



2026 Bargaining



Company Proposal #10 8/13/2026

- A. Effective Dates & Duration of Agreement**
- B. Wages**
- C. Benefits**
- D. Articles**
- E. Working Conditions**
- F. Clean-Up Items**
- G. Items for MOU**

Initialed for the Union:

A handwritten signature in black ink, appearing to be 'PA' or similar, written over a horizontal line.

Initialed for the Company:

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A. Effective Dates & Duration of Agreement

1. Duration of Agreement:

May 16, 2026 – May 16, 2029 (3-year agreement) **TA 5/14/26**

B. Wages (Tier 1 and Tier 2)

\$2,000 lump sum at ratification

January 2027 3.5%

January 2028 3.5%

January 2029 3.0%

C. Benefits

1. Medical – Tier 1 & Tier 2 (Effective 1/1/27)

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

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2. Vision (Effective 1/1/27) **TA 5/08/26**

- i. Monthly Premiums:
 - Employee only: \$9
 - Employee + Spouse: \$14
 - Employee + Child(ren): \$14
 - Family: \$16

3. Dental (Effective 1/1/27) **TA 5/08/26**

- i. Monthly Premiums:
 - Employee only: \$9
 - Employee + Spouse: \$16
 - Employee + Child(ren): \$13
 - Family: \$17

D. Articles

ARTICLE XVIII

1) This Agreement supersedes the Agreement dated **May 16, 2021** ~~May 13, 2018~~. The following agreements shall continue in effect

2) In the event, and expressly on the condition, that the Union approves and ratifies this Agreement between the parties hereto, and in writing notifies the Company of such approval and ratification, then this Agreement shall become effective ~~May 16, 2021~~, and shall continue in effect until ~~11:59 p.m. May 16, 2026~~ and thereafter, unless and until terminated pursuant to paragraph 4 of this Article.

4) By notifying the other party in writing at least sixty (60) days prior to the date of termination, either party may terminate this Agreement at ~~11:59 p.m. on May 16, 2026~~. If either party gives notice pursuant to this paragraph of its desire to negotiate changes in wages or working conditions, negotiations shall commence not more than sixty (60) days nor less than thirty (30) days prior to the termination date unless the parties agree otherwise.

If no such notice of termination is given, this Agreement shall automatically continue in full force and effect after ~~May 16, 2026~~, for successive renewal periods of fifty-two (52) weeks each, subject to the right of either party to terminate this Agreement at the end of any renewal period by notifying the other party in writing at least sixty (60) days prior to the date of termination of its intention to terminate this Agreement.

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Dated this 16th day of May, 2021.

CINCINNATI BELL TELEPHONE COMPANY

By ~~Sarah Dodd~~ **Katie Ashworth**
~~Sr. Director - HR Operations~~ altafiber Human
Resources

COMMUNICATIONS WORKERS OF AMERICA

By ~~Mike Handley~~ **Ronald Gay**
CWA Representative

E.

F. Working Conditions

A-1.01 Definitions

~~**Additional Family Members:** An employee's "additional family members" shall include mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandmother, grandfather and grandchildren.~~ *Alignment to non-union TA 3/17/26*

~~**Day Tour: (Tier 1)** a "day tour" is a normal tour for Operator Services Center employees, starting at or after 6:00 A.M. and ending not later than 7:00 P.M.~~ *Clean up TA 3/17/26*

~~**Divided Tour: (Tier 1)** A "divided tour" is a normal tour for Operator Service Center Employees, divided into a morning session and an evening session with not less than four (4) hours between sessions and covering a span of not more than twelve (12) hours.~~ *Clean up TA 3/17/26*

Emergency Tour: (Tier 1 & 2) An "emergency tour" is an assignment without advance notice to work a special tour ~~where an~~ *in response to an unusual or urgent condition, such as a natural disaster, civil disturbance, or other event requiring immediate action.* Employees ~~called~~ *is* directed *to an emergency tour* must proceed without delay and utilize

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the mode of transportation designated by their supervisor., ~~using the means of transportation specified by the supervisor.~~ **TA 3/20/26**

~~**Evening Tour: (Tier 1)** An "evening tour" is a normal tour for Operator Services Center employees ending after 7:00 P.M. but not later than 3:00 A.M.~~ **Clean up TA 3/17/26**

Immediate Family Member: (Tier 1 & 2) An employee's "immediate family" includes wife, husband, son, daughter, mother, father, step-parent, and step-child, **sibling, grandparent, grandchild, parent-in-law.** **TA 3/17/26**

~~**Family Member**~~ **Close Relative: (Tier 1 & 2)** An employee's "family member" shall include ~~brother, sister, step-sibling~~ and any other relative living in the employee's household. **aunts, uncles, siblings-in-law, grandparent- in-law, cousins or nieces/nephews.** **TA 3/17/26**

Associate: (Tier 1 & Tier 2) Persons not related to the employee **TA 3/17/26**

~~**Associated Special Tour: (Tier 1)** An "associated special tour" is a special tour which is continuous with and follows a normal tour or a special tour which is separated from the preceding normal tour only by a meal period.~~ **Clean Up TA 3/18/26**

Night Normal Tour: (Tier 1) A "night normal tour" is a normal tour all or a portion of which falls within the clock period **10:00 P.M. 7:00-P.M. to 6:00 A.M. – align with Tier 2 (10:00pm – 6:00am)** **TA 4/09/26**

~~**Operator Services Center Employee: (Tier 1)** An "Operator Services Center employee" is an employee whose job title is included in the Operator Services Wage Schedule~~ **Clean Up TA 3/17/26**

~~**Session: (Tier 1)** A "session" is the continuous time not to exceed five (5) hours, which an Operator Services Center employee works without a meal period.~~ **Clean up TA 3/17/26**

Time Off: (Tier 1) "Time off" is **vacation time/PTO**, excused work days (unpaid), and days in lieu of holidays which occur during a scheduled **vacation/PTO** week. **Align with Tier 2 TA 3/20/26**

Time Off: (Tier 2) "Time off" is vacation time/ **PTO**, excused work days, ~~personal~~



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holidays, and days in lieu of holidays which occur during a scheduled vacation/ PTO week. ~~Clean up if we eliminate floating holidays~~ **TA 3/20/26**

C-1.10 Absences in Excess of One Month

C-1.11 (Tier 2) In all cases of continuous absence from the service exceeding thirty (30) calendar days (with or without pay or benefits), except absence on military leaves or paid vacations ~~time off~~, no wage plan service shall accrue for that portion of the period of absence which is in excess of thirty (30) calendar days. ~~Align with Tier 1~~ **TA 3/17/26**

D-2.00 Work Assignments

~~**D-2.03 (Tier 1):** Service requirements are the primary consideration when Operator Service Center employees select normal tours. Insofar as these requirements permit, employees may choose their normal tours in accordance with their net credit service.~~ ~~Clean up~~ **TA 3/17/26**

~~**D-2.04 (Tier 1):** Normal tours for all full time employees in Operator & Directory Services shall be eight hours in length.~~ ~~Clean up~~ **TA 3/17/26**

~~**D-2.05 (Tier 1)** With the exception of Operator Services Center and Business Office employees, each~~ An employee's normal tours and any foreseen special tours, for a period of at least five (5) work weeks, shall be scheduled two (2) weeks prior to the effective date by designation of the particular dates and hours assigned. After having been scheduled, changes in an employee's scheduled assignments shall be made only as follows: ~~Clean up~~ **TA 3/24/26**

~~**D-2.06 (Tier 1)** Schedules for Operator Services Center employees, showing each employee's normal tours and any foreseen special tours, shall be posted as follows:~~

- ~~(a) Schedules for the following Sunday through Sunday period shall be posted not later than Tuesday of the current week except that when either Monday or Tuesday is a holiday the schedule may be posted on Wednesday.~~
- ~~(b) Holiday schedules shall be posted at least two (2) weeks prior to the holiday and subsequent changes shall be kept at a minimum.~~

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Changes in an employee's scheduled assignments for the following week may be made provided the employee is notified personally of the change at or before 5:00 P.M. Thursday of the current week. After 5:00 P.M. Thursday of the current week an employee shall not be required to change his/her scheduled assignments for the following week, but an employee may be requested to work a special tour on a scheduled day off; provided, however, that if an employee is called in on a Sunday he/she is not scheduled to work and works the equivalent of a normal tour, that Sunday shall become a normal tour day. *Clean up* TA 3/17/26

D-2.07 (Tier 1): Schedules for Business Office employees, showing each employee's normal tours and any foreseen special tours, shall be posted as follows:

(a) ~~Schedules for the following week shall be posted not later than Wednesday of the current week. Changes in an employee's scheduled assignments shall be made as follows:~~

(1) By giving the employee forty eight (48) hours' prior notice, the Company may reschedule any day or change the scheduled hours of any work tour.

(2) ~~By request of the employee and upon approval of his/her supervisor.~~ *Clean up* TA 3/25/26

D-3.00 Payment for Normal Tours

D-3.01 (Tier 1) An employee shall be paid at the regular wage rate for time worked, or for allowed time during normal tours, ~~except as provided in paragraphs D-3.03, D-6.00, D-7.22 and D-7.32.~~ *Clean up/align with Tier 2* TA 3/25/26

D-3.10 Payment for Special Tours

D-3.13 (Tier 1) ~~If an employee is called at home regarding a work situation in which he/she was involved and the conversation lasts more than seven (7) minutes, the employee will be paid for the actual time required for discussing and resolving the situation as shown in paragraph D-3.14. Any conversation lasting seven (7) minutes or less will not be compensated.~~ *Clean up/repetitive to chart* TA 3/18/26



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D-3.14 (Tier 1) Fractional special tour time to be paid shall be determined by adjusting the time worked

to the nearest one-fourth (1/4) hour and shall be paid in accordance with the following: **Align with Tier 2/add chart to Tier 2. TA 3/18/26**

Time to be Paid				
Actual Special Tour Time Worked	Adjusted Time	Time and One-Half	Double Time	Double Time And One-Half
1 to 7 minutes	0	No Pay	No Pay	No Pay
8 to 22 minutes	1/4 hour	3/8 hour	1/2 hour	5/8 hour
23 to 37 minutes	1/2 hour	3/4 hour	1 hour	1-1/4 hour
38 to 52 minutes	3/4 hour	1-1/8 hours	1-1/2 hours	1-7/8 hours
53 to 60 minutes	1 hour	1-1/2 hours	2 hours	2-1/2 hours

D-3.20 (NEW) Lead/Management Replacement Differential **New: Combine D-3.20 & D-3.50**

An employee who is designated by the Company to (a) serve as a management replacement for a period of one (1) hour or more during any work tour, (b) provide formal instruction to co-workers, or (c) serve as an on-the-job trainer of a newly hired, transferred, or promoted employee for a period of one (1) hour or more during any work tour, shall be paid a single differential of ~~fifteen~~ **ten** dollars (\$~~150.00~~) for that tour.

For purposes of (b) above, "formal instruction" means the provision of specific instruction to co-workers pursuant to a formal, Company-prepared or Company-approved training curriculum or program utilizing formal Company-developed or Company-approved course materials. "Formal instruction" does not include the provision of informal on-the-job advice, assistance, or training to co-workers. Combine D-3.50 **TA 4/29/26 Removing increases, still combining definition**

~~D-3.40~~ On-Call Differential

~~D-3.41 (Tier 1 & Tier 2)~~ An employee who is designated by the Company to be on call for a period outside of the employee's normal or scheduled special tour will be paid a differential of ~~twenty five~~ **twenty** dollars (~~20 \$25.00~~) for each on-call period Monday through Friday and ~~twenty-five~~

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~~thirty dollars (25 \$30.00) for each on-call period occurring Saturday, Sunday or on a designated holiday, as listed in D-7.22 The differential applicable shall be determined by the day in which the majority of the twenty four (24) hour on-call period begins. When the on-call period begins at 12:00 noon, the differential shall be reported on the day in which the on-call period begins. Only one differential is paid for each on-call period.~~ **TA 4/29/26 Removing increase**

D-4.50 Travel and Miscellaneous Expense

~~**D-4.51 (Tier 1)** An Operator Services Center employee who works in both sessions of a divided tour shall be paid a transportation allowance of two dollars and fifty (\$2.50) for that tour.~~ **Clean up TA 3/17/26**

D-7.00 Holidays

D-7.01 (Tier 1 & Tier 2): The following are designated as holidays: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Good Friday, Memorial Day, **Juneteenth**, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, and Christmas.

~~**D-7.02 (Tier 2):** Employee will receive an alternative scheduled day off with pay adjacent to a weekend, within 12 months, if required to work on a Monday Holiday.~~ **Remove floating holidays TA 3/20/26**

~~**D-7.03 (Tier 2):** Employee will receive an alternative scheduled day off with pay adjacent to a weekend, within 12 months, if required to work on a Friday Holiday.~~ **Remove floating holidays TA 3/20/26**

~~**D-7.04 (Tier 2)** Subject to business needs and upon the employee's request, an Alternative Day under paragraph D-7.02 or D-7.03 may be scheduled for a day, other than a Saturday or Sunday, that is not adjacent to a weekend.~~ **Remove floating holidays TA 3/20/26**

D-7.20 Payment for Holidays

D-7.22 (Tier 2) When an employee works on ~~a~~ the following holidays, ~~New Years Day, Independence Day, Labor Day, Thanksgiving Day and Christmas,~~ he shall receive pay at his regular wage rate for his full normal tour on the holiday. In addition, the following practices are applicable:

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(a) Payment shall be at one and one-half (1 1/2) times the regular wage rate for the hours worked during the normal tour, subject to the provisions of paragraphs D-9.01 (a) or D-11.02, and at two and one-half (2 1/2) times the regular wage rate for special tour hours worked.

(b) The minimum work tour which shall be paid for hours worked on a holiday shall be two (2) clock hours. Pay treatment shall be determined under provision D-7.22(a).

Align Tier 2 with Tier 1 **TA 3/24/26**

D-7.30 Payment for Holiday Eves

~~D-7.32: An employee shall be paid two (2) times the regular wage rate for all hours worked within the clock period of: (1) 7:00 P.M. on the designated Christmas Eve to 7:00 A.M. on the following day and (2) 7:00 P.M. on the designated New Year's Eve until 7:00 A.M. the following day.~~ Remove Holiday Eve pay for both Tier 1 & Tier 2

D-8.00 Paid Time Off

D-8.01

PTO is accrued on a monthly basis. The PTO accrual rate is based upon the employee's length of service.

Length of Service	Monthly Accrual Rate	Annual Accrual Rate	Maximum Negative Balance
0 months through .99 year	10.00 hours	up to 120 hours (prorated for completed months)	- 40 hours
1 year through 4.99 6.99 years	10.00 hours	120 hours	- 80 hours
5 7 years through 14.99 years	13.34 hours	160 hours	-80 hours
15 – 26.99 24.99	16.67 hours	200 hours	-80 hours



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years	20 hours	240 hours	-80 hours
25 27 + years			

D-8.02: An employee who is eligible for three (3) weeks of PTO may choose to be paid in lieu of up to 40 hours of PTO. ~~An employee who is eligible for four (4) weeks of PTO or more or five (5) weeks of PTO may choose to be paid in lieu of up to 80 hours of PTO. An employee who is eligible for (6) weeks of PTO may choose to be paid in lieu of up to 120 hours of PTO.~~ Pay in lieu of PTO shall be at the employee's basic wage rate in effect at the time the employee requests pay in lieu of PTO. ~~An employee may be paid in lieu of PTO at any time during the current calendar year, but no later than the first pay period in December (reference chart below). An employee who chooses pay in lieu of PTO must notify the Company at least two (2) weeks in advance and no later than December 10th of the current year. An employee who chooses pay in lieu of PTO must notify the Company at least two (2) weeks in advance and by the first pay period end in December.~~ **TA 3/20/26**

2026	2027	2028	2029
11/29-12/12	11/28-12/11	11/26-12/09	11/29-12/08

~~**Tier 2:** The year in which an employee retires, the employee may choose to be paid in lieu of all full weeks of PTO to which he is entitled, provided the employee requests to be paid in lieu of this PTO at the time the employee submits his retirement notification, and he is retirement eligible. This payment in lieu of PTO will be made on or near the payroll cycle following the employee's pension effective date. See D-8.12 below~~ **TA 4/21/26**

D-8.10 Payment for Vacation/Paid Time Off

D-8.12: An employee who is laid off because of lack of work, resigns except while on leave of absence, is dismissed for reasons other than misconduct, is granted a personal leave of absence beyond thirty (30) calendar days, ~~or is retired without a pension,~~ shall receive payment in lieu of the vacation or PTO to which he is entitled but has not taken in the current calendar year. An employee who resigns is expected to give at least two (2) weeks' notice in advance of his last work tour. **TA 4/21/26**

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D-8.37 (Tier 2) A full ~~vacation or~~ PTO week may be extended or rescheduled in the event of unforeseen personal illness or death in the immediate family. In order to reschedule a full ~~vacation or~~ PTO week, notice shall be given by midnight of the last day prior to the scheduled ~~vacation or~~ PTO week.

Employees who reschedule a full ~~vacation or~~ PTO week under this paragraph must choose from the remaining available ~~vacation or~~ PTO weeks subject to the needs of the business. **Align with Tier 1 TA 3/17/26**

D-8.40: ~~The last week of the year, defined as commencing with the last Sunday of the year, may be selected as a full week of vacation/PTO and charged against the employee's vacation/PTO eligibility for the year which the vacation/PTO week begins. In addition, days may be selected in increments of one day or more and charged against "reserve time."~~ **All PTO should expire on the last calendar day of the current year (12/31). PTO that is not used will be forfeited without compensation. TA 3/24/26 *Effective 2027 PTO**

D-9.00 Payment for Lost Time Due to Personal Sickness

D-9.01 Time lost during the normal tours falling within the first (7) seven calendar days of a period of sickness absence, during which the provisions of the Short-Term Disability Policy nor the Accident Disability Plan applies shall be paid at the regular wage rate as follows:

a. Employees whose net credited service is eight (8) years or more shall be paid for time lost because of personal sickness up to a maximum of ~~ten (10) full days~~ **80 hours** per calendar year. Employees Meeting this service criteria will be eligible to be paid in lieu of any unused personal sickness time, up to a maximum of 40 hours provided that this 40 hours will be reduced by all personal sickness time used by the employee. Any pay-in-lieu of unused personal sickness time will be in the form of a lump sum payment paid at the equivalent of the employee's regular wage rate after the conclusion of the applicable calendar year. **Employees must be actively employed on 12/31 of the current calendar year in order to be eligible to receive the payout.** Example: if employee uses 16 hours of personal sickness time during the calendar year, employee will receive pay-in-lieu of 24 hour of personal sickness time (40 hours – 16 hours) after the conclusion of the calendar year. **TA 3/18/26**

b. Employees whose net credited service is five (5) years but less than eight (8) shall be paid for time lost because of personal sickness up to a maximum of ~~seven (7) full days~~ **56 hours** per calendar year. Employees Meeting this service criteria will be



eligible to be paid in lieu of any unused personal sickness time, up to a maximum of 32 hours provided that this 32 hours will be reduced by all personal sickness time used by the employee. Any pay-in-lieu of unused personal sickness time will be in the form of a lump sum payment paid at the equivalent of the employee's regular wage rate after the conclusion of the applicable calendar year. **Employees must be actively employed on 12/31 of the current calendar year in order to be eligible to receive the payout.** Example: if employee uses 16 hours of personal sickness time during the calendar year, employee will receive pay-in-lieu of 16 hour of personal sickness time (32 hours – 16 hours) after the conclusion of the calendar year. **TA 3/18/26**

c. Employees whose net credited service is two (2) years but less than five (5) shall be paid for time lost because of personal sickness up to a maximum of ~~five (5) full days~~ **40 hours** per calendar year. Employees Meeting this service criteria will be eligible to be paid in lieu of any unused personal sickness time, up to a maximum of 24 hours provided that this 24 hours will be reduced by all personal sickness time used by the employee. Any pay-in-lieu of unused personal sickness time will be in the form of a lump sum payment paid at the equivalent of the employee's regular wage rate after the conclusion of the applicable calendar year. **Employees must be actively employed on 12/31 of the current calendar year in order to be eligible to receive the payout.** Example: if employee uses 16 hours of personal sickness time during the calendar year, employee will receive pay-in-lieu of 8 hour(s) of personal sickness time (24 hours – 16 hours) after the conclusion of the calendar year. **TA 3/18/26**

d. Employees whose net credited service is one (1) but less than two (2) years shall be paid for time lost because of personal sickness up to a maximum of ~~four (4) full days~~ **32 hours** per calendar year. Employees Meeting this service criteria will be eligible to be paid in lieu of any unused personal sickness time, up to a maximum of 16 hours provided that this 16 hours will be reduced by all personal sickness time used by the employee. Any pay-in-lieu of unused personal sickness time will be in the form of a lump sum payment paid at the equivalent of the employee's regular wage rate after the conclusion of the applicable calendar year. **Employees must be actively employed on 12/31 of the current calendar year in order to be eligible to receive the payout.** Example: if employee uses 16 hours of personal sickness time during the calendar year, employee will receive pay-in-lieu of 0 hour of personal sickness time (16 hours – 16 hours) after the conclusion of the calendar year. **TA 3/18/26**



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D-11.00 Serious Illness or Death of Others Than Employees

D-11.02 An employee who is absent because of death in his immediate family (as defined in A1.01) shall be paid at the regular wage rate for up to 40 hours starting on the next normal tour following the death. Depending on the circumstances, the Company may require additional information or proof when deemed necessary or appropriate. The leave time is to be documented on the applicable time reporting system. **TA 3/18/26**

D-11.03 An employee who is absent because of the death of a ~~family member~~ close relative (as defined in A1.01) shall be paid at the regular wage rate for up to 16 hours ~~five (5) consecutive days from the date of death. In the event the employee does not work any part of his normal tour on the day of the death he shall be paid for his normal tour on that day, and it shall be considered one of the five (5) consecutive days mentioned above.~~ Depending on the circumstances, the Company may require additional information or proof when deemed necessary or appropriate. The leave time is to be documented on the applicable time reporting system.

An employee whose scheduled tour exceeds the amount of paid bereavement leave available may use unpaid time or PTO to supplement the paid bereavement leave in order to cover the full length of the scheduled tour. **TA 3/20/26**

D-11.04 An employee who is absent because of the death of an additional family Associate member (as defined in A-1.01) shall be paid at the regular wage rate for up to 8 hours per calendar year ~~to attend the funeral within 100 miles of downtown Cincinnati and two (2) normal tours for a funeral 100 miles or more from downtown Cincinnati. For purposes of this provision, a funeral shall include any commemorative or religious service, visitation or burial ceremony.~~ Depending on the circumstances, the Company may require additional information or proof when deemed necessary or appropriate. The leave time is to be documented on the applicable time reporting system.

An employee whose scheduled tour exceeds the amount of paid bereavement leave available may use unpaid time or PTO to supplement the paid bereavement leave in order to cover the full length of the scheduled tour. **TA 3/20/26**

D-11.05 ~~When an employee, for personal reasons, is expected to attend the funeral of a~~



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~~person not covered under paragraphs D-11.02, D-11.03, or D-11.04, the employee shall, upon the approval of the supervisor, be granted EXN time or PTO for the time he/she is absent from a scheduled normal tour to attend the funeral.~~ **TA 3/18/26**

~~D-11.06 When, in the judgment of management, unusual circumstances exist, the employee may be paid under the provisions of paragraph D-11.03.~~ **TA 3/18/26**

D-12.10 Technological Displacement

D-12.11 If during the term of this Agreement, the Company notifies the Union in writing that technological change (defined as changes in equipment, ~~or~~ methods of operation, or implementation of artificial intelligence (AI)) has or will create a surplus in any job title in a work location which will necessitate reassignments of regular employees to different job titles involving a reduction in pay or to locations requiring a change in residence, or if a force surplus necessitating any of the above actions exists for reasons other than technological change and the Company deems it appropriate, any regular employee: **TA 4/14/26**

Employment Security Letter:

In addition to the lump sum termination allowance set forth in paragraph D-12.21, an employee who elects to leave the service of the Company will be eligible for reimbursement from the Company for actual expenses incurred for relocation costs, tuition or training costs, or job placement expenses related to seeking other employment, or any combination thereof, up to an amount not to exceed \$500 for each year of net credited service (prorated for any partial year of service) to a maximum of \$2,500. Any such expense for which reimbursement will be made must be approved by the Company prior to being incurred and must be incurred within one (1) year from the date of termination of employment. ~~except that reimbursement for tuition or training costs will be made for such expenses incurred within two (2) years from the date of termination of employment.~~

An employee who is laid off may choose to elect to receive their termination allowance in weekly income continuity payments which shall be payable for the number of weeks to which they are entitled, based on their net credited service, under paragraph D-12.21. Such payments shall continue **for a maximum of one (1) year from the date of termination of employment until the payment eligibility is exhausted** or until the employee is recalled. **After one (1) year, any remaining termination allowance shall be paid in a lump sum.** Upon recall, any

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remaining income continuity payments shall cease. Employees who choose this payment option shall remain on a corporate recall list for a period not to exceed ~~two (2)~~ **one (1)** years. Employees who are awaiting recall and receiving weekly income continuity payments shall continue to accrue seniority and net credited service, one (1) week for each week of termination allowance paid. **TA 4/21/26**

Appendix F:

2. Where feasible and appropriate, you will be directed to work from home. Otherwise, your supervisor or HR Manager will instruct you regarding proper time coding. If it is not feasible and appropriate for you to work from home, you will be eligible to receive pay for the time away from work for up to five consecutive workdays per calendar year without consequence under any applicable attendance control policy/rules. Non-working periods in excess of ~~5 days~~ **40 hours** are unpaid and subject to applicable attendance control policy/rules unless otherwise directed by Human Resources. **TA 3/24/26**

G. Clean-Up Items

New Wage Schedules

1. ~~CT1, CT2, CT3~~ **Remove**
2. CC6

Job Profiles

1. CO Equipment Install Technician – Add to wage schedule TE1 (T2) 211 (T1)
2. Air Pressure Technician – Add to wage schedule TE2 (T2) 011 (T1)
3. Translations Technician – Add to wage schedule TE3 (T2)
4. Out of Territory Technician – Add to wage schedule TE2 (T2)
5. IT Services Rep – Remove (work combined with Technical Clerk 3 via C.1-90)
6. Administrative Clerk 7-911 – Remove (work combined with Translations Tech)
7. Distribution Splicer – Add to wage schedule TE3 (T2)
8. CORE Operations Assistant – update title Central Office Ops Assistant
9. CORE Operations Technician – update title Central Office Ops Tech
10. Circuit Design Technician – Add to wage schedule TE4 (T2) and 021 (T1)
11. Advanced Enterprise Tech & CO Support – Add to TE2 (T2) and 011 (T1)
- ~~12. Prem Tech – update title Consumer Tech I – CT1~~ **Remove**
- ~~13. Senior Prem Tech – add title Consumer Tech II – CT2~~ **Remove**

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~~14. Universal Tech – update title Consumer Tech III – Move to CT3 (T2) and 011 (T1)~~
Remove

- 15. Sales Consultant Aggregator – Remove
- 16. Sales Consultant ETOST – Remove
- 17. NOC Switch and Trans Tech – update title NOC - Transport Network Tech
- 18. NOC Net Surv Data Tech – update title NOC - Ethernet Network Tech

Appendix

- 1. Appendix A – (Tier 2) - Q is duplicated
- 2. Appendix F –

Common Interest Forum Agreement:

~~May 13, 2018~~

~~Mr. Mike Handley, CWA Rep.~~ **Mr. Ron Gay**
Communications Workers of America
20525 Center Ridge Rd., Room 700
Cleveland, Ohio 44116
Dear Mr. ~~Handley~~ **Gay**:

Equal numbers of key union and management persons shall constitute the forum when possible. Meetings shall be convened at mutually agreeable places and times but no less ~~often than once per quarter~~ **than twice a year**. The members of the forum shall determine its composition, structure, agenda, and operations which may include the formation of committees to address the above-mentioned issues. **TA 3/24/26**

Very truly yours,

~~Sarah Simpson~~ **Katie Ashworth**

Agreed on behalf of
Communications Workers of America:

17

Initialed for the Union:

Initialed for the Company:



2026 Bargaining



~~Mike Handley~~ Ron Gay
CWA Rep.

Dated: ~~5/13/2018~~

Safety Letter Agreement

August 10, 2014

To achieve the above principles, the Company and Union agree to continue the Safety Advisory Committee. The Committee shall consist of not more than six (6) representatives each from the Company and the Union (to be appointed by the Company and the International Union respectively). This committee shall meet from time to time, ~~as required~~ but at least ~~two (2)~~ ~~three (3)~~ times per year. **TA 3/25/26**

Mr. Ron Gay, CWA Rep.
Communications Workers of America
Communications Workers of America
20525 Center Ridge Rd., Room 700
Cleveland, Ohio 44116

Very truly yours,

~~Sarah Simpson~~ Katie Ashworth

Agreed on behalf of
Communications Workers of America:

Ron Gay
CWA Rep.

Dated: 8/10/14

Working Conditions **TA 3/27/26**

3. D-6.02 Payment For Sunday Work-- (Tier 2) - Sunday → "Sunday."
4. D-7.31 Payment For Holiday Eves-- (Tier 2) - December 31st → "December 31st."

Initialed for the Union:

KA

Initialed for the Company:

KA



2026 Bargaining



5. D-13.01 (Tier 2): Seniority has application in the following:

- 1.) Seniority has application in the following:
 - a. Transfers other than a promotion or demotion;
 - b. Promotions;
 - c. Demotions;
 - d. Training;
 - e. Scheduling vacations or PTO;
 - f. Selecting normal tours;
 - g. Layoffs and recalls;
 - h. ~~Scheduling personal holidays~~ remove with floating holidays
 - i. Employee choice of excused work days;
 - j. Length of vacation or PTO;
 - k. Payment for lost time due to personal illness.

H. Items for MOU

The Company reserves the right to amend, add, or remove proposals as may be required to finalize a Tentative Agreement.

Tentative Agreement:

Agreed For the Company: Kathryn Ashworth Date: 8/13/2026

Kathryn Ashworth
altafiber Human Resources

Agreed For the Union:

Ronald Gay
Ronald Gay

Date: 8-13-2026

CWA Representative

Initialed for the Union:

Initialed for the Company:

KG
KA