November 18th, 2026

2026 Collective Bargaining Agreement

Another tentative agreement between the Communications Workers of America (CWA) and Cincinnati Bell Telephone (CBT) was reached on a three-year labor contract. The new Collective Bargaining Agreement will be in effect through May 16, 2029, pending ratification by CWA membership.

Below are key highlights of the Tentative Agreement.

Wage Increases

Following ratification	$1,600 lump sum
January 2027	4.0%
January 2028	3.0%
January 2029	3.0%

Overtime Policy

A memorandum of agreement to update the following for the life of the contract:

- The forced overtime average will be reduced to five (5) hours, except during the month of August, when the forced overtime average will remain six (6) hours.
- The forced overtime average will be calculated using a rolling twelve (12)-month period, May through May, beginning with May 2026.
- There will be no forced overtime, and no Overtime Refused (OTR) will be assessed, for the following three-day holiday weekends: Memorial Day, Independence Day (July 4), and Labor Day. This provision does not prohibit employees from voluntarily accepting available overtime.
- A 6-month trial to eliminate mandatory voluntary overtime (VOT) within Field Operations. This trial will commence in early 2027.

Additional PTO

Employees who reach 5 years of service will begin accruing an additional (fourth) week of PTO. Employees who reach 25 years of service will begin accruing an additional (sixth) week of PTO.

Protective Footwear Opportunity

Eligible employees required by Company policy to wear protective footwear will receive a one-time opportunity to obtain Company-approved safety footwear through altafiber's designated vendor website. Four footwear options will be available, valued at up to approximately $200.

Holiday Eve Pay

The Company and the Union have agreed to retain Holiday Eve Pay (D 7.32 in the current CBA), ensuring employees continue to receive this benefit under the new agreement.

Artificial Intelligence

Added language regarding implementation of artificial intelligence in technological displacement article (D-12.11).

Bereavement

Enhancements have been made to the bereavement policy to allow for, in certain circumstances, additional time off and/or additional family members covered, including; siblings, grandparents, grandchildren, parent-in-law, aunts, uncles, siblings-in-law, grandparent-in-law, cousins, nieces, nephews and associates.

Holidays

- All Company holidays will be paid at the premium holiday rate
- Added Juneteenth as permanent additional holiday

Milestone Awards

Increased employee milestone cash awards as follows:

- 5 years of service: $50
- 10 years of service: $100
- 15 years of service: $250
- 20 years of service: $500
- 25 years of service: $750
- 30+ years of service: $1,000 *(in 5-year increments)*

Healthcare

Employees can continue to choose between the PPO Plus or the HSA Plan options, with no benefit plan changes. Please see the detailed chart of monthly costs below.

In-Network Medical Coverage	HSAP	PPO Plus
Monthly Premium for 2027	Single: $60 EE + Spouse: $115 EE + Child(ren): $105 Family: $145	Single: $217 EE + Spouse: $413 EE + Child(ren): $370 Family: $530
Monthly Premium for 2028	Single: $62 EE + Spouse: $120 EE + Child(ren): $111 Family: $155	Single: $234 EE + Spouse: $448 EE + Child(ren): $401 Family: $571
Monthly Premium for 2029	Single: $67 EE + Spouse: $130 EE + Child(ren): $120 Family: $168	Single: $257 EE + Spouse: $491 EE + Child(ren): $440 Family: $599

1. Vision (Effective 1/1/27)
    i. Monthly Premiums:
    Employee only: $9
    Employee + Spouse: $14
    Employee + Child(ren): $14
    Family: $16

2. Dental (Effective 1/1/27)
    i. Monthly Premiums:
    Employee only: $9
    Employee + Spouse: $16
    Employee + Child(ren): $13
    Family: $17