

New Language Voting On To Be Ratified

ORGANIZING AND NEUTRALITY

Section 1.4

A) The Company agrees to take a neutral approach to unionization by CWA of employees eligible for union representation under the NLRA (Employees) within the 15-state region of CWA District 7. This means that the Company will not hold any captive audience meetings, and when responding to inquiries, will only advise Employees that it is an individual Employee's choice to support or not support the Union's organizing efforts and/or join or not join the Union. The Company, including its supervisors, will not take any action or make any statements that will state or imply any opposition by the Company to the selection by such Employees of a collective bargaining agent. The Union agrees that information distributed (verbally or in writing) will contain accurate information that is not disparaging towards the Company or any of its Employees and that it will not attempt to organize any employees in the Human Resources, Labor Relations, Finance, or Legal departments.

For purposes of this Section 1.4, the term "Company" includes any person, firm, partnership, corporation, joint venture or other entity substantially under the control of: (a) Lumen Technologies Inc. ("Lumen"); (b) a subsidiary of Lumen; or (c) any person, firm, partnership, corporation, joint venture or other entity which substantially controls Lumen. The term "Company" includes entities that meet the foregoing definition as of this Agreement's effective date and entities that first meet that definition after this Agreement's effective date.

B) The Company agrees that when non-represented Employees of the Company who perform duties similar to currently represented Employees choose representation by CWA as a result of an NLRB-certified representation election, the Company shall apply this Collective Bargaining Agreement for this newly represented group of Employees.

C) The Parties agree that when non-represented Employees who do not perform duties similar to currently represented Employees choose representation by CWA as a result of an NLRB-certified representation election, such Employees shall not become subject to this Agreement upon certification. Rather, upon certification, negotiations for a collective bargaining agreement shall be commenced as soon as practical. The Parties agree to bargain in good faith and otherwise comply with applicable law during first contract negotiations.

D) Organizing Procedures.

i. If, following service of a representation petition on the Company's Vice President, Labor Relations, and stipulation or NLRB Regional Director ruling on the appropriateness of the petitioned-for bargaining unit ("Unit"), the Union makes a written request to the Company's Vice President, Labor Relations, the Company shall provide the Union with the following within 3 calendar days:

- Access to the relevant premises, during dates and times disclosed to the Company in advance. The Union may engage in organizing efforts directed at the Unit in non-work areas of the relevant premises (e.g., parking lots, building entrances and exits, break areas, smoking areas, and cafeterias) and by electronic communications during Employees' non-working times (before work, after work, and during meals and breaks) and/or during such other periods as the Parties may mutually agree upon. The Union shall not interfere with the work of the Employees. Such access periods shall last until the first of: 60 days; the occurrence of a representation election; or the withdrawal or dismissal of the petition.

- A complete list of Employees identified in the Unit, showing their names, job classifications, supervisors, departments, locations, work shifts, home addresses, home and cellular phone numbers, and email addresses—all to the extent known by the Company. Thereafter, the Company will provide updated, complete lists monthly until the first of: the occurrence of a representation election; or the withdrawal or dismissal of the petition.

ii. If the Union withdraws its representation petition at the NLRB, or is not certified as representative of the Unit after an NLRB vote, the Union's access and organizing attempts shall terminate for six months thereafter with respect to that Unit. The Parties agree that any representation petition will be served by email to the Vice President, Labor Relations. The Parties reserve all rights with respect to proceedings relating to any petition and election.

E) Expedited Arbitration—

- i. Generally. The Parties agree that any disputes over the interpretation or application of this Section 1.4, including whether a dispute is arbitrable, shall be submitted to expedited and binding arbitration.
- ii. The parties agree to a standing panel of the following four (4) arbitrators to preside over expedited arbitration hearings. (1)_____, (2)_____, (3)_____, and (4)_____. The parties will select a single arbitrator to hear the matter by the roll of a die, with the number on the die corresponding to the number preceding the arbitrator's name in the preceding sentence. The Parties will thereafter rotate through the arbitrators when expedited arbitration is invoked. [***During the three weeks immediately following the date the Parties reach a complete tentative agreement on all matters at issue in the current bargaining, the Parties will meet and confer in an effort to select four mutually-acceptable arbitrators. If no such agreement is reached by the 21st day after the tentative agreement is reached, each Party shall submit the names of two arbitrators—and the names of those arbitrators will be inserted into this provision. If any Party fails to name arbitrators by that deadline, the list of arbitrators shall be reduced to reflect the arbitrator names actually submitted.***]
- iii. The selected panel arbitrator will be contacted by the Union and must be able to hear the case within ten business (10) days. If the arbitrator is unable to hear the

case within that timeframe, the Union will contact the next arbitrator on the list. If no panel member is available within that ten-day time frame, the case will be referred to the arbitrator who is available the soonest.

- iv. Neither party may insist on in-person hearings, and the Parties hereby consent to the use of video or other remote technology so that any dispute may be heard as quickly as possible.
- v. There shall be no post-hearing briefs, although closing statements will be permitted at the end of the hearing day. The arbitrator will issue a verbal decision within one week followed by a written decision within two weeks of the close of the hearing. The parties shall equally share all fees of the arbitrator and related costs. Nothing set forth in this expedited arbitration process shall limit the forums or remedies otherwise available to the parties.

Section 1.6 In the event of a merger or acquisition of Qwest Corporation whereby a controlling interest in Qwest Corporation is obtained by another company, or in the event of the sale to, or the acquisition by, another company of any Qwest Corporation asset that will result in the elimination of any bargaining unit employee's position at Qwest Corporation and a corresponding conveyance of bargaining unit work to the acquiring company, the parties agree that such company shall become the successor to Qwest Corporation, shall be bound by the terms and conditions of this Collective Bargaining Agreement between Qwest Corporation and CWA, and shall assume all other duties and responsibilities of a successor (as that term is construed under the National Labor Relations Act). Qwest Corporation agrees to require any such successor to accept the terms of this Collective Bargaining Agreement by written notice. A copy of such notice shall be provided to CWA at least thirty (30) days prior to the effective date of any sale, transfer or assignment.

Section A7.1 General Wage Increase 2026-2028

Except as otherwise provided in any compensation plan or written agreement between the Company and Union, the following increases to basic wage scales and schedules shall occur during the term of this Agreement:

(a) Effective the first full pay period following June 1, 2026, the hourly base wage in each progression step of each wage scale and wage schedule in this Addendum and wage tables in Addendums 11, 12, 13 and 14 shall be increased by 4%.

(b) Effective the first full pay period following June 1, 2027, the hourly base wage in each progression step of each wage scale and wage schedule in this Addendum and wage tables in Addendums 11, 12, 13 and 14 shall be increased by 4%.

(c) Effective the first full pay period following June 1, 2028, the hourly base wage in each progression step of each wage scale and wage schedule in this Addendum and wage

tables in Addendums 11, 12, 13 and 14 shall be increased by 4%.

All wages in this agreement shall be converted to hourly rates. Hourly rates shall be rounded to the nearest penny (\$0.01), with exception to the Annual Base Wage tables shown in Section 1 of Addendum 11; Section 1 of Addendum 12; and Addendum 14, which shall be rounded up or down to the nearest dollar (\$1.00).

Effective Date of Agreement and Duration

Section 28.1

The provisions of this Contract will become effective March 29, 2026, except as otherwise specified herein and will continue in effect until 11:59 p.m. MDT, March 31, 2029, unless extended by mutual agreement.

(Not be inserted into final CBA)

Within 60 days of ratification, the parties agree to meet and negotiate enhancements to the Letter of Agreement (LOA 23-015) concerning the Enhanced Voluntary Separation Program Plan (VSPP), as well as explore other topics, including but not limited to exploring options such as adding time to age and seniority for employees who are within five (5) years of reaching pension eligibility.

(Not to be inserted into final CBA)

If the Parties reach Tentative Agreement and the bargaining unit ratifies the Tentative Agreement within 21 calendar days after the Tentative Agreement has been executed, the Company shall pay the following as a ratification bonus: all active bargaining unit employees on the payroll at the close of the payroll period immediately following ratification will receive a one-time lump sum payment of one thousand dollars (\$1,000), minus all applicable taxes and legally required withholdings. The Company will pay this ratification bonus within four (4) calendar weeks after receiving notice from the Union that the Tentative Agreement has been ratified.

Current Contract Language Being Replaced

ORGANIZING AND NEUTRALITY

Section 1.4 The Company agrees to remain neutral during any organizing campaign of employees eligible for union representation under the NLRA. This means that the Company will not hold any captive audience meetings, and when responding to inquiries, will only advise employees that it is an individual employee's choice to support or not support the Union's organizing efforts and/or join or not join the Union. The Company, including its supervisors, will not take any action or make any statements that will state or imply any opposition by the Company

to the selection by such employees of a collective bargaining agent. The Union agrees that information distributed (verbally or in writing) will contain accurate information that is not disparaging towards the Company or any of its employees and that it will not attempt to organize any employees in the Human Resources, Labor Relations, or Legal departments.

The Company agrees that when non-represented employees of the Company who perform duties similar to currently represented employees choose representation by CWA as a result of organizing efforts, the Company shall apply this Collective Bargaining Agreement except as to provisions which the Company can establish would cause it financial hardship if implemented for this newly represented group of employees. As to such provisions, the parties will meet and negotiate to resolve such financial hardships.

In other instances in which employees of the Company choose representation by CWA as a result of organizing efforts (e.g., the Union has organized employees who worked for an acquired company or who do not perform work that is similar to that of existing represented employees), the Company shall apply the grievance/arbitration procedures and other administrative provisions of this Collective Bargaining Agreement to these newly represented employees unless otherwise agreed. In addition, the Company will perform a good faith evaluation of whether these employees can be represented under the remaining terms and conditions of this Collective Bargaining Agreement in a cost effective manner. If so, the employees will be represented under the terms and conditions of this Collective Bargaining Agreement. Otherwise, the Company and Union will meet and negotiate an appropriate Addendum that could modify work rules, benefits, or other terms and conditions of the Agreement for those employees in such a manner that economic requirements can be met.

RESPONSIBLE UNION-COMPANY RELATIONSHIP

Section 1.5 The Company and the Union recognize that it is in the interest of both parties and the employees that all dealings between them be characterized by mutual responsibility and respect. To insure that this relationship continues and improves, the Company and the Union will apply the terms of the Agreement in accordance with the bargained for intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the unit.

SUCCESSORSHIP

Section 1.6 In the event of a merger or acquisition of Qwest Corporation whereby a controlling interest in Qwest Corporation is obtained by another company, or in the event of the sale to, or the acquisition by, another company of substantially all the assets of Qwest Corporation the parties agree that such company shall become the successor to Qwest Corporation shall be bound by the terms and conditions of this Collective Bargaining Agreement between Qwest Corporation and CWA, and shall assume all other duties and responsibilities of a successor (as that term is construed under the National Labor Relations Act). Qwest Corporation agrees to require any such successor to accept the terms of this Collective Bargaining Agreement by written notice. A copy of such notice shall be provided to CWA at least thirty (30) days prior to the effective date of any sale, transfer or assignment.