



# 2024 CWA/FRONTIER CONTRACT

2024 Contract Explanation Meeting

# BARGAINING SURVEY RESULTS

2024 BARGAINING SURVEY RESULTS	
JOB SECURITY	95%
HEALTH CARE BENEFITS, IMPROVE MAINTAIN	93%
PENSION BENEFITS, IMPROVE/MAINTAIN	91%
WAGES, INCREASE BASE WAGE	88%
VACATION/TIME OFF, IMPROVE TIME AND PROVISIONS	80%
SICK TIME ADMINISTRATIONS, IMPROVE	76%
TRANSFER OPPORTUNITIES	68%

# TENTATIVE AGREEMENT

- 3-year agreement (October 20, 2024 - October 23, 2027)
- Maintained Article VII (7) and commitment of employment security
- Maintained Call Center protection (No closing of centers for life of the contract)
- Continuation of all existing Agreements, MOA'S, MOU'S
- Added Article 7 EVSP payments will be deposited into the Cash Balance Account for retirement eligible employees
- 10.07% (compounded) general wage increase which includes 3% retroactive wage increase to September 2024
- Continuation of existing pension plans
- Increased 401k match from 80% to 82% for each dollar
- Minimum healthcare premium increase and no increase toward out-of-pocket expenses, co-insurance, prescriptions, or deductibles
- Maintained free dental and vision plans
- Maintained retiree healthcare with a bridge to Medicare (age 65)

# TENTATIVE AGREEMENT

- Improved Long Term Disability SPD Language
- Amended 6.01 Sick Time
- Improved Excused Work Day (EWD) Scheduling Language
- Removed Carry-Over and Match language
- Improved On-Call pay for all departments to \$30
- Amended Concession Language
- Conduit Inspector wage upgrade from VV to VW
- Converted Leverage Title to Service Rep
- Amended C&M training language
- Improved C&M Working Hours Language
- Eliminated U.S. Based Workforce
- Amended Electronic Monitoring Agreement (EMA)

# TENTATIVE AGREEMENT

- Established minimum of 8 hours overtime for SST title when the company is using contractors
- Established Air Administrative Group
- Defined Plant end of day overtime language
- Amended Fleet Apparel program
- Eliminated Carry Over Vacation Language
- Rejected the implementation of dual facing cameras in vehicles for all bargaining unit drivers
- Rejected work at home eligibility based on performance and attendance metrics
- Rejected elimination of premium pay on Sundays for all titles
- Rejected percentage-based cost for medical
- Rejected tobacco cessation program
- Rejected working spouse surcharge
- Rejected increase to out-of-pocket max



Frontier Proposal #11 REVISION 1  
DURATION

Initial  
PH 9/5/2025  
Initial  
KM 9/5/2025

2024 CWA 1298 CT Negotiations  
Presented: August 14, 2025

➤ *Revise Article XXVIII:*

**DURATION AND BASIS OF REOPENING**

1. This Contract shall commence and be binding upon the parties hereto from the 20th day of October 2024 and shall continue in force and effect until 11:59 PM on October 23, 2027.

If not terminated on said 23rd day of October 2027 by either party giving sixty (60) days prior notice in writing of its election to so terminate, it shall be a continuing Contract until terminated by similar sixty (60) days' notice from one party to the other. Subject only to the provisions of any applicable law, it is mutually agreed that after October 23, 2027, either party on reasonable notice to the other may reopen negotiations on matters covered by this Contract.

2. This Contract supersedes and revokes a prior Contract dated October 17, 2021, and constitutes the full and complete agreement between the Company and the Union on all bargainable issues and neither party shall be required to negotiate or bargain upon any issue until after October 23, 2027.

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DURATION  
(3-YEAR AGREEMENT)

- October 20<sup>th</sup>, 2024 – October 23<sup>rd</sup>, 2027



## Settlement MOU for Signatures

2024 CT CWA Negotiations  
Presented: September 5, 2025

MEMORANDUM OF UNDERSTANDING  
between  
SOUTHERN NEW ENGLAND TELEPHONE COMPANY  
("dba") FRONTIER COMMUNICATIONS  
and  
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

2024 NEGOTIATIONS FINAL SETTLEMENT AGREEMENT

This Memorandum of Understanding ("MOU") dated September 5, 2025, (which includes all of the attachments hereto) is agreed to by and between Southern New England Telephone Company (dba, Frontier Communications) (hereinafter referred to as the "Company" or "Frontier") and Communications Workers of America, District 1 (hereinafter referred to as the "Union" or "CWA"), in settlement of all proposals and issues involved in 2024 negotiations between the parties.

It is agreed that this MOU and the new collective bargaining agreement between the Company and the CWA shall become effective upon ratification of this Settlement Agreement, unless a different effective date is specifically stipulated herein, and shall remain in effect through 11:59 p.m. on October 23, 2027, when the new collective bargaining agreement shall be subject to termination in accordance with the applicable terms of the collective bargaining agreement.

Except as otherwise provided herein, the provisions of the existing agreement, all supplemental agreements, letters of agreements (LOAs) and letters of understating (LOUs) including MOAs, MOUs and all international union, district and local agreements, including those with an expiration date of October 19, 2024, that were valid and enforceable immediately prior to the effective date of this MOA will be extended to 11:59 p.m. on October 23, 2027. The new collective bargaining agreement shall consist of the provisions of the existing agreement, as modified by the provisions of this MOU and its attachments. The provisions of this MOU will be incorporated into the collective bargaining agreement between the Company and the Union.

# JOB SECURITY, PROTECTIONS & AGREEMENTS

- Maintained Article VII (7) and Commitment of Employment Security
- Maintained Call Center protection (No closing of centers for life of the contract)

- 2022 Retiree Benefit (Bridge to 65)
- Commitment of Employment Security
- Pre-Test Training Workshops
- Family Care Committee
- Electronic Monitoring Agreement
- Porter Letter
- Movement of Work
- Presidential Council
- CWA Nett
- Healthcare Benefit Committee
- Neutrality & Card Check Recognition
- Union Assistance & UDBL programs
- 2014 Acquisition-Related Memorandum of Agreement (MOA)
- Family Care Committee
- 2019 Center Operations Commitment
- Scheduling

JOB SECURITY,  
PROTECTIONS  
&  
AGREEMENTS  
(CONT.)

# ARTICLE VII FORCE ADJUSTMENTS

- Established during the term of this Agreement, a qualified retirement eligible (Rule of 75 or Modified Rule of 75, whichever is applicable) employee represented under this Agreement who retires will receive, in lieu of the EVSP cash payment, a pension benefit enhanced by an amount equal to their otherwise applicable EVSP payment.



Frontier Fourth Counter to Union Proposal # 29.1  
WAGES

Initial  
PH

9/5/2025

Initial  
KM

9/5/2025

2024 CWA 1298 CT Negotiations  
Presented: September 5, 2025

- The Company agrees to the following General Wage Increases, which will be applied to Wage Schedules in the same manner as General Wage Increases were applied under the 2021 CBA (exponentially).

Effective Date	General Wage Increase
Retroactive to <b>9/29/2024</b>	<b>3.0%</b>
<b>9/28/2025</b>	<b>3.5%</b>
<b>9/27/2026</b>	<b>3.25%</b>

# WAGES

- Retro to September 2024
- 10.07% compounded general wage increase
- Yearly schedule
- Moved October date back to September to increase pension contributions

# WAGE INCREASES BY TITLE

	Current	Sep-24 (3%)	Sep-25 (3.50%)	Sep-26 (3.25%)
GOA	\$ 62,512.58	\$ 64,387.96	\$ 66,641.54	\$ 68,807.39
TA-ONE	\$ 68,266.64	\$ 70,314.64	\$ 72,775.65	\$ 75,140.86
COA	\$ 74,224.02	\$ 76,450.74	\$ 79,126.52	\$ 81,698.13
MA	\$ 81,137.68	\$ 83,571.81	\$ 86,496.82	\$ 89,307.97
Service Rep	\$ 82,964.44	\$ 85,453.37	\$ 88,444.24	\$ 91,318.68
MV Maintainer	\$ 98,927.14	\$ 101,894.95	\$ 105,461.28	\$ 108,888.77
SST/NTEL/CST	\$ 101,589.54	\$ 104,637.23	\$ 108,299.53	\$ 111,819.26
TS-ONE/INE	\$ 111,467.98	\$ 114,812.02	\$ 118,830.44	\$ 122,692.43

\* Calculations are approximate to hourly wages (not calculated out to .0000) may be off by few dollars for illustrative/informational purposes.

# WAGE COMPARISONS

	Verizon	Frontier				
Wage Increases	NYNE	Connecticut	West Virginia / Virginia	North / Midwest	Texas	California
2022	4.00%	3.00%	2.00%	3.50%	1.50%	3.00%
2023	4.00%	3.00%	3.25%	3.00%	3.00%	3.00%
2024	3.00%	4.00%	3.00%	2.50%	3.00%	4.00%
2025	3.00%	3.50%	3.25%	3.50%	3.00%	1.50%
2026	3.00%	3.25%	3.00%		1.50%	
	17.00%	16.75%	14.50%	12.50%	12.00%	11.50%

# HEALTH & WELFARE

# PENSION

- Maintained all Pension rules and provisions for active employees
- Changed wage increase schedule to care for pay rate true up by first Sunday of October for Cash Balance contribution/calculation to be effective 1/1/26

# 401K

- Increased 401k match from 80% to 82% for each dollar, for those hired on or before October 16, 2021. If you were hired after October 16, 2021, the Company will continue 100% for each dollar.

(basic contribution (i.e., up to 6% of your compensation) each pay period)

# HEALTHCARE

- No monthly cost increase for 2025
- No increases to deductible/coinsurance/OOP max for the life of the contract (including RX)
- Maintained premium free Dental & Vision
- Adopted 3 new programs effective 1/1/2026
  - Anthem's Specialty Infusion Drug Program
  - HINGE Health
  - OSHI Health
- Maintained Bridge to 65 (Medicare) Retiree Medical

(new program details will be posted on website tomorrow)

# HEALTHCARE

Plan Design								
Plan Features	2024		2025		2026		2027	
	In-Network (includes PPO, HCN & HCN ONA)	Out-of-Network (includes PPO & HCN)	In-Network (includes PPO, HCN & HCN ONA)	Out-of-Network (includes PPO & HCN)	In-Network (includes PPO, HCN & HCN ONA)	Out-of-Network (includes PPO & HCN)	In-Network (includes PPO, HCN & HCN ONA)	Out-of-Network (includes PPO & HCN)
Annual Deductible	Ind= \$650 Fam= \$1300	Ind= \$650 Fam= \$1300	Ind= \$650 Fam= \$1300	Ind= \$650 Fam= \$1300	Ind= \$650 Fam= \$1300	Ind= \$650 Fam= \$1300	Ind= \$650 Fam= \$1300	Ind= \$650 Fam= \$1300
Medical Annual OOP Max	Ind= \$2000 Fam= \$4000	Ind= \$6000 Fam= \$12000	Ind= \$2000 Fam= \$4000	Ind= \$6000 Fam= \$12000	Ind= \$2000 Fam= \$4000	Ind= \$6000 Fam= \$12000	Ind= \$2000 Fam= \$4000	Ind= \$6000 Fam= \$12000
Coinsurance	20% after deductible	40% after deductible	20% after deductible	40% after deductible	20% after deductible	40% after deductible	20% after deductible	40% after deductible
RX Retail (30 days)	\$12 Generic \$40 Formulary \$65 Non- formulary	Greater of applicable Network retail copay or the balance after the plan pays 75% of the Network Retail Cost.	\$12 Generic \$40 Formulary \$65 Non- formulary	Greater of applicable Network retail copay or the balance after the plan pays 75% of the Network Retail Cost.	\$12 Generic \$40 Formulary \$65 Non- formulary	Greater of applicable Network retail copay or the balance after the plan pays 75% of the Network Retail Cost.	\$12 Generic \$40 Formulary \$65 Non- formulary	Greater of applicable Network retail copay or the balance after the plan pays 75% of the Network Retail Cost.
RX Mail (90 days)	\$24 Generic \$80 Formulary \$130 Non- formulary	n/a	\$24 Generic \$80 Formulary \$130 Non- formulary	n/a	\$24 Generic \$80 Formulary \$130 Non- formulary	n/a	\$24 Generic \$80 Formulary \$130 Non- formulary	n/a
Employee Monthly Contributions								
	Tier	2024	2025	2026	2027			
Mon EEC								
All Plans (PPO, HCN & HCN OA)	EE EE +1	\$145 \$290	\$145 \$290	\$175 \$350	\$190 \$380			

# HEALTHCARE COMPARISON BY EMPLOYER

Current Frontier Rates			Current at&t Legacy T			at&t mobility		
Monthly Contributions			Monthly Contributions			Monthly Contributions		
2025	\$145	\$290	2025	\$161	\$405	2025	\$164	\$497
2026	\$175	\$350	2026	\$163	\$429	2026	\$172	\$523
2027	\$190	\$380						
In-Network Deductible			In-Network Deductible			In-Network Deductible		
Current	\$650	\$1,300	2025	\$1,000	\$2,000	2025	\$950	\$1,900
2026	\$650	\$1,300	2026	\$1,050	\$2,100	2026	\$1,000	\$2,000
2027	\$650	\$1,300						
In-Network OOPM			In-Network OOPM			In-Network OOPM		
Current	\$2,000	\$4,000	2025	\$4,200	\$8,400	2025	\$7,000	\$14,000
2026	\$2,000	\$4,000	2026	\$4,400	\$8,800	2026	\$7,100	\$14,200
2027	\$2,000	\$4,000						
In-Network Coinsurance			In-Network Coinsurance			In-Network Coinsurance		
Current	20%	20%	2025	10%	10%	2025	10%	10%
2026	20%	20%	2026	10%	10%	2026	10%	10%
2027	20%	20%						

# MAINTAINED RETIREE MEDICAL PROGRAM

Employees that retire will be eligible to continue health coverage if they meet the age and service requirements (Rule or modified rule of 75) and are at least 59 ½ years old.

Employees hired as of 8/8/09 would be eligible for coverage at full contribution caps. Employees hired after 8/8/09 and before 5/9/2013 will be eligible for 50% of the contribution caps. Employees hired after 5/9/2013 will not be eligible for a subsidy from the company.

- Begins first of the month in which an employee who is retiring reaches at least age 59½
- Employees who retire before reaching age 59½ will be eligible first of the month the retiree will turn 59½
  - i.e., you may retire prior to 59 ½ without medical coverage but can come back into the plan when you reach 59 ½
- Coverage ends when the retiree becomes eligible for Medicare (age 65)
- Coverage for non-Medicare eligible spouse and dependents ends when retiree attains Medicare eligibility
- If eligible spouse or dependents become eligible for Medicare before the retiree becomes eligible, then their coverage ends upon their eligibility for Medicare
- If retiree dies, or becomes eligible for Medicare due to disability, before the date on which the retiree would have normally been Medicare-eligible, coverage for an eligible spouse and dependent continues through date the retiree would have been Medicare eligible, provided that such spouse or dependent otherwise remains eligible and covered under the terms of the Plan

# RETIREE MEDICAL PROGRAM (CONT.)

- Eligible employees, at retirement, could decline Frontier Retiree Medical Plan coverage and elect a Health Reimbursement Account (HRA)
- This annual option would provide a retiree with a monthly HRA contribution, HRA option will be applicable to the level of coverage as an active employee.

Coverage Category	Annual Capped Company Contribution for Retiree Medical Benefits
Retiree only	\$15,000
Retiree plus one dependent coverage	\$30,000
Family coverage	\$37,500

- During each annual open enrollment, an eligible retiree can elect the HRA or select one of the two Frontier Retiree Medical Plan options (Active or RMAP)
- Electing the HRA requires proof of medical coverage outside of Frontier
- HRA funds not used are eligible to be rolled over for use in subsequent years and will also be available for use post Medicare eligibility
- HRA contributions end when the retiree attains Medicare eligibility.
- HRA contributions end when the retiree attains Medicare eligibilty
- HRA allows for reimbursement of tax-deductible health expenses:
  - Post-tax retiree medical premiums
  - Deductibles
  - Copays or Co-Insurance
  - Hearing aids

More details available in *IRS Publication 502*

# RETIREE HEALTHCARE OPTIONS: ACTIVE & RMAP

In-network program	Active Medical	RMAP
<b>Coverage Availble Starting at Age 59½</b>	<b>Premium estimates based on cap of Retiree \$15,000 Retiree +1 \$30,000 Family \$37,500</b>	<b>Premium estimates based on cap of Retiree \$15,000 Retiree +1 \$30,000 Family \$37,500</b>
2022 Retiree	\$140	\$0
2022 Retiree + Spouse	\$281	\$0
2022 Family	\$351	\$0
2023 Retiree	\$227	\$0
2023 Retiree + Spouse	\$454	\$0
2023 Family	\$568	\$0
2024 Retiree	\$315	\$60
2024 Retiree+ Spouse	\$630	\$120
2024 Family	\$788	\$150

# RETIREE HEALTHCARE OPTIONS: ACTIVE & RMAP

In-network program	Active Plan	RMAP
Plan Features	In-Network	In-Network
Annual Deductible	Individual= \$550 You + 1 or more= \$1,100	\$1,000 / \$2,000 / \$3,000
Medical Annual OOP Max	Individual= \$2,000 You + 1 or more= \$4,000	\$5,000 / \$10,000 / \$15,000
Routine Physicals	100%	100%
Coinsurance	20%, after deductible	30% after deductible
Emergency Room	20%, after deductible	30% after deductible
In Patient Hospital	20%, after deductible	30% after deductible
Primary Care Physician	20%, after deductible	30% after deductible
Specialist Physician	20%, after deductible	30% after deductible
Mental Health Outpatient Services	20%, after deductible	30% after deductible -30 visits per year
Chiropractor Care	PPO- 20%, after deductible- limited to \$200 per calendar year HCN- 20% after deductible limited to 40 visits per year	30% after deductible -30 visits per year
Acupuncture	Not Covered	30% after deductible
Physical and Occupational Therapy	20%, after deductible	30% after deductible -40 visits per year
Hospice Services	20%, after deductible	30% after deductible

In-network program	Active Plan until 6/30/22	Active Plan as of 7/1/22	RMAP
Plan Features	In-Network	In-Network	In-Network
Prescription Deductible	None	None	\$150
Prescription Out-Of-Pocket Max	Individual= \$1,200 Family= \$2,400	Individual= \$1,200 Family= \$2,400	N/A
RX Retail (30 days)	\$10 Generic \$35 Formulary \$60 Non-Formulary	\$12 Generic \$40 Formulary \$65 Non-Formulary	\$12 Generic \$35 Preferred Brand \$55 Non Preferred Brand \$75 Other Drugs
RX Mail (90 days) (obtain via ESI Mail Order Pharmacy or CVS Retail stores)	\$20 Generic \$70 Formulary \$120 Non-Formulary	\$24 Generic \$80 Formulary \$130 Non-Formulary	\$30 Generic \$87.50 Preferred Brand \$137.50 Non Preferred Brand \$187.50 Other Drugs

# RETIREE LIFE INSURANCE

- If hired before 8/8/2009, Company Paid Life Insurance is 1x times your base pay as of 12/31/2009 rounded up to the next ten thousand. Company paid life insurance for employees over age 65 reduces at 10% each year until age 70. At age 70 the benefit is reduced by 50%.
- Supplemental Life insurance is available for former employees prior to age 65. This benefit will not transfer automatically. You need to elect this benefit by contacting Milliman. Monthly premiums are required to continue Supplemental Life Insurance.
- Spouse Life and Child Life coverages can be converted to individual policies by contacting Securian at 866-365-2374.
- Former employees will need to elect a beneficiary for retiree life insurance

# LONG TERM DISABILITY

When a member exhausts 52 weeks of STD and then applies for LTD, Frontier has been denying this benefit more than we have ever seen. The current language in the LTC certificate and SPD says

- Long Term Disability Coverage (Benefit Information)

- How Does Prudential Define Disability?

- You are disabled when Prudential determines that:

- ~~you are unable to perform the duties of any gainful occupation for which you are reasonably suited by education, training or experience~~

- **you are unable to perform the duties of your job**

Prudential looks under the ERI Economic Research Institute, which finds jobs that pay a “gainful wage” (which is 50%). These jobs are “hypothetical” based on the current labor market within 50 miles. Could be any menial job and then they say you’re qualified for that and deny them LTD under our negotiated plan. We currently have 4 people going through the appeals process now that were denied.

GENERAL

# CT PAID SICK LEAVE LAW COMPLIANCE RELATED TO SHORT PERIOD SICKNESS

- Annual Grant of Paid Sick Leave, the company provides an annual grant of lump sum of paid sick leave to employees on the 120<sup>th</sup> calendar day of employment with the Company and at the beginning of each calendar year thereafter based upon their length of service with the Company
- Employees may only use 40 hours of paid sick leave per year as protected time. Any use of paid sick leave beyond 40 hours in a calendar year will not be protected. This does not preclude additional time being covered by other contractual or state/federal protections

# VACATION SCHEDULING IMPROVEMENTS

- Effective for the 2026 calendar year the Company will no longer require the scheduling of Excused Work Days (EWD) during the vacation selection process
- Elimination of Carry Over and Match Language

# ON CALL PAY INCREASE

- Increase to on-call (standby) pay for all departments from \$20 to \$30 a day (\$210 a week) upon ratification

# CONCESSIONS

- The Company will provide Regular Full-Time Employees with discounted telecommunications services and, if available, High Speed Internet and other services, in accordance with existing employee discount policies, as those policies may be amended from time to time by the Company at the Company's discretion but will not be eliminated

HEADQUARTERS

# CONDUIT INSPECTOR SALARY UPGRADE

- Upgrade VV salary grade to VW salary grade
- 3% retro will be applied to the VV salary grade
- 9/28/25 3.5% increase will be applied to VW salary grade

# COMMERCIAL & MARKETING

# LEVERAGE TITLE

- All employees currently in the Leveraged Title will be transitioned as a group from the Leveraged Title to the Service Representative title as soon as administratively feasible but in any case, within three (3) months of ratification.
- It is understood by the parties that this agreement is limited to the transition of current employees in the Leveraged Title to the Service Representative title and the Company reserves the right to hire employees into the Leveraged Title in the future at its sole discretion. All contract language pertaining to Leveraged Title will remain intact.
- Should the Company make the decision to hire into the Leveraged Title after the execution of this MOA, the parties agree to meet to discuss the compensation formula to be used as well as the attainability factor when setting goals.

# CALL CENTER CALL ROUTING

- Maintained Connecticut State-Based Sales and Service Call Routing commitment that in-bound sales and service calls which are generated within the State of Connecticut will first be routed to the CWA-represented CT call centers
- Removed USA-Based Workforce, the Company will eliminate the use of any personnel outside of the United States of America

# ELECTRONIC MONITORING AGREEMENT

- Maintained 2-10 evaluative call minimum
- Maintained notification language
- Maintained Calibration Observation language
- Maintained Team Measurement Observing language
- Maintained the company must distinguish an evaluative call vs coaching and development call in logs
- Established company can use side by side as evaluative call
- Amended employee feedback process:
  - Observations completed through the current observing system will be reviewed with the employee ~~during to month the observations were recorded unless the observation occurs during the last week of the month. Those observations will be reviewed with the employee during the first week of the following month~~ within 30 calendar days.

## C&M TRAINING

- Maintained training will be done on a senior volunteer basis. In the absence of a senior volunteer, inverse seniority will apply by work group
- Added the company may introduce pilot programs where training for specific employees may be necessary. When training for pilot programs the senior volunteer/inverse seniority process will not apply. However, should the Company determine that the pilot program is going to be rolled out to the entire work group, all employees in the work group will be trained . This section is not intended to bypass C&M 2.02B, 1.c.

## C&M WORKING HOURS

- Eliminate “Trial of Schedules” which was allowed the company to release the last week and revert to the 15<sup>th</sup> of the previous month
- Establish every effort will be made to post schedules before the end of the first tour

PLANT

## ESTABLISHED 8 HOURS OF OVERTIME FOR SST TITLE

- 8 hours of overtime will be made available within the reporting center and administrative work group if the company is using contractors
- Overtime will not be capped at 8 hours

# ESTABLISHED OF AIR ADMINISTRATION GROUP

- 2024 Memorandum of Agreement (“MOA”) to add “AIR” as a sixth administrative group
- The company will move the sixteen (16) employees currently performing air pressure work from the NDT administrative group under the Sales and Service Technician job title to the new AIR administrative group
- 7:00am – 3:30pm tour and a Monday to Friday regular work schedule

# END OF DAY OVERTIME

- Establish end of day overtime language
  - 1<sup>st</sup> by employees who have indicated their availability
  - 2<sup>nd</sup> when there is more volunteers than needed, cumulative overtime list will be used
  - 3<sup>rd</sup> after volunteers are exhausted, then cumulative list will be used

# FLEET APPAREL

- Company established a new apparel program for Fleet titles that does not include laundry services

# COMPANY PROPOSALS REJECTED BY CWA

- Implementation of dual facing cameras in vehicles for all bargaining unit drivers which included discipline for violations
- Elimination of premium pay on Sundays for all titles
- Work at home eligibility based on performance and attendance metrics
- Percentage based cost for medical premiums
- Tobacco cessation program
- Working spouse surcharge
- Increase to out-of-pocket max

# CWA LOCAL 1298

Dave Weidlich	President	dweidlich@cwa1298.org	860 205-6359
Louise Gibson	Sec-Treas	lgibson@cwa1298.org	203 206-0821
Esther Almodovar	C&M VP	ealmodovar@cwa1298.org	203 435-7001
Frank Oliva	HD VP	foliva@cwa1298.org	203 506-6466
Phil Colello	PL1 VP	pcolello@cwa1298.org	860 301-0290
Ray Lucarelli	PL2 VP	rlucarelli@cwa1298.org	203 305-8938
Sherri Jefferson	C&M BA	sbrooks-Jefferson@cwa1298.org	860 213-0130
Diane Vieira	HD BA	dvieira@cwa1298.org	203 597-7847
Michael Ciscar	PL1 BA	mciscar@cwa1298.org	860 810-3602
Jason Seibold	PL2 BA	jseibold@cwa1298.org	203 770-1235

# PROPOSE ANTHEM'S SPECIALTY INFUSION DRUGS PROGRAM

## (APPLIES TO THE PPO/HCN/HCN ONA MEDICAL PLANS)

- The current and prospective users of Specialty Infusion drugs under the PPO/HCN/HCN ONA medical plans will require pre-certification
  - Examples of infusion drugs and treatment condition:
    - Neulasta – Blood Cell Deficiency
    - Tysabri – Multiple Sclerosis
    - Gamunex – Immune Deficiency
- Pre-certification program ensures:
  - The most appropriate use of medical specialty medications for members
  - Utilizes clinical review to evaluate the level of care needed by the member
  - Steer drug administration from outpatient hospital care to lower cost sites when clinically appropriate
    - Physician's office
    - Ambulatory infusion suite
    - Home infusion

### Instructions on how to Obtain Pre-certification:

- Generally, attending doctor's office will call Anthem's Precertification department to obtain approval
- The pre-certification department's phone number is listed on the back of Anthem's ID-Card.

**The Program will be effective the later of 1/1/2025, or 4 months following contract ratification.**

# Propose Hinge Health

## Physical Therapy (PT) Delivered Digitally!

- 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 go toward the plan maximum number of visits
- The program provides all the tools you need to conquer back and joint pain, recover from injuries, prepare for surgery, or stay healthy and pain free:
  - A personal physical therapist that guides you through exercise sessions
  - A personal health coach that will be available via text, email, or call to help you reach your goals
  - Wearable sensors that give live feedback during stretches and exercises

The **Program** will be effective the later of 1/1/2025, or 4 months following contract ratification.

# Propose Oshi Health- A different approach to GI care

**Gastrointestinal (GI) condition is among the top 4 health condition for Frontier Anthem members in 2023 plan year:**

- **To address the needs of those who are suffering from GI condition, we are proposing to offer a virtual GI care clinic through Oshi Health that connects individual with an integrated care team consisting of GI specialist – board certified gastroenterologists, registered dietitians, GI-specialized behavioral health clinicians and nurse practitioners**
- **Following the initial Oshi GI provider visit, you will get access to unlimited visits with GI registered dietitians and GI behavioral health providers to help address the root causes of your digestive symptoms**
- **The program will be offered to all employees and their eligible adult dependents (+18) participating in a Frontier sponsored Anthem medical plan and is fully paid by Frontier**

**The program will be effective the later of 1/1/2025, or 4 months following contract ratification.**