employees covered under such plan, and

b. The Company provides the Union with no less than thirty (30) days' notice of any intended Company-initiated changes if any of the changes would have material adverse effect on the benefits received by a plan's participants taken as a whole and without regard to the effect a change may have on one or more individual participant.

The parties acknowledge that HMO and/or EPO and PPO availability are not within the control of the Company and that plan content and/or networks will be determined by the HMO, EPO and PPO, or Third-Party Administrator.

Should the Company, in the exercise of its rights under this Article increase any employee contribution (defined as the monthly employee medical premium (or premium equivalent contribution through payroll) by more than 25% in a calendar

year, then the Union may require that this Article be opened for the purpose of negotiations with respect to such change(s). If agreement is not reached, the Union shall have the right to submit this issue to the expedited arbitration procedures contained within this article.

24.2 EMPLOYEE CONTRIBUTIONS (amended 10/1/2022)

Employee Contributions toward Medical Plan Coverage: For the life of the current agreement, the employee share of premiums or premium equivalents for the medical plans shall be the following specified percentages (not including any COBRA administrative fee):

	2026-2030
PPO	24 %
EPO	28 %
KP HMO	28 %

Tobacco User Surcharge: In addition to the contribution set forth above, employees and/or covered spouses who use tobacco shall pay a supplemental tobacco user premium equal to 10% of the Medical Plan's monthly premium or premium equivalent cost for single coverage.

Employee Contributions towards Dental Plan Coverage: The employee share of premium or premium equivalent (not including any COBRA administrative fee) for the Dental Plan shall be 25% for the life of the Agreement.

Employee Contributions towards Vision Plan Coverage: The employee share of premium or premium equivalent (not including any COBRA administrative fee) for the Vision Plan shall be 50% for the life of the Agreement.

Wellness Credit: Effective 01/01/2019 employees enrolled in a FTR offered Anthem medical plan will receive a $75 rebate incentive in their paycheck if they and their spouses complete an annual physical exam, including biometric measurements ($75 for each - maximum of $150 per calendar year).

24.3 PLAN DEDUCTIBLES [DATE]

Annual deductibles, co-pays and co-insurance rates in the Medical Plan may be changed during the term of this Agreement; however, in no event may these rates be increased by more than 25% in any year.

ARTICLE	SEC	TITLE	FP5
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NEW: (Proposal for the PPO and EPO)

Prescription Drugs Annual Deductible	"(2027-$0) (2028-$25) (2029-$25) (2030-$100)

[1]The proposed deductible is per covered employee and per covered dependent. The Prescription Drug plan will not pay benefits until the deductible is met.

Hinge Health – Physical Therapy (PT) Delivered Digitally

- Effective 1/1/27, and at the Company's discretion annually thereafter, Anthem members and their covered dependents will be offered virtual physical therapy through"Hinge Health" to help you overcome pain anytime, anywhere.
- When you receive PT sessions, through Hinge Health, your cost will be $0, and the number of PT sessions will not count toward the plan maximum number of visits.

*The Company reserves the right to extend or discontinue this program at any time.

GLOBAL POSITIONING SYSTEM (GPS), TELEMATICS MONITORING SYSTEM (TMS), AND DUAL FACING DASH CAM

Citizens Telecommunications Company of California Inc. (d.b.a. Frontier Communications Company of California) and International Brotherhood of Electrical Workers Local Union 1245 hereby mutually establish and agree that the Global Positioning System (GPS), the Telematics Monitoring System (TMS), and Dual Facing Dash Cam devices are designed and intended to facilitate and promote work efficiencies, monitor vehicle performance and maintenance, and ensure employee safety and safe work methods through vehicle tracking.

If the Company identifies through GPS, TMS, ~~and~~ or Dual Facing Dash Cam reports a possible driving-related work rule infraction such as speeding, supervision will discuss the possible infraction with the involved employee, and if following an investigation, the Company determines that the infraction did in fact occur, supervision will offer coaching to correct the identified behavior. If the Company identifies any further driving-related work rule infractions within a twelve (12) rolling month period through GPS, TMS, or Dual Facing Dash Cam reports, the Company and the Union will meet with the employee to

ARTICLE	SEC	TITLE	FP5
		Last Best and Final Offer	

discuss the nature of the infraction and Company performance and/or safety expectations.

If the employee continues to demonstrate excessive and serious driving-related infractions within a twelve (12) rolling month period which are identified through GPS, TMS, and Dual Facing Dash Cam, disciplinary action may be taken up to and including discharge. The Union reserves the right to challenge any disciplinary action through the applicable provisions of the CBA. GPS, TMS, or Dual Facing Dash Cam Data will not be used to investigate or establish any infraction that is not directly related to driving behavior other than Code of Ethics or Work Rules violations.
The Company will not record audio, livestream, or facial recognition at any time. Anything recorded while the vehicle is not in motion would not be admissible for any type of investigation or disciplinary action. GPS, TMS, and Dual Facing Camera data will not be used to initiate any discipline or used as the sole evidence for any disciplinary action, nor will it be used as a primary basis for targeted continuous employee surveillance Data collected by the Dual Facing Dash Cam will not be used to initiate disciplinary action or serve as sole evidence for discipline, except for safety-related offenses, Code of Conduct and work rules violations. Additionally, it will not be used as the primary basis for continuous employee surveillance.

No data collected will be used for disciplinary purposes for the first four (4) months following installation and implementation for that individual.

DISTRIBUTION OF OVERTIME

Current

13.8 DISTRIBUTION OF OVERTIME (amended 10/1/2015) The Company will endeavor to distribute overtime work as evenly as possible among the employees within job titles and respective headquarters. The following criteria will direct the Company's effort: hours worked/declined, knowledge, experience, and availability.

Proposed

13.8 DISTRIBUTION OF OVERTIME (amended [DATE]) The Company will endeavor to distribute overtime work as evenly as possible among the employees within job titles and respective headquarters. The following criteria will direct the Company's effort: hours worked/~~declined~~, knowledge, experience, and availability.

Frontier reserves the right to modify, add or withdraw proposals until formal acceptance.

FRONTIER

CA-CBA 303 IBEW Local 1245 (ELK GROVE)

2026 Contract Negotiation 11/6/2026

ARTICLE	SEC	TITLE	FP5
		Last Best and Final Offer	

ARTICLE 12 HOLIDAYS/FLOATING HOLIDAYS

~~Current~~

12.5 HOLIDAY ROTATION (amended 11/19/08) Holiday work shall be assigned first to qualified volunteers with the lowest number of total overtime hours accumulated (worked/declined). If there is an insufficient number of volunteers, employees in the affected work group will be assigned based on their total number of overtime hours worked (declined hours will not be included), starting with the employee with the least amount of overtime worked. Thanksgiving and the Friday after Thanksgiving will be observed as a single holiday for the purpose of shift selection.

NEW

12.5 HOLIDAY ROTATION (amended [DATE]) Holiday work shall be assigned first to qualified volunteers with the lowest number of total overtime hours accumulated (worked~~/declined~~). If there is an insufficient number of volunteers, employees in the affected work group will be assigned based on their total number of overtime hours worked ~~(declined hours will not be included)~~), starting with the employee with the least amount of overtime worked. Thanksgiving and the Friday after Thanksgiving will be observed as a single holiday for the purpose of shift selection

25.1 GENERAL WAGE INCREASES (amended [DATE])

GWI			
2026	2027	2028	2029
10/4/2026	9/26/27	9/24/28	9/30/2029
3.25%	3.25%	3.00%	3.0%

Retropay active from October 1, 2026

Proposal must be accepted in its entirety n 11/6/2026

TENTATIVE AGREEMENT

FRONTIER COMMUNICATIONS

Joe Herrera Sr. Director Labor Relations

11/6/2026

Date

IBEW LOCAL 1245

Ryan Stewart, Business Rep

11/6/2026

Date

Frontier reserves the right to modify, add or withdraw proposals until formal acceptance.

FRONTIER

CA-CBA 303 IBEW Local 1245 (ELK GROVE)

2026 Contract Negotiation 8/17/2026

ARTICLE	SEC	TITLE	FP10
6	.2	SENIORITY DISPUTE	

ARTICLE 6 SENIORITY

Current

6.2 SENIORITY DISPUTE

In the event a dispute arises as to seniority between two (2) or more employees whose seniority, or adjusted seniority date is the same, the employee whose application was first filed with the Company will be deemed to have the greater seniority. If the application dates are the same, seniority order will be determined by a random drawing of names. The local supervisor and Chief Steward will perform the drawing. The results will then be communicated to Human Resources by the local supervisor for administrative purposes.

New

6.2 SENIORITY DISPUTE

In the event a dispute arises as to seniority between two (2) or more employees whose seniority, or adjusted seniority date is the same, ~~the employee whose application was first filed with the Company will be deemed to have the greater seniority. If the application dates are the same,~~ seniority order will be determined by a random drawing of names. The local supervisor and Chief Steward will perform the drawing. The results will then be communicated to Human Resources by the local supervisor for administrative purposes.

FRONTIER COMMUNICATIONS

Joe Herrera Sr. Director Labor Relations

8/18/2026 2:06 pm

Date

IBEW LOCAL 1245

Ryan Stewart, Business Rep

8-18-2026

Date

Frontier reserves the right to modify, add or withdraw proposals until formal acceptance.

NEGOTIATIONS BETWEEN FRONTIER ELK GROVE AND IBEW LOCAL 1245

COMPANY COUNTER PROPOSAL 1 to UP#3

DATE: August 18, 2026

ARTICLE: 12.1

ISSUE: Additional Holiday

Summary of Proposal

- Requesting additional holidays to match observed holidays by surrounding properties.

Proposed MOU Language

12.1 HOLIDAYS (amended 10/1/2022)
A regular employee and probationary employees upon completion of the first six (6) months of their probationary period (who shall be treated as regular employees solely for the purposes of Sections 12.1, 12.2, 12.6 and 12.9 of this Article 12) shall be entitled to observe the following eight (8) holidays:

1. New Year's Day (January 1)
2. Martin Luther King Jr. Day (Third Monday In January)
3. Memorial Day (Last Monday in May)
~~4. Juneteenth (June 19)~~
~~5~~4. Independence Day (Fourth of July)
~~6~~5. Labor Day (1st Monday in September)
~~7. Veteran's Day (November 11)~~
~~8~~6. Thanksgiving Day (4th Thursday in November)
~~9~~7. Friday after Thanksgiving
~~10~~8. Christmas Day (December 25th)

NOTE:Beginning in January 1, 2027)

12.10 FLOATING HOLIDAYS (amended 10/1/12)
Paid Days Off - A regular employee shall be entitled to ~~six (6)~~ seven (7) floating holidays off. These days may be taken at the employee's option during the calendar year. The employee must have approval of the Company prior to taking time off under this Section. Days must be taken in eight (8) hour increments. Up to four (4) Floating Holidays may be taken in one-hour increments. No reason is required to obtain such time off. Floating Holidays may not be carried over to a subsequent calendar year and any Floating Holidays that are not used by an employee before the end of each calendar year shall be forfeited. Newly hired employees will earn Floating Holidays upon completion of the first six (6) months of their probationary period in accordance with the following schedule:

NEGOTIATIONS BETWEEN FRONTIER ELK GROVE AND IBEW LOCAL 1245

Newly hired employees will earn Floating Holidays upon completion of the first six (6) months of their probationary period in accordance with the following schedule:

Complete 1st 6 mos. of Probation	Floating Holidays
• January 1 to March 31	7~~6~~
• April 1 to June 30	4
• July 1 to August 31	2
• September 1 to December 31	0

Tentative Agreement Date: 8/8/2024 Time: 207 pm

Signature for Company:

Signature for Union:

NEGOTIATIONS BETWEEN FRONTIER ELK GROVE AND IBEW LOCAL 1245

COMPANY COUNTER PROPOSAL #5A

DATE: August 19, 2026

ARTICLE: 13.9

ISSUE: Standby Increase

Summary of Proposal

- Increasing Stand-By. Forced 7-day rotations are taxing on the members, especially in rural areas where the members have to sacrifice their personal lives. Sometimes having to be on stand-by for 26 weeks a year.
- Employees on stand-by help managers by ensuring 24 hour coverage in offices that don't have 24-hour staffing.

Proposed MOU Language

13.9 STANDBY (amended ~~10/1/2022~~ [DATE])
Employees may be required to standby outside of their regular hours during the work week and will be compensated at the rate of ~~$65.00~~ ~~$85.00~~ $70.00 per 24-hour period. Standby pay will be paid in addition to the appropriate overtime rate of pay. An employee will not be required to standby more than seven consecutive days, nor more than two weekends in a rolling four (4) week period. The Company may, at its sole discretion, provide a Company vehicle for the employee on standby. In assigning standby, the Company will first ask for volunteers, if there are no volunteers, then the Company will assign the qualified employee with the lowest overtime hours worked year to date. Employees may trade individual day standby duty periods at any time with the approval of the supervisor. The overtime caps set forth in Section 13.1 do not apply when an employee is on standby.

Tentative Agreement Date: 8/19/2026 Time: 9:56 AM

Signature for Company:

Signature for Union:

NEGOTIATIONS BETWEEN FRONTIER ELK GROVE AND IBEW LOCAL 1245

UNION PROPOSAL #6

DATE: August 19, 2026

ARTICLE: 13.12(f)

ISSUE: Increase Meal Allowance

Summary of Proposal

- Increase meal allowances. Inflation for meals does not match current allowances.
- Many shifts are staggered.
- The amount of claimed breakfast meals are very minimal.
- Breakfast prices are not much different than dinner prices.
- Less administration of the meal by company.

Proposed MOU Language

f. Meal Allowance - On unscheduled call out assignments (vs. scheduled – where the employee was notified before being released from work by the end of the shift the previous day), an employee shall be entitled to the meal allowance (or a Company-supplied meal) as provided for, if the employee works longer than four (4) hours, and for each four (4) hour interval worked thereafter. The meal will be on paid time, provided the employee returns to work after the meal.

Meal Allowance
~~• 12:01 a.m. – 4:00 p.m. $15.00~~
~~• 4:01 p.m. – 12:00 a.m. $26.00~~
~~$40.00~~ $30.00

Tentative Agreement Date: 8/19/2026

Time: 9:58 am

Signature for Company:

Signature for Union:

FRONTIER

CA-CBA 303 IBEW Local 1245 (ELK GROVE)

2026 Contract Negotiation 8/18/2026

ARTICLE	SEC	TITLE	FP-3
15	.1	FILLING OF VACANCIES	

Company Counter 8/18/2026
Proposed Contract Language Change

Current:
15.1 FILLING OF VACANCIES (amended 10/1/2022)

To fill vacancies within the bargaining unit, the Company may hire a new employee, consider and select among existing employees, or both, subject to the parameters set forth below. The Company affirms that its general goal is to make promotions from within its existing workforce. Job openings will be posted electronically. **In filling vacancies within each job title, the Company shall offer open requisitions to qualified internal candidates.** If no internal candidate bids for the opening, the Company may then go externally to fill the openings.

In all cases, employees' rights of recall shall have priority when filling vacancies, as set forth in Section 15.4.

New:

1. Article 15.1 – Filling of Vacancies
15.1 FILLING OF VACANCIES (amended [DATE])
To fill vacancies within the bargaining unit, the Company ~~may hire a new employee, consider and select among existing employees, or both, subject to the parameters set forth below~~ **when filling ~~hiring~~ a new Job Requisition, ~~employee,~~ *shall consider and select among existing employees in accordance with the bidding and recall procedures set forth below*.** The Company affirms that its general goal is to make promotions from within its existing workforce. Job openings will be posted electronically. In filling vacancies within each job title, the Company shall offer open requisitions to qualified internal candidates. ~~*If no internal candidate bids for the opening, the Company may then go externally to fill the openings.*~~ **If no qualified internal candidate bids for or is awarded the opening pursuant to Section 15.4, the Company may then recruit and hire qualified candidates externally to fill the opening.**
In all cases, employees' rights of recall shall have priority when filling vacancies, as set forth in Section 15.4.

Rationale: Contradictory Language:
Sentence 1 permits the Company to pursue external hiring and internal consideration simultaneously ("or both"), whereas Sentences 3 and 4 establish a mandatory sequence where external hiring is strictly prohibited unless no qualified internal candidate bids.

Frontier reserves the right to modify, add or withdraw proposals until formal acceptance.

FRONTIER

CA-CBA 303 IBEW Local 1245 (ELK GROVE)

2026 Contract Negotiation 8/18/2026

ARTICLE	SEC	TITLE	FP-3
15	.1	FILLING OF VACANCIES	

FRONTIER COMMUNICATIONS

Joe Herrera Sr. Director Labor Relations

8/18/2026 2:08pm

Date

IBEW LOCAL 1245

Ryan Stewart, Business Rep.

8-18-2026

Date

Frontier reserves the right to modify, add or withdraw proposals until formal acceptance.

FRONTIER

CA-CBA 303 IBEW Local 1245 (ELK GROVE)

2026 Contract Negotiation 8/20/2026

ARTICLE	SEC	TITLE	FP-4
17	.4	UNION ACTIVITIES	

Company Counter: 8-20-2026

Proposed Contract Language Change

ARTICLE 17 LEAVE OF ABSENCE

Current

~~17.4 UNION ACTIVITIES (amended 10/1/12) The Company, at request of Union, will grant an employee time off for Union activities, with proper notification, and if such time off will not inconvenience the operations of the Company. Such employee shall be carried on the Company's payroll and shall be paid by Company; however, Union shall be billed for the cost caused by these employees being away from their regular assigned jobs. Except by Company Agreement, the number of employees granted time off for Union activities at any one time shall not exceed seven (7).~~

New

Company-Related Union Activities: Regular employees designated by the Union to participate in joint Company-Union business—specifically formal Bargaining and Grievance meetings, (Article 20), Joint Health and Safety Committees (Article 21), or Labor-Management meetings (Article 22)—during their regular scheduled work hours shall be paid directly by the Company at their basic straight-time rate. Such compensated time off will be considered time worked for purposes of computing overtime. The Company will not reduce any benefits or benefit accruals during these Union activities.

Outside Union Activities: The Company, at the request of the Union, will grant no more than three (3) employees unpaid time off for outside Union activities, provided proper advance notification is given and such time off does not inconvenience Company operations. With reasonable advance notice and at the Union's request, the Company may at its sole discretion allow more than seven (7) employees to attend the Union's Annual Steward Training. Employees performing outside Union business will not be carried on the Company's payroll, and the Company will not pay employees or bill the Union for outside activities Unpaid time off for outside Union activities shall not be considered time worked for computing overtime. The Company will not reduce any benefits or benefit accruals during these Union activities

Frontier reserves the right to modify, add or withdraw proposals until formal acceptance.

FRONTIER

CA-CBA 303 IBEW Local 1245 (ELK GROVE)

2026 Contract Negotiation 8/20/2026

ARTICLE	SEC	TITLE	FP-4
17	.4	UNION ACTIVITIES	

FRONTIER COMMUNICATIONS

Joe Herrera Sr. Director Labor Relations

8/20/2026

Date

10.24 AM

IBEW LOCAL 1245

Ryan Stewart, Business Rep

8-20-2026

Date

Frontier reserves the right to modify, add or withdraw proposals until formal acceptance.

NEGOTIATIONS BETWEEN FRONTIER ELK GROVE AND IBEW LOCAL 1245

UNION PROPOSAL #12

DATE: August 17, 2026

ARTICLE: 19.1

ISSUE: Pants and Shirts Not Adequate or Durable for Areas in the North

Summary of Proposal

- Current provided pants are too thin for climbing poles and provide little protection against brush, vines, thickets, and thorny areas that are common in the northern properties. Provide "Carhartt" type pants as an option.
- Option to opt-out for a set stipend to allow members to purchase their own durable pants. ($250)
- When a member is in their first year of service or if the company rebrands, allow additional winter shirts and 1 additional outer garment. First allotment only gives 1 option for winter wear. (wind breaker, sweatshirt, jackets with multiple thickness types).

Proposed MOU Language

19.1 At the Company's option, employees may be issued uniforms. A minimum of seven (7) shirts and seven (7) pants, four (4) hats, and one (1) jacket will be issued; there will be an option for 100% cotton shirts and pants. For uniform pants, an option will include wearing pants with twill-type fabric (OSHA compliant), similar to Carhartt pant fabric. Shirts will be labeled with "IBEW 1245" on the upper sleeve. ~~When a member is in their first year of service or if the company rebrands, allow additional seven (7) shirts and one (1) additional jacket.~~ The Company will issue replacement uniforms or pieces thereof as it sees the need to do so. If issued to a particular job classification or classifications, uniforms must be worn by all employees in the affected job classification(s).

~~In the event the employee opts out of their pants for the current year's allotment, they shall receive a one (1) time stipend for $250 for that current year.~~

Tentative Agreement Date: 8/18/2026 Time: 10:15 am

Signature for Company:

Signature for Union:

NEGOTIATIONS BETWEEN FRONTIER ELK GROVE AND IBEW LOCAL 1245

UNION PROPOSAL #13

DATE: August 19, 2026

ARTICLE: 19.3

ISSUE: Laundry Increase

Summary of Proposal

- Laundry allowance is currently too low. Requesting increase. Inflation on water, power, and detergents have gone way up, yet the stipend has been the same for years.

Proposed MOU Language

19.3 Employees will be provided with a bi-weekly allowance of twenty dollars ($20) ~~7~~ for uniforms provided by the Company. The Company may, at its option, assume responsibility for having uniforms laundered, in which case no weekly laundry allowance will be paid. Where all or part of a uniform is lost or damaged due to an employee's negligence, the employee will be responsible for the cost of replacement.

Tentative Agreement Date: 8/19/2021 Time: 9:59 pm

Signature for Company:

Signature for Union:

FRONTIER

CA-CBA 303 IBEW Local 1245 (ELK GROVE)

2026 Contract Negotiation 8/18/2026

ARTICLE	SEC	TITLE	FP-6
20		GRIEVANCE AND ARBITRATION PROCEDURE	

Company Counter – 8/18/2026

Replace Existing Article

ARTICLE 20 GRIEVANCE AND ARBITRATION PROCEDURE

20.1 STATEMENT OF INTENT

Should differences arise between the Union and the Company regarding the interpretation or application of any of the terms of this Agreement, or because of the discharge, demotion, or discipline of any employee covered by this Agreement, such differences shall be processed on a standard written or electronic grievance form.

The initiation of a grievance directly at Step Three shall be limited to grievances involving a suspension or discharge, the application of a Company policy or procedure that an immediate supervisor or Department Manager has no authority to change, or an issue whose resolution would have a significant impact on the administration of this Agreement throughout the bargaining unit as a whole. Company-initiated grievances shall likewise be initiated at Step Three

Both the Company and Union encourage employees to attempt to resolve issues informally with local management prior to filing a written grievance. The resolution of a timely grievance at any step provided herein shall be final and binding on the Company, Union, and grievant.

20.2 GRIEVANCE PROCEDURE STEP ONE

A grievance shall be presented in written or electronic form by the aggrieved employee and/or a Union Shop Steward to the employee's immediate supervisor within ~~fifteen (15)~~ thirty (30) calendar days after the date the employee became aware, or reasonably should have become aware, of the event giving rise to the grievance.

The grievance shall contain a statement of facts in sufficient detail to set forth the nature of the grievance, date or dates involved, times, occurrences, circumstances, and a reference to the applicable Contract Article and Section or company practice.

The immediate supervisor shall have seven ~~(7) calendar~~ fifteen (15) days following receipt of the grievance to meet with the steward/employee and

ARTICLE	SEC	TITLE	FP-6
20		GRIEVANCE AND ARBITRATION PROCEDURE	

respond in writing or electronic form. Any settlement or adjustment at Step One shall be binding solely for that specific grievance and shall not constitute precedent for any purpose.

20.3 GRIEVANCE PROCEDURE STEP TWO (Operations Review)

In the event the grievance is not settled at Step One, the Union ~~Chief~~ Steward or Business Representative may, within ~~fourteen (14)~~ fifteen (15) calendar days after receipt of the Step One response, appeal the grievance in writing or electronic form to the Department Operations Manager, with a copy to Labor Relations.

The appeal shall state:

a. A statement of the grievance and relevant facts;

b. The Section(s) of the Agreement claimed to have been violated; and

c. The specific remedy desired.

Within ~~ten (10)~~ fifteen (15) calendar days following receipt of the Step Two appeal, the Department Operations Manager (or designee) and the Union Business Representative (and/or ~~Chief~~ Steward) shall meet in person or virtually to review and attempt to resolve the grievance. The Department Operations Manager shall issue a written management decision to the Union within seven (7) calendar days following the meeting. If unresolved, the grievance shall automatically advance to Step Three.

20.4 GRIEVANCE PROCEDURE STEP THREE (Executive Review Committee)

If the grievance is not resolved at Step Two, the Union Business Representative may appeal the matter to Step Three within ~~fourteen (14)~~ fifteen (15) calendar days of receipt of the Step Two decision. A Review Committee composed of the Company's ~~General Manager~~ Director and Labor Relations Director (or their designated representatives), and the Union's Business Representative and Assistant Business Manager (or their designated representatives), shall meet within ~~twenty-one (21)~~ thirty (30) calendar days of the Step Three appeal. ~~The~~

ARTICLE	SEC	TITLE	FP-6
20		GRIEVANCE AND ARBITRATION PROCEDURE	

~~Chairmen of the committee (appointed by the Company) shall maintain an agenda of the current cases referred to the committee. If there are cases pending on the agenda, the committee shall meet at least once each calendar month, at a mutually agreeable date and time, unless the Chairman and the Secretary (appointed by the Union) agree to waive such meeting.~~ If the Review Committee resolves the grievance, a brief Memorandum of Disposition shall be issued. If unresolved, either party may refer the dispute to arbitration under Section 20.5 within thirty (30) calendar days of the Step Three meeting.

20.5 ARBITRATION PROCEDURE

a. All differences of opinion concerning the interpretation or application of this Agreement that are not settled at Step Three may be submitted to binding arbitration upon written demand by either party within thirty (30) calendar days following completion of Step Three.

b. Upon receipt of a demand for arbitration, the parties shall attempt to select a neutral arbitrator. If agreement cannot be reached within ~~ten (10)~~ fifteen (15) calendar days, the moving party shall request a panel of seven (7) arbitrators from the Federal Mediation and Conciliation Service (FMCS). Within ~~fourteen (14)~~ fifteen (15) calendar days of receiving the panel, the parties shall alternate striking names (decided by lot) until one name remains, who shall serve as the sole arbitrator.

c. Expedited Arbitration Track: By mutual written agreement, grievances involving minor discipline (suspensions of 3 days or fewer) or straightforward contractual claims may be submitted to Expedited Arbitration. Hearings shall be informal, without formal post-hearing briefs or transcripts, and the arbitrator shall issue a bench decision or brief award within ~~seven (7)~~ fifteen (15) calendar days.

d. The arbitrator's decision shall be final and binding, provided the arbitrator shall have no authority to add to, subtract from, disregard, or modify any provision of this Agreement. Arbitrator fees and hearing expenses shall be shared equally by the parties.

FRONTIER

CA-CBA 303 IBEW Local 1245 (ELK GROVE)

2026 Contract Negotiation 8/18/2026

ARTICLE	SEC	TITLE	FP-6
20		GRIEVANCE AND ARBITRATION PROCEDURE	

20.6 INDIVIDUAL DISPUTE ADJUSTMENT

Individual employees shall retain the right to present grievances directly to the Company and have such grievances adjusted without Union intervention, provided that the adjustment is consistent with the terms of this Agreement and the Union's Business Representative is offered the opportunity to be present at such adjustment.

20.7 TIMELINESS AND ELECTRONIC COMMUNICATION

Failure by either party to adhere to the time limits set forth in ~~this~~ Article 20 will ~~shall~~ result in forfeiture of the grievance by the defaulting party. Grievances resolved by forfeiture shall not establish contractual precedent. All time limits may be extended, or procedural steps bypassed, by mutual agreement in writing or electronic format (email).

FRONTIER COMMUNICATIONS

Joe Herrera Sr. Director Labor Relations

8/18 2026

Date

IBEW LOCAL 1245

Ryan Stewart, Business Rep

8-18-2026

Date

2:09 pm

Frontier reserves the right to modify, add or withdraw proposals until formal acceptance.

NEGOTIATIONS BETWEEN FRONTIER ELK GROVE AND IBEW LOCAL 1245

UNION PROPOSAL #15

DATE: August 19, 2026

ARTICLE: 21.5

ISSUE: Flame Resistant Clothing and Boot Allowance

Summary of Proposal

- Provide an allowance for Flame Resistant clothing.
- Rugged flame-resistant clothing necessary for rural areas to provide better protection than the thin uniform clothing.
- Technicians work on circuits in PG&E, SMUD, and LMUD properties that require additional protective gear beyond standard clothing.
- Many fire hazards working in Central offices and remote buildings. (Batteries, Electronics, Generators, etc...)
- Inflation, increase cost of boots.

Proposed MOU Language

21.5 GLOVES AND WORK BOOTS (amended 10/1/2022)
The Company will furnish long gauntlet gloves to employees in all climbing classifications, and they will be worn at all times when ascending or descending wooden poles or structures. The original pair of gloves will be issued by the Company and replaced on a "worn-out" basis. Any employee losing gloves or otherwise not being able to turn in a pair for replacement will be billed, at the Company's cost, for such replacements. In addition to the above, all climbing personnel are required to wear long sleeve shirts while climbing or working on wooden poles and structures.

The Company shall provide an annual work boot allowance of ~~$200~~ 225 to each employee in the Sales and Service Technician, and Transmission Technician classification as follows:

~~Within each year in the month of January, the Company shall provide an annual flame-resistant clothing allowance of $1500 to each employee in the Sales and Service Technician, and Transmission Technician classification as follows:~~

~~Commencing in January of 2023, w~~Within each year in the month of January, an annual allowance of ~~$200~~ 225 will be allocated toward the purchase/refurbish of work boots for Sales and Service Techs and Transmission Techs. The work boots must meet applicable safety standards and requirements. This would immediately replace all existing boot allowance or agreement. Eligible newly hired Employee will receive this allowance after being hired and thereafter will be covered by the annual allowance program in January of the following year. SHOES/BOOTS - All work boots/shoes must be compliant with applicable OSHA and Company safety requirements. Where the Company provides an allowance for work boots/shoes, those work boots/shoes are to be worn.

In general, footwear should be maintained in a clean and presentable condition and have an appearance that is appropriate for the employee's uniform.

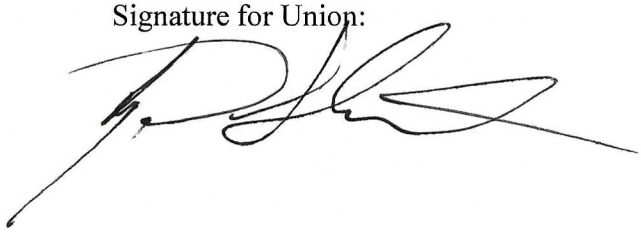
Tentative Agreement Date: 8-19-2022

Time: 1:46 pm

Signature for Company:



Signature for Union:



FRONTIER

CA-CBA 303 IBEW Local 1245 (ELK GROVE)

2026 Contract Negotiation 8/17/2026

ARTICLE	SEC	TITLE	FP11
22	.1	LABOR - MANAGEMENT MEETINGS	

ARTICLE 22 LABOR-MANAGEMENT COMMITTEE

Current

22.1 LABOR - MANAGEMENT MEETINGS (amended 10/1/12)

A Labor-Management meeting shall be held ~~monthly~~ quarterly with the purpose of maintaining effective communications between the parties and to discuss matters of mutual interest. These meetings are not for the purpose of resolving official grievances. The Labor-Management Committee~~s~~ shall be made up of a Company representative from Operations, Labor Relations Human Resources, and Administration, and the Union's Business Representative and up to two Chief District Steward(s) or Shop Steward(s). The Union's Assistant Business Manager may also attend. There will also be Local Labor-Management Committees which will meet from time to time upon request and as mutually agreeable. The members of these committees will be a ~~General Manager~~ Director or Local Manager ~~Technical Supervisor~~, and Chief District Steward or Shop Steward.

Additional individuals may attend meetings of the Labor-Management and Local Labor-Management Committees by mutual agreement of the parties.

New

22.1 LABOR - MANAGEMENT MEETINGS (amended 10/1/12)

A Labor-Management meeting shall be held ~~monthly~~ every other month ~~quarterly~~ with the purpose of maintaining effective communications between the parties and to discuss matters of mutual interest. These meetings are not for the purpose of resolving official grievances. The Labor-Management Committee~~s~~ shall be made up of a Company representative from Operations, Labor Relations Human Resources, and Administration, and the Union's Business Representative and up to two ~~Chief District Steward(s) or~~ Shop Steward(s). The Union's Assistant Business Manager may also attend. There will also be Local Labor-Management Committees which will meet from time to time upon request and as mutually agreeable. The members of these committees will be a ~~General Manager~~ Director or Local Manager ~~Technical Supervisor~~, and ~~Chief District Steward or~~ Shop Steward.

Additional individuals may attend meetings of the Labor-Management and Local Labor-Management Committees by mutual agreement of the parties.

FRONTIER

CA-CBA 303 IBEW Local 1245 (ELK GROVE)

2026 Contract Negotiation 8/17/2026

ARTICLE	SEC	TITLE	FP11
22	.1	LABOR - MANAGEMENT MEETINGS	

FRONTIER COMMUNICATIONS

Joe Herrera Sr. Director Labor Relations

8-18-2026

Date

IBEW LOCAL 1245

Ryan Stewart, Business Rep

8-18-2026

Date

Frontier reserves the right to modify, add or withdraw proposals until formal acceptance.

NEGOTIATIONS BETWEEN FRONTIER ELK GROVE AND IBEW LOCAL 1245

UNION PROPOSAL #22

DATE: August 17, 2026

ARTICLE: Multiple

ISSUE: Language Cleanups

Summary of Proposal

- Cleanup language, outdated by Verizon acquisition.
- 18.6 and 13 other locations that say "Frontier"
- 25.5 Team Performance Pay Cleanup

Proposed MOU Language

18.6 EMPLOYEE DISCOUNTS (amended 10/1/12)
The Company will provide employees with discounted telecommunications services and, if available, High Speed Internet or other services, in accord with the its existing policies on providing employees with discounts on Company services, as those policies may be amended from time to time by the Company at its discretion.

Employee Discount benefits are only available to employees living within the Frontier service areas.

~~25.5 TEAM PERFORMANCE BONUS (amended 9/27/18) Team Performance Bonus program shall be eliminated 01/01/2019.~~

Tentative Agreement Date: 8/18/2026

Time: 10:16 AM

Signature for Company:

Signature for Union: