

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

## March 26, 2026 – Bargaining Report #18

The Orange Bargaining Committee continues negotiations with AT&T. The company has decided that bargaining reports with half-truths and omitted information is the way they want to release updates, so we will help fill in the blanks and clear up any confusion.

First, the company released proposed wage increases. They state that the cumulative effect of these increases would average an additional \$22,200 in wages over the life of the agreement. What the company fails to include are the increases they have proposed throughout their medical benefits package would eliminate the wage increases that they are offering. As an example, for those who are currently in an Option 1 plan, the company proposal would mean you pay out of pocket for prescription drugs every year until reaching the proposed deductible, which is high. AT&T believes you should pay more for medical and that money will come directly out of your raises. AT&T also believes their managers deserve 10 more weeks of paid parental leave than their Unionized employees that they say that they value so highly.

The Company also says they want to get to a fair agreement that recognizes your roll in delivering outstanding customer service. What they don't say is that they have no interest in addressing call volumes, decreased compensation and incentives, or their expectation that you do more for less. The company won't address chargebacks, bilingual pay for retail or cost of living increases in this uncertain economy.

AT&T CEO John Stankey made at least \$30 million in compensation in 2025 alone, but you should be happy with \$22,200 over four years. AT&T is delusional and they lie. They don't value your work, if they did, we would still not be at the bargaining table. We need you to stay mobilized and informed. We are here to get a fair contract; it's time AT&T started to live up to their own words.

Stay mobilized! Stay angry!

In Solidarity,

Mike Baxter, Local 1101

Rosa Wilson, Local 7110

Frank Oliva, Local 1298

Pamela DeMendez, Local 9413

Jeff Reamer, Local 13000

Danielle Brewer-Collier, Local 4900

Cindy Neumeyer, Local 13500

Jane Phillips, CWA D4 Co-chair

Ann Vogler, Local 2009

Pat Telesco, CWA D1 Co-chair