

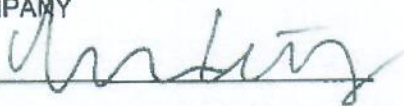
MEMORANDUM OF AGREEMENT

EMERGENCY HOME DISPATCH PROGRAM

As a result of the national emergency created by the COVID-19 viral pandemic, Frontier and the Union agree on an emergency basis that the Company may extend to certain employees the opportunity to voluntarily participate in the Home Dispatch Program such that they will report directly to their first job assignment of the day, and will return directly home from the last job assignment of the day rather than maintain a home base. This agreement is subject to the following provisions:

1. Employees who volunteer for the Home Dispatch Program shall be permitted to utilize a Company vehicle for the purpose of commuting directly to their first job assignment of the day and directly from their last job assignment of the day. Any use of the company vehicle will be for business purposes only.
2. The duration of the Program and individual assignments will be determined by management.
3. Travel time each day from the employee's home to the first job assignment at the designated starting time shall be commute time and shall not be compensable. Likewise, travel time from the last job assignment to the employee's home at the designated quitting time shall also be commute time and shall not be compensable. The first assignment of the day will normally not be outside the employees' normal reporting area.
4. Employees will be expected to exercise good judgment in the use, storage and care of the Company vehicle. No vehicle or equipment maintenance or other work should be performed by employees prior to commuting to the first job assignment of the day.
5. No work shall be performed by employees who participate in the program while they are commuting to and from home in Company vehicles, nor will work be performed prior to the beginning of employees' commute to the first job assignment of the day.
6. Employees will not incur any costs associated with taking the Company vehicles home.
7. This agreement will remain in effect for as long as the circumstances associated with the COVID-19 pandemic warrant the utilization of Home Dispatch.

COMPANY


BY:
Byron Geils, Sr Labor Relations Manager

Date

3/20/2020

UNION


BY:
Gil Heim, Sr Asst Business Manager, IBEW 363

Date

3-20-20