

MEMORANDUM OF AGREEMENT
between
SOUTHERN NEW ENGLAND TELEPHONE
DBA
FRONTIER COMMUNICATIONS CORPORATION
And
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

2017 SVSP Offering and Collective Bargaining Agreement Extension Agreement

Frontier Communications Corporation (“Frontier”) and the Communications Workers of America (“CWA”), representing employees in the CWA Local 1298 bargaining unit, mutually agree to modify and extend the 2014 Acquisition-Related Memorandum of Agreement and the parties’ 2012-2016 Collective Bargaining Agreement as set forth below:

1. Special Voluntary Severance Payment (“SVSP”)
 - a) Frontier will offer a SVSP to the bargaining unit within thirty (30) days of the execution of this Agreement.
 - b) The SVSP will be offered to all retirement eligible employees in every job title. Frontier will select volunteers from each title, in order of seniority with a capped amount of volunteers in each title of approximately 5 percent (5%) of the number of employees in that title at the time the SVSP is offered. Additionally, Frontier will offer to all titles with at least one (1) retiree eligible employee, a minimum cap of one (1) employee. See Exhibit I (attached) for the specific agreed upon capped volunteer numbers for each title.
 - c) If the total number of volunteers so selected is one hundred (100) or less, then all such employees will be considered “Accepted Volunteers” and will therefore be eligible for the SVSP payout.
 - d) If the number of volunteers exceeds one hundred (100), Frontier and CWA will meet to determine if more than one hundred (100) volunteers will be accepted. Any such agreement must be in writing, signed by the parties and immediately communicated to the bargaining unit.
 - e) The SVSP offer will be available for two calendar weeks. Accepted Volunteers must be off the payroll within three (3) weeks of the date this Agreement is executed.
 - f) Each Accepted Volunteer will receive an SVSP payment in a lump sum. The amount to be paid to each Accepted Volunteer will be calculated by using the EVSP Chart found in footnote 1 of Article VII (1) of the 2012-2016 Collective Bargaining Agreement and will be subject to any applicable tax deductions.

2. Backfilling Bargaining Unit Positions after SVSP Process

- a) Frontier is not required by this Agreement to backfill any position vacated by an Accepted Volunteer through external hiring.
- b) For the four titles listed below, Frontier shall fill by internal transfer fifty percent (50%) of the number of positions vacated by Accepted Volunteers. The process for filling these vacancies will be as set forth in the 2012-2016 Collective Bargaining Agreement. These positions will be posted one time only at the conclusion of the SVSP process and no further backfilling of any kind will be required going forward.

The titles are: (1) Outside Plant Technician; (2) Sales and Service Technician I; (3) Network Deployment Technician; and (4) Network Technician - Electronic.

- c) Other internal backfilling of positions vacated due to the SVSP offer in this Agreement, shall be at Frontier's discretion.
- d) The parties will meet within 30 days of the accepted volunteers off payroll date to discuss such backfilling.

3. Guaranteed Workforce Size

- a) The Guaranteed Workforce Size set forth in Paragraph 1(a) of the 2014 Acquisition-Related Memorandum of Agreement is eliminated as of the effective date of this Agreement.
- b) Going forward, Frontier shall maintain a Guaranteed Workforce only in the following titles:
 - Repair Service Specialist
 - Sales Consultant
 - Sales Consultant - Spanish
 - Service Consultant
 - Service Representative
 - Service Representative - Spanish
 - Maintenance Administrator
- c) The guaranteed size of the workforce in these titles shall be 518, as determined by the headcount in each title as of the effective date of this Agreement minus the employees who leave the payroll pursuant to the SVSP provided for in this Agreement.

4. General Wage Increase

Effective the first pay period after April 14, 2018, Frontier will provide a General Wage Increase (GWI) of three percent (3%) on the base wage of all bargaining unit titles.

5. Expiration Date of Parties' Collective Bargaining Agreement

The 2012-2016 Collective Bargaining Agreement was extended by the parties in their 2014 Acquisition-Related Memorandum of Agreement. This Agreement further extends the parties 2012-2016 Collective Bargaining Agreement and their 2014 Acquisition-Related Memorandum of Agreement until 11:59 pm on October 14, 2019.

FOR THE COMPANY



Peter Homes
Director, Labor Relations

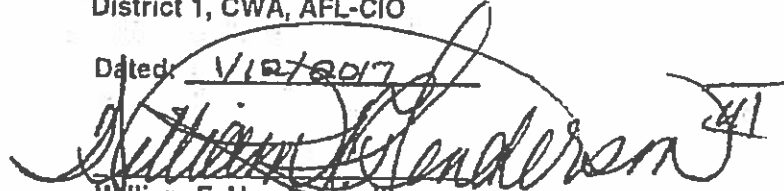
Dated: 1-12-17

FOR THE UNION



Tonya Moore
Staff Rep
District 1, CWA, AFL-CIO

Dated: 1/12/2017



William F. Henderson III
President, CWA Local 1298

Dated: January 12, 2017

**** THIS MOA NULLIFIES PREVIOUS SIGNED MOA RELATIVE TO THIS SPECIFIC SVSP OFFER**

Exhibit 1 – Capped Volunteer Numbers for Each Title

Union Titles	# of Available SVSP Slots
ACCOUNTING ASSOCIATE	0
ASSOC TELE SPEC-CONDUIT	0
AUTO MESSENGER	1
BUILDING MECHANIC	1
CONDUIT INSPECTOR	1
CONSTRUCTION OFC ADMIN	2
CUSTOMER SERVICE TECH	5
DATABASE ASSUR SPEC-E911	1
EMERGENCY POWER TECHNICIAN	1
ENGR AIDE-COMN LANG/ROUT COORD	1
FACILITIES ASSIGNER	1
GARAGE ATTENDANT	0
GENERAL OFFICE ASSOCIATE	1
MAINTENANCE ADMINISTRATOR	3
MATERIAL & LOGISTICS ASSISTANT	1
MATERIAL DISTRIBUTION DRIVER	1
MOTOR EQUIP INSPECT- MAINTAINER	2
NETWORK DEPLOYMENT TECHNICIAN	9
NETWORK TECH - RADIO/VIDEO	1
NETWORK TECH-MINI COMPUTERS	1
NETWORK TECHNICIAN- ELECTRONIC	8
OUTSIDE NETWORK DESIGNER	1
OUTSIDE PLANT TECHNICIAN	7
PLANT ANALYST-CBL CONST&MAINT	1
PLNT ANALYST - TRANSMISSION	1
PLNT ANLYST-CORR PROTECTION	1
REPAIR SERVICE SPECIALIST	4
SALES & SERVICE TECH I	22
SALES & SERVICE TECHNICIAN II	2
SALES CONSULTANT	0
SALES CONSULTANT - SPANISH CTR	0
SENIOR REPORTS CLERK	1
SERVICE CONSULTANT	2
SERVICE REP - SPANISH CENTER	1
SERVICE REPRESENTATIVE	12

SERVICE REPRESENTATIVE - DMU	1
SITE ACQUISITION AGENT	1
SR ACCOUNTANT	1
SUPPLIES ATTENDANT	2
SUPPORT SPEC - SPECIAL SVCS	1
TECH ASST - INE	0
TECH ASST - ONE	3
TELECOMM SPEC - INE	1
TELECOMM SPEC - ONE	5
TELEMARKETING SPECIALIST	1
PLACEMENT ASST	1
Grand Total	113