

F R O N T I E R Communications Workers' News



Name this newsletter. \$200 prize!

CWA's Telecommunications & Technologies office is offering a \$200 prize for the most creative and inspiring name for the new Frontier worker's newsletter. Submit proposed newsletter names to Shonita Roy at sroy@cwa-union.org. Be sure to include your name, address, and local union number.

October 2010

Communications Workers of America

www.cwa-union.org

Union members face challenges at the "New" Frontier

The acquisition of the former Verizon properties in 14 states is a reality. Now both old ("Legacy") and new ("Spinco") Frontier members face a shared challenge: upholding high quality jobs with good wages and benefits at Frontier.

Maintaining a good job in this economy is a challenge for every worker and for their unions, but it is even more so at Frontier. Why? Think of it as a "triple play" challenge:

- Frontier management has pledged to its big Wall Street investors that it will reduce annual operating costs by \$500 million by year-end 2012. Where do you think management will look first to squeeze the savings from?
- The huge differential in wages, benefits and contract language between Frontier "Legacy" contracts and former Verizon "Spinco" agreements is a serious threat to every former Verizon member. Frontier has made it very clear that it wants to bring people DOWN to the Legacy level, not UP to the Spinco standard. CWA is determined to do the opposite.
- Increased competition from wireless and cable industry telephone companies (like Verizon Wireless and Comcast) where employees also have lower wage and benefit standards and fewer job rights.

The best response to this "triple threat" is to build strong internal membership mobilization structures that get more members involved. Contract expiration dates provide an ideal opportunity to "flex" membership networks and show on-the-job unity. (See box below with 2011 contract expiration dates)

Local unions have training materials and tools to help you build a "stewards army" where you work.

Not all "gloom and doom"

Members do have one important card to play: management needs your cooperation to achieve its ambitious integration and service improvement goals — while hopefully avoiding the bankruptcy that some industry analysts have predicted. Very simply, Frontier can't do it without you!

Another positive factor is that most Frontier workers are united in CWA or IBEW. Any changes that management seeks in wages, benefits or working conditions must be negotiated with the union.

Action Plan

CWA and IBEW leaders are making plans for solidarity actions to support Frontier locals with contracts that expire in 2010 and 2011.

Local unions will be enlisting members to sign letters of support, wear stickers and show solidarity on key days during contract negotiations.

Frontier Bargaining Calendar

October 2010 – December 2011

Expiration Date	Local	Location	Origins
October 21, 2010	IBEW Local 363	Harriman, NY	Legacy
December 4, 2010	CWA Local 3603	Charlotte, NC	Spinco
January 31, 2011	CWA Local 1170	Rochester, NY	Legacy
April 14, 2011	CWA Local 2276	Bluefield, WV	Legacy
April 23, 2011	CWA Local 3673	Whittier, NC	Legacy
May 15, 2011	CWA Local 7471	Columbus, NE	Legacy
June 30, 2011	CWA Local 1111	Elmira, NY	Legacy
June 30, 2011	CWA Local 1122	Buffalo, NY	Legacy
July 31, 2011	CWA Local 2001	Charleston, WV	Legacy
November 5, 2011	IBEW Local 723	Fort Wayne, IN	Spinco
November 14, 2011	CWA Local 7019	Phoenix, AZ	Legacy



One Frontier; All Union!

Now that we are one company, the biggest challenge for members is to overcome the disparity between contracts. The Frontier Legacy agreements average about \$5 to \$6 less an hour than the Spinco contracts. The disparity divides the membership, destroys employee morale, and undermines our unity.

CWA leaders have repeatedly asked Frontier to address this issue, but so far management has refused. In a letter to members in West Virginia, CWA District 2 VP Ron Collins wrote, "You have my full commitment to fight for the wages you deserve, and with your support, this issue will continue to be a top priority until there is a fair and equitable solution."

Management says it can't afford parity. *Really?* Look at the story below showing what executives gave themselves in compensation and stock options last year.

Maybe Frontier executives should reconsider. Union negotiations for upcoming legacy contracts will be the best opportunity for management to fix this festering problem.

For a copy of Ron Collin's letter, send an email to rand@mindspring.com.



Sending a message to management

West Virginia CWA members at Frontier's 1500 MacCorkle Ave headquarters in Charleston mobilized to show solidarity with IBEW Local 363 members in Harriman, NY who are negotiating for a new agreement. The Local 363 contract that unites about 575 Frontier workers expires on October 21.

Frontier executives are taking very, very good care of themselves!

While management tries to squeeze workers' pay rates and cries poor in contract negotiations, top executives at Frontier are not making any financial sacrifices. As you can see below, Frontier's top five officers gave themselves \$10.4 million in total compensation including \$2.4 million in their base salaries and more than \$8 million in bonuses and stock awards.

Do you have a story about how members at Frontier are working together to improve their pay and benefits, provide the best possible quality service, and secure the good jobs our communities need? Send stories and pictures to: rand@mindspring.com.

For up-to-date information visit "Frontier Communications Workers United" on Facebook at: <http://www.facebook.com/pages/Frontier-Communications-Workers-United/147811211919997>

Frontier Communications Executive Compensation*



Maggie Wilderotter

Chairman and Chief Executive Officer

Salary and bonus: \$1.9 million
 Stock: \$3.6 million
 Total Compensation: \$5.5 million



Donald R. Shassian

Executive Vice President and Chief Financial Officer

Salary and bonus: \$907,000
 Stock: \$829,000
 Total Compensation: \$1.7 million



Daniel McCarthy

Executive Vice President and Chief Operating Officer

Salary and bonus: \$690,500
 Stock: \$631,500
 Total Compensation: \$1.3 million



Peter B. Hayes

Executive Vice President, Commercial Sales

Salary and bonus: \$586,000
 Stock: \$378,000
 Total Compensation: \$1 million



Cecilia K. McKenney

Exec. Vice President of Human Resources and Call Center Sales & Service

Salary and bonus: \$514,000
 Stock: \$404,000
 Total Compensation: \$0.9 million

TOTAL for TOP FIVE EXECS = \$10,460,000