



VIA E-MAIL

ATT-004

January 21, 2026

To: Local Presidents Representing AT&T Legacy T Members

Re: Bargaining Report #3

Brothers and Sisters,

Brian Sawyer, T&T Assistant to Vice President, opened Monday's bargaining session with AT&T with the following statement:

"I want to take a moment of personal privilege to recognize Dr. Martin Luther King I want to take a moment to honor this Martin Luther King Jr. Day and recognize the profound legacy of Dr. King.

Today, as we gather, even on this holiday, to bargain in good faith and seek a fair agreement, it is fitting to reflect on Dr. King's deep commitment to both civil rights and the labor movement. He saw them as inseparable struggles for human dignity and economic justice. Dr. King stood with striking workers, declaring that 'all labor has dignity' and that true equality requires fair wages, safe conditions, and the right to bargain collectively. He believed that racial justice could not be achieved without economic justice, and that the fortunes of working people, especially those facing discrimination, are closely intertwined.

In his support for sanitation workers in Memphis and beyond, Dr. King reminded us that no job is menial when it is performed with dignity and rewarded fairly. He warned that forces opposing civil rights often also oppose strong unions because both threaten the status quo of inequality.

Here today, representing CWA and AT&T, we are all part of a diverse workforce - people from every background, working together to keep this company strong and our community thriving. By negotiating diligently toward an agreement that improves wages, benefits, working conditions, and opportunities for everyone, we honor Dr. King's vision. We are working to lift up lives, reduce disparities, and build a more just workplace where every employee can achieve economic security and respect.

So, as we begin this holiday session, let's carry forward that spirit of solidarity, fairness, and shared purpose. Let's make progress, not just for ourselves, but in the tradition of those who fought for a better world for all working people."

On Monday, the Company declined the opportunity to TA a holiday proposal that included adding MLK day permanently in the agreement.

The Company seems less than serious about reaching an agreement by the end of the two weeks based on the tone and content of their proposals.

Our team remains dedicated to reaching an agreement that meets the demands of our members, from across the country, submitted prior to the start of early bargaining.

Mobilize. Mobilize. Mobilize.

Your Legacy T Bargaining Team