

Memorandum of Understanding
between
Frontier Communications
and
International Brotherhood of Electrical Workers
(Local Unions 71, 289, 1106, 1431 and BSWG)

2018 MIFA # 1 NEGOTIATIONS TENTATIVE AGREEMENT

This Memorandum of Understanding ("MOU") dated **June 1, 2018**, is agreed to by and between Frontier Communications (hereinafter referred to as the "Company" or "Frontier") and the International Brotherhood of Electrical Workers, Local Unions 71, 289, 1106, and 1431, and, but only with respect to the National Buried Service Wire Group bargaining unit, IBEW Local Unions 21, 51, 89, 543, 702, and 723 (hereinafter collectively referred to as the "Union" or "IBEW").

Frontier and IBEW have reached a tentative agreement in settlement of 2018 negotiations between the parties. The following table summarizes the components of the tentative agreement; any outstanding proposals not reflected in the following table have been withdrawn.

	2018	2019	2020	2021	2022
GWI <i>(Each eff. Sunday following contract anniversary date)</i>	2.00% (w/ retro, if ratified 1 st vote)	2.00%	2.25%	2.50%	N/A
Employee Medical Contribution	13% (no change)	14%	15%	15%	16%
HRA Contribution <i>(except SC Offline – see below)</i>	N/A	\$600	\$600	\$600	\$600
Eliminate PRP <i>(except for the SC Offline group)</i>	Eliminate PRP <i>effective immediately</i> with no payout for 2018 or beyond, except that the SC Offline Group will continue to be eligible for the PRP (with minimum HRA payout of \$600) under the same terms as they are under the 2014 CBA.				
Duration	4-year agreement expiring March 26, 2022				
MI Legacy Accretion	Modify MIFA # 1 and Appendix 1 to MIFA # 1 to reflect the addition of Frontier Communications of Michigan, Inc. as a party to the CBA, as shown in CP #9. The "Accretion of the Frontier Communications of Michigan, Inc. Bargaining Unit Into the Frontier North Inc./ MIFA #1 Bargaining Unit" MOA, and all of the provisions contained therein, continues on its own terms and will be printed in the Michigan Appendix to MIFA # 1.				

Buried Service Wire (BSW) Appendix (Appendix 5)	Effective upon ratification of the 2020 MIFA # 2 agreement (but no earlier than May 10, 2020), the BSW Appendix to MIFA # 1 will move from MIFA # 1 to MIFA # 2 as a new "Appendix 7" to MIFA # 2, except that the MIFA # 2 Health and Basic Life Insurance provisions (Article 7) will apply to employees under the BSW Appendix effective January 1, 2021. Any modifications to MIFA # 2 to reflect the addition of the BSW Appendix to MIFA # 2 will be made during 2020 MIFA # 2 negotiations. The terms of this 2018 settlement will apply to the BSW Appendix until the BSW Appendix moves to MIFA # 2.
MOAs and Other Side Agreements	All currently active MOAs, LOAs, Side Letters, etc. which are not directly modified by the terms of this settlement agreement will be extended for the life of the 2018 MIFA # 1 agreement or will "continue as is", as applicable.

The parties have further agreed to, as necessary, modify and exchange existing proposals to reflect the terms of this settlement and meet via teleconference during the month of June 2018 to finalize this language. The parties will then execute the "Final Settlement Agreement" attached to this MOA, with the finalized proposals included as attachments to the "Final Settlement Agreement".

For Frontier Communications:

For International Brotherhood of Electrical Workers:

Michael Kruger
Vice President, Labor Relations

Michael Brousseau
Chairman, SCT-7

Dated: June 1, 2018

Dated: June 1, 2018

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between
Frontier Communications
and
International Brotherhood of Electrical Workers
(Local Unions 71, 289, 1106, 1431 and BSWG)

2018 MIFA # 1 NEGOTIATIONS FINAL SETTLEMENT AGREEMENT

This Memorandum of Understanding ("MOU") dated **DATE**, (which includes all of the attachments hereto) is agreed to by and between Frontier Communications (hereinafter referred to as the "Company" or "Frontier") and the International Brotherhood of Electrical Workers, Local Unions 71, 289, 1106, and 1431, and, but only with respect to the National Buried Service Wire Group bargaining unit, IBEW Local Unions 21, 51, 89, 543, 702, and 723 (hereinafter collectively referred to as the "Union" or "IBEW"), in settlement of all items regarding 2018 MIFA # 1 negotiations between the parties.

It is agreed that this MOU and the new collective bargaining agreement between the Company and the IBEW shall become effective on **March 25, 2018**, except where a different effective date is stipulated herein, and shall remain in effect through 11:59 p.m. on **March 26, 2022**, when the collective bargaining agreement shall be subject to termination in accordance with the terms of Article 15 (Duration of This Agreement) of the collective bargaining agreement. The new collective bargaining agreement shall consist of the provisions of the existing MIFA # 1 agreement and Appendices thereto, as modified by the applicable provisions of this MOU, but excluding any provisions that expire by their own terms and have not been specifically renewed. The provisions of this MOU will be incorporated into the collective bargaining agreement between the Company and the Union.

Unless the parties have specified different effective dates, the provisions of this MOU will be effective **March 25, 2018**, if, and only if, the Company receives from the Union, on or before **DATE**, written notice that this MOU was ratified by the results of the voting in the

bargaining units represented by the Union. If this MOU is ratified, the parties understand that the Company will require time following ratification to implement any changes contained in the MOU (such as changes to pay rates) that may be scheduled to take place on or near ratification. The Company will implement these changes (and any required retroactive adjustments) as soon as administratively feasible following notice of ratification.

The Union agrees to support this Settlement and recommend ratification of this Settlement to their membership.

For Frontier Communications:

**For International Brotherhood of
Electrical Workers:**

Michael Kruger
Vice President, Labor Relations

Michael Brousseau
Chairman, SCT-7

Dated: Date

Dated: Date

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