

# CWA / AT&T 2026 “Orange” Contract Bargaining

## February 23, 2026 – Bargaining Report #12

The Orange Bargaining Committee was surprised to see the fake news in AT&T’s last bargaining report. Apparently, AT&T thinks refusing to bargain at the table and putting their cheap, insulting proposals in reports will get us to a deal! Your elected bargainers from Districts 1, 2-13, 4, 7, and 9 have put forth your demands, and although we have emphasized the items that are important to you, they remain unaddressed. Tell your boss you demand better treatment.

The Committee remains committed to getting what the workers who built this network, and who service AT&T’s customers, and who sell AT&T’s products need – fair compensation that they can count on, affordable benefits, and improved quality of work life. With your continued mobilization efforts, we can prevail.

Since facts are facts, and no one is entitled to their own set of facts, here is the real offer from AT&T to get you and your family through the next four years:

- The raises on the table are not going to “significantly outpace projected inflation through the life of the contract” when adjusted for healthcare increases, and AT&T is refusing to add the Cost-of-Living increases (COLA), which is simply protection in case of economic downturn.
- While they did propose a daily couple-dollar increase for multi-lingual Call Center employees, they refuse to acknowledge the value of Retail employees who are multi-lingual and think the one-bump wage-step increase you got when hired should be good for your whole career with them. Are multi-lingual RSCs not valued and appreciated enough to get this additional compensation?
- For techs, they did propose an increase in call-out pay, this part is true, but they refuse to offer extra pay for the extra work you do when towing assets. You have told us that non-bargained supervisors have gotten extra pay when they tow assets. Aren’t you worth that, too?
- Interestingly, whoever wrote AT&T’s bargaining report included that raises in this contract will not be paid retroactively. This has not previously been

the case with the Orange Agreement, and we expect the CBA to be retroactive once ratified. Instead of telling this to the Committee, AT&T is telling it to you the employee to frighten you and pressure your bargainers to settle for less than you deserve.

- The new healthcare options have increased premiums, and the Health Savings Account that would be available with the high-deductible option is only a match if you put equal money into it out of your paycheck. It's not an "up to \$1,000" situation, but a fixed amount. An individual would need to contribute \$250 per quarter, and a family would need to contribute \$500 per quarter; otherwise, you would not receive the match. AT&T made a lot of money in wireless from your work. Shouldn't they contribute to your HSA?
- The well-being incentive they put in the report is "at their discretion," unlike items in a Union contract, which remain in effect for the life of the Agreement. Without commitment, what is the value?
- There are no improvements to job security on the table yet, which is concerning.
- For RSCs, we know it's hard to read between the lines of company bulls\*\*t about what is on the table for you. Their report states: "For Retail Sales Consultants, clearer language about their scope of responsibilities to set clear expectations, to improve their overall experience and support a healthy work-life balance." Well, that's a lot of words. They refuse to make sales policy changes that would help you keep what you earn. Chargebacks continue to be an issue.
- For Work From Home, their report brags about offering a 10% increase in the stipend. They saved on operating brick-and-mortar offices, and now your introductory internet pricing is over. We think you want more than just another \$5.00 per month. You were clear when you told us the cost of letting AT&T use a room in your home has gone up.

- For those trying to pay for higher education, we want to clear up their statement on tuition. The company removed the cap but did not offer to increase the tuition reimbursement amount.
- The company report ended with “at a time when few companies offer a pension, we offer employees opportunities to save with both a pension and a 401(k) plan.” We take this as the company telling all of us that we are lucky they aren’t coming after our pensions and savings plans, because no improvements were offered.

We hope this has helped clear up any confusion caused by the cloudy report issued by AT&T on Friday. Our new expiration date is Friday, March 6, and we will continue to push for your fair share of the money you make for this company, as well as respect and security on the job. We are stronger together when we are engaged and informed!

Stay mobilized!

In Solidarity,

Mike Baxter, Local 1101

Frank Oliva, Local 1298

Jeff Reamer, Local 13000

Cindy Neumeyer, Local 13500

Ann Vogler, Local 2009

Danielle Brewer-Collier, Local 4900

Rosa Wilson, Local 7110

Pamela DeMendez, Local 9413

Pat Telesco, CWA Co-chair

Jane Phillips, CWA Co-chair