



**VIA E-MAIL ONLY**

October 23, 2025

Sisters, Brothers, and Siblings,

I am pleased to announce that your duly elected bargaining committee has reached a tentative agreement (TA) with Frontier Communications after months of hard work, negotiation, and many late nights. This achievement is a testament to the dedication and strength of our bargaining team.

I am also proud to inform you that our National Executive Board voted unanimously in favor of this tentative agreement. This is a significant milestone, and it reflects our commitment to improving our working conditions and benefits.

In the coming days, we will be meeting with local union leadership to discuss the details of the tentative agreement. After this, we will be polling our membership for final approval. It is essential for each of you to stay engaged during this process. The bargaining team was able to secure wage increases, maintain our medical benefits, improve contracting, and importantly, achieve job security for the entirety of the three-year contract.

Stay alert, attend the contract explanation meetings, and prepare to cast your vote when the time comes. Remember, it is you—the members—who hold the power and ultimately approve the agreement. Your voice matters, and together we can ensure that our collective strength leads to meaningful changes.

Thank you for your continued support and solidarity.

In Unity,

A handwritten signature in black ink, appearing to read 'Frank Arce', is written over a horizontal line.

Frank Arce, Vice President  
CWA District 9