

**MEMORANDUM OF AGREEMENT ("MOA")**

**between**


**FRONTIER COMMUNICATIONS OF MINNESOTA, INC.  
("Company")**

**and**


**COMMUNICATION WORKERS OF  
AMERICA, And Its LOCAL 7270, AFL-CIO  
("Union")**

The authorized representatives of the above-captioned parties hereby agree to amend the parties' 2015 collective bargaining agreement ("Agreement") previously extended through May 29, 2021, as follows:

1. Article 2. Section 2.01, *Term of Agreement – Amendments – Termination*, of the current Agreement shall be amended by replacing the previous termination date with the now agreed upon expiration date of May 28, 2022.
2. Effective May 30, 2021, all steps in the Exhibit A wage schedules will be increased by 1.75%.
3. Article 39, Sections 39.08 and 39.09, *Team Performance Bonus*. of the current Agreement shall be amended to include payout for plan year 2021.
4. All other provisions of the current Agreement, including any with a different expiration date, shall remain in full force and effect in accordance with their terms through May 28, 2022.

  
**FOR THE COMPANY:**  
**Peter Homes**  
**Director, Labor Relations**

**DATE: 6-30-2021**

  
**FOR THE UNION:**  
**Jeff Lacher**  
**Staff**  
**Representative**

**DATE: 6-30-2021**