

## **CONTRACT EXTENSION AGREEMENT**

The Communication Workers of America (the "Union") and OFS Fitel, LLC (the "Company") hereby agree as follows:

All provisions of the Agreement entered into by and between OFS Fitel, LLC and the Communications Workers of America during the period May 29, 2016 through May 31, 2020 are extended for an additional two-year period, to and including May 31, 2022 except for the following changes:

1. **ARTICLE 9 – WAGES.** General Wage Increases as follows will be effective for all active represented employees:
  - a. A General Wage Increase of 3.0% in base annualized wages effective June 1, 2020.
  - b. A General Wage increase of 3.0% in base annualized wages effective June 7, 2021.
  - c. A General Wage increase of 1.5% in base annualized wages effective January 3, 2022
  - d. The Conversion Wage Schedules will be updated to reflect the 3% increases above per bullet (a) and (b). In addition, bullet (c) for a 1.5% increase, as part of the contract extension. Conversions Wage Schedules are noted on pages 91 – 94, 119 – 121 and 145 – 148.
2. **ARTICLE 9.8 - The Short Term Incentive Plan (STIP)** remains at the 4% target payout throughout the duration of the contract extension.
3. **ARTICLE 16 – FORCE ADJUSTMENT PROTECTION.** The Company agrees there will be no forced reductions in the represented workforce during the period May 31, 2020 through December 31, 2020, unless an unforeseen reduction in business of 7.5% necessitates a review of staffing and a potential adjustment in order to help sustain the business and minimize the risk to a greater percentage of employees.
4. **OFS/CWA JOINT HEALTHCARE COMMITTEE:** The committee will re-engage to address the company health/wellness strategy.
5. **JOINT TRAINING COMMITTEES:** Sturbridge and Norcross Plant will re-engage their respective training committees to address training at the respective sites. The OFS Alliance reserves will be returned to the individual stakeholders to be jointly administered for training. The OFS Alliance funding obligation for training and development is waived for calendar years to include 4<sup>th</sup> quarter 2019, calendar years 2020, 2021 and 2022.
6. The Retiree Buy-out remains at 5 per year for the contract years 2021 and 2022. (page 65).

7. Local issues will continue to be addressed at the local level with national support, as appropriate.
8. This Contract Extension Agreement is subject to CWA review and acceptance at the National level.

IN WITNESS WHEREOF, the parties have executed this Contract Extension Agreement this 23<sup>rd</sup> day of May 2020.

COMMUNICATIONS WORKERS OF AMERICA

OFS FITEL, LLC

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Mary Jo Reilly  
CWA Staff Representative

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Stephanie Street  
Senior Vice President Human Resources

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Shawn LeBlanc  
CWA Staff Representative

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Kenya Anderson  
Senior Labor Relations/Human Resources

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Isa Shabazz  
CWA Representative

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Daniel O'Brien  
Senior Labor Relations/Human Resources

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Veleta Holland  
Director, Human Resources

Approved:

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Lisa Bolton, Vice President  
Telecommunications and Technologies

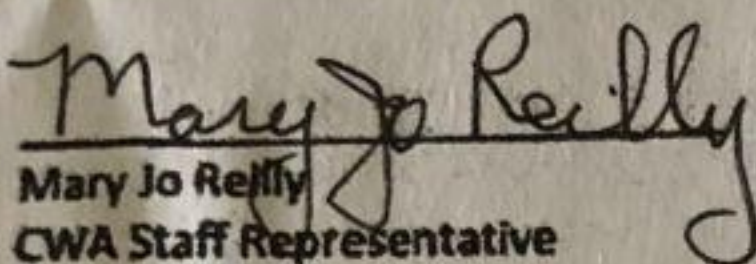


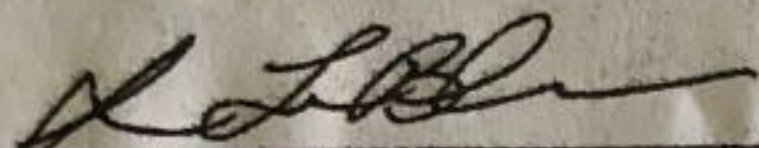
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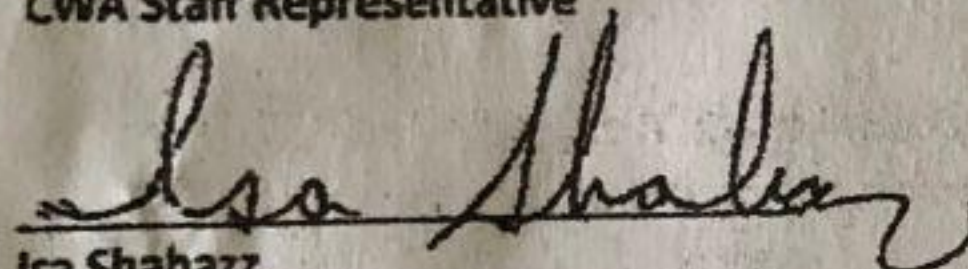
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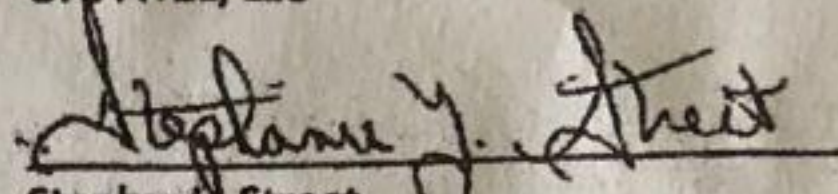
COMMUNICATIONS WORKERS OF AMERICA

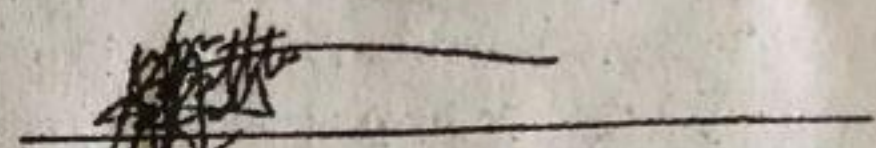
  
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CWA Staff Representative

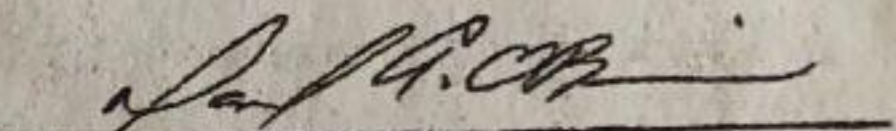
  
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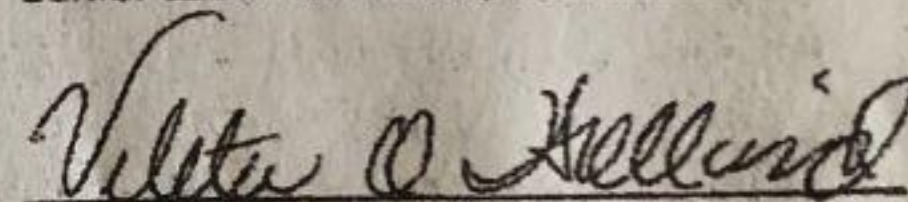
  
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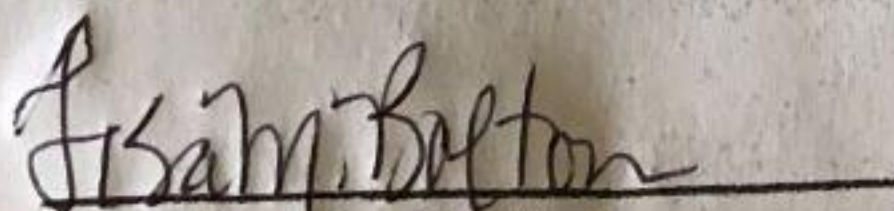
  
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