

CWA members have voted to ratify a new four-year Agreement covering 12,000 AT&T Mobility workers under the Orange Contract. Congratulations on a hard-fought contract!

The new Orange contract offers adjustments for inflation, adds parental leave, limits mandatory overtime, extends job security protections, curtails the outsourcing of jobs to third party retailers, and much more. With this agreement, we have the security of knowing that our wages will continue to grow over the next four years.

Although we know this agreement is not everything we deserve, we will keep fighting and are proud of what we achieved **together**.

Great contracts are not won at the bargaining table. They are won on the shop floor and in the streets. As more and more CWA members become active in our union, we will see our power strengthen. After nearly 7 months of mobilization and tough bargaining, we were able to avoid a strike. It was you and your coworkers who proved to the company that when we stand together, we win.



**CWA Members vote to ratify
new Orange AT&T Mobility
Contract!**

CWA

CWA-AT&T Orange Mobility-FINAL BARGAINING REPORT June 24, 2022

It is with great excitement the Orange Bargaining Team can announce that we have a Tentative Agreement with AT&T Mobility. The Bargaining Team has met or exceeded all of our goals. We could not have done this without your support and mobilization. Details of the Agreement and the process of ratification will follow shortly. Thank you all again for standing with us through this process!

WE Prevailed!!

In Solidarity:

Pat Telesco, District 1

Renee Rouser, Local 4320

Tonya Hodges, District 1

Danielle Brewer-Collier, Local 4900

Michael Baxter, Local 1101

Corey Davis, Local 7103

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CWA-AT&T Orange Mobility-Bargaining Report #25

June 17, 2022

As we continue bargaining, wages remain one of the last obstacles for a fair and equitable contract. We have been stuck on wages for a couple of weeks, but we are finally seeing the company moving in the right direction. Anyone paying attention to the news, or feeling the real-life pain of inflation, knows that we need a substantial raise. In spite of all the negative activity in the economy, AT&T and their executives continue to prosper. The company needs to share that prosperity with its workers and not keep it all for themselves. We need you to keep up the pressure and continue mobilization! We need to fight until the very end to get what you deserve! Stay Informed and Stay Mobilized!

WE Will Prevail—ONE DAY LONGER, ONE DAY STRONGER!!

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CWA-AT&T Orange Mobility-Bargaining Report #24

June 3, 2022

As we inch closer to a deal, wages remain a sticking point. We have agreements on many very good improvements for every group in the Orange Contract, but the Company still needs to reach into their pockets to secure fair raises. AT&T has been making record profits, paying executives millions of dollars and paying dividends to their shareholders. It is time they also take care of their employees. We need all of you to continue and ramp up mobilization for just a little while longer. As we have said before, all of the gains we are making are a direct result of your hard work and engagement. Please keep it up, and stay in touch with your Locals for more activities. We know mobilization works and we are aware it's been a long process, but let's fight right up to the end. Let the Company know you will fight for what you deserve!

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CWA-AT&T Orange Mobility-Bargaining Report #23

May 27, 2022

Five years ago, on Memorial Day Weekend, CWA workers covered under the Orange Contract had recently returned from their historic strike at AT&T Mobility. The strike was unprecedented and sent a message of solidarity and strength to the Company. Building on that strength, and the current mobilization, we are close to a fair and equitable contract. It has been a long and hard process, and we know it's been frustrating at times for you, but all the gains we are making at the bargaining table are due to your efforts. Keep up the fight a little longer and we will get what you deserve from this company. Let AT&T know that even though we are close, you will fight until the end. We continue to work under the terms and conditions of the previous contract, while either side can terminate this agreement with 72-hours notice, we do not foresee such events taking place.

Please keep all of the military members who have died, and their families, in your thoughts throughout this Memorial Day Weekend. We wish you all a safe and healthy weekend, and we will update you again next week. Stay Mobilized and Stay United!

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CWA-AT&T Orange Mobility-Bargaining Report #22

May 20, 2022

The Orange Bargaining Committee continues to meet with the Company. As previously reported, we are making progress and have tentative agreements on many important issues. There are only a few issues left to reach an agreement, but they are important issues. We need all of you to keep up the fight and put pressure on AT&T. It's been 5 years since so many of you had enough and walked out on the company in a historic strike at Mobility. The memory of that strike and continued mobilization throughout this bargaining process has sent a clear message to the Company. Without all of your efforts, we would have no leverage at the bargaining table.

The Union and Company have agreed to keep the terms of the existing contract in place while we continue to bargain. Either side has the right to end the agreement with a 72-hour notice. We are very close to a fair and equitable contract. Stay Mobilized, Stay Informed and Stay United!

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CWA-AT&T Orange Mobility-Bargaining Report #21

May 13, 2022

The Orange Bargaining Team continues to meet daily with the Company. We have made progress on most issues important to all groups covered by the Orange Contract. We have spent the last several months of bargaining focused on making improvements to just about every aspect of your work lives, and we believe we are close to securing a contract that will do just that. The Bargaining Team has spent extensive amounts of time on Call Center, Technician, Retail Sales, IHX, In Home Sales and Work from Home issues individually as well as focusing on safety, quality of life and economic issues that effect all groups collectively.

Once again, none of the progress we are making would be possible without the continued support and mobilization of the membership. Throughout this long and frustrating process every member that has engaged in mobilization has pushed us closer to a fair contract. Don't let off the gas just yet, we still need your fight to get us to the finish line! Stay Mobilized and Stay United!

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CWA-AT&T Orange Mobility-Bargaining Report #20

May 5, 2022

First of all, The Bargaining Team realizes that this process has been a long and sometimes frustrating one for all of you. As we have stated many times, we are going to bargain as long as it takes to get a contract that you have earned and deserve. We are pleased to report that we continue to make significant progress at the bargaining table. Some important issues remain, but we are making improvements every day. We thank all of you for the continued support, mobilization and unity that has helped us along the way. As we continue bargaining, we ask that you keep the pressure on the Company through mobilization and any other activities your Local or mobilizers ask of you.

The coming days and weeks of this process will be the most important as we nail down the last few crucial issues. Stay Strong and Keep Fighting!!

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CWA-AT&T Orange Mobility-Bargaining Report #19

April 28, 2022

As stated in the last few bargaining reports, we continue to make good progress at the bargaining table. It is very clear to the Bargaining Team that this progress is a direct result of the mobilization going on out in the field. In order to get us to a fair and equitable contract, we need every member covered by the Orange Contract to step up mobilization! You are doing a great job, KEEP FIGHTING! There is still plenty of work to be done at the bargaining table, but we are encouraged by the continued progress.

We have signed another temporary extension that will expire on May 20, 2022. Please stay in touch with your Local and your mobilizers. Once again, we know that the progress is being made because of your hard work! Stay United, Stay Informed and Stay Mobilized!

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CWA-AT&T Orange Mobility-Bargaining Report #18

April 21, 2022

Bargaining has continued this week and thanks to the escalated mobilization efforts of our membership, progress is still being made at the table on various key issues. However, we are still very far apart on many others and have a long way to go in reaching our goal of a fair contract. It is unacceptable that a corporation that brags about its best first quarter in ten years bring just pennies to the bargaining table. Your bargaining team has made it crystal clear to the Company that we will accept nothing less than a fair compensation package for our members. Those first quarter results are a direct result of the hard work and dedication of our membership, and it is long overdue for AT&T to recognize that at this table and stop hoarding its profits. Your voices need to be heard! If you have not gotten involved in this fight, NOW is the time to do so. Mobilization efforts are scaling up across the Orange Contract, this Company needs to hear you. **Get Involved!!** Bargaining is scheduled to continue for the remainder of this week.

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CWA-AT&T Orange Mobility-Bargaining Report #17

April 14, 2022

First and foremost, the Orange Bargaining Team would like to thank every member who has taken place in mobilization activities! The Company hears you loud and clear. There has been continued progress at the bargaining table, and even though we remain far apart on many issues progress is being made. The Company has still not come nearly far enough on certain issues, but we see some light at the end of the tunnel. Your sustained mobilization is the key to getting us over the finish line, and your efforts are making us stronger at the table. We know with your continued support we will be able to bring you a fair and equitable contract. It is time for AT&T to get serious and reach into their very deep pockets to give you what you have earned and deserve. Please keep up the great work, and Keep Fighting!!

Stay Informed! Stay Mobilized! Stand United!

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CWA/AT&T Orange Mobility-Bargaining Report #16

April 8, 2022

Over the last week the Orange Bargaining Committee has continued to meet with the Company. There has been some positive movement in many areas, and we know that movement is because of the hard work all of you are doing mobilizing. The Company can hear you loud and clear demanding a fair contract. While we are happy to report that some progress has been made, we need you to continue to put the pressure on and ramp up mobilization because we are still far apart on the most important issues. AT&T is not just going to give us what we want, we all must continue to fight. The Bargaining Team is committed to bargaining as long as it takes to get a fair contract, and with all of you backing us up through mobilization we know we will be successful.

The Union has agreed to another three-week contract extension which expires on April 29, 2022. We are inspired by all of the hard work you are doing! Keep Up the Fight!

Stay Informed! Stay Mobilized! Stand United!

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CWA and AT&T-Bargaining Report #15

March 28, 2022

The Orange Bargaining Committee continues to meet with the Company. The Company still seems to have their head in the sand when it comes to what you need in terms of fair compensation. We have said many times how the Company is trying to shift costs to you in terms of benefits, and now they have offered completely unacceptable wage increases. Workers throughout this country have been affected by inflation and increasing health care costs, but AT&T continues to have record profits because of the hard work that you do. Wages are rising all over the country, but AT&T would rather offer their employees wages increases that are far from what you deserve. Wages and benefits affect everyone covered by the Orange Contract, and we will continue to fight until we get what is fair.

We hope everyone has been participating in mobilization activities and continues to do so moving forward. We need to let the company know we are not going anywhere until we get what you deserve. Please stay in touch with your local for the latest mobilization activities.

Stay Mobilized! Stay Informed!

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CWA AT&T Orange Mobility – Bargaining Report #14

March 22, 2022

The Orange Bargaining Committee continues to meet with the Company. We remain far apart and mobilization is continuing to ramp up across the Orange Contract footprint. Tomorrow night, Wednesday March 23, 2022 there will be a Town Hall Call with the Orange Bargaining and Mobilization Teams. The Call will take place at 8:30 PM EDT/7:30 PM CDT/6:30 PM MDT/5:30 PM PDT. We encourage all members to register for the call, registration will be sent out via the Unity At Mobility newsletter.

Stay Mobilized! Stay Unified! Stay Informed!

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CWA & AT&T Orange Mobility – Bargaining Report #13

March 18, 2022

We have been bargaining for 8 weeks, and we still remain far apart on just about every issue. There has been some movement in the right direction when it comes to benefits but that movement is not nearly enough to provide you with an affordable plan for you and your families. In the middle of a global health crisis, AT&T continues to try to put more of the financial burden on its employees. Your Bargaining Team will not accept their greed, and we will continue to fight for a fair and affordable benefits package. All other major issues are still on the table as well, and we will remain at the table until we secure a fair contract.

Mobilization is continuing to ramp up, so if you haven't already, we need you to get involved. Every Local in the Orange Contract has been included in the mobilization plan so please contact your Local to participate in the mobilization activities that are going on throughout the country. The Union and Company have agreed to another three-week contract extension through April 8, 2022. We need you to make your voices heard and let the company know you are here to stand up for what you deserve. Stay Mobilized!

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CWA AT&T Orange Mobility -Bargaining Report #12

March 10, 2022

After a month and a half of bargaining, the Union and Company remain far apart on most major issues. As always, Benefits are at the top of the list. Your Bargaining Team will not let this company get away with providing benefits that are incredibly expensive and continue to shift the burden on to you. As we have said many times already, we are still negotiating issues like scheduling, safety, excessive forced overtime, lack of sales relief and a host of other issues that apply to members in all job titles throughout the Orange Contract. AT&T is a successful and profitable company because of your hard work, and they need to treat you with the dignity and respect you deserve.

Mobilization is gearing up throughout the Orange footprint, we need everyone to get involved in this fight. Please stay in touch with your Local and your mobilizers and get engaged in the activities as they are rolled out. In Unity there is power, let's show this greedy corporation we are here to get what we deserve!! We are not going anywhere until we get it.
Stay Informed, Stay Mobilized and Stay United!!

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CWA AT&T Orange Mobility Bargaining Report #11

March 3, 2022

The Orange Bargaining Committee continues to meet with the Company every day, and unfortunately there is not a lot of positive movement to report. As we have said many times, Medical Benefits are a major issue. It is disgraceful that a company that makes so much money continues to offer benefits proposals that will raise costs for many members that need the benefits the most. We continue to work on important issues like chargebacks and sales relief for our RSCs and ISCs and improvements for ISSLs, scheduling time off, mandatory overtime, safety and much more. Your Bargaining Committee will not stop fighting until we have a fair and equitable contract to bring to you.

As a reaction to the Company's continued concessionary proposals, you will see mobilization begin to ramp up over the next few weeks. There is a full mobilization plan in place that will begin rolling out next week. We need you to stay in touch with your Local Mobilization Team and get involved in all activities. This is the time to fight! Stay Mobilized and Unified!

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AT&T CWA Mobility Orange Bargaining Report #10

February 25, 2022

Your Bargaining Team continues to meet with the Company on a daily basis. As we have stated multiple times, we are engaged in discussions specifically related to each group in the Orange Contract. We also spend a significant amount of time working on the issues that affect everyone equally such as scheduling, medical and compensation. It is with a great deal of frustration that we still remain far apart on most issues. The Company has more than enough money to address the issues at the table, but they are more concerned with lining the pockets of their executives and investors. Nothing we are demanding is unreasonable or excessive, we just want a fair contract that provides a career that allows you to live a healthy life and support your families.

Most disturbingly, the Company continues to offer benefits proposals that could potentially lead to skyrocketing costs and devastating economic situations for people who get sick and need the benefits the most. We have secured a three-week extension so we can continue bargaining. We will keep up the fight as long as it takes! We need you to stay mobilized and stay in touch with your Local for updates and information.

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AT&T Mobility Orange – Bargaining Report #9

February 18, 2022

After a bad start to bargaining this week, we did have some progress in more recent bargaining sessions. The progress is not nearly enough to get us to a contract. Medical benefits are still a real sticking point and we remain very far apart. In a world where we are dealing with a pandemic and the physical and emotional stress caused by the pandemic, the Company is trying to increase cost for benefits and medications. We believe the health of our members is of utmost importance, and affordable medical benefits/prescription drugs are a major part in keeping people safe and healthy.

The Orange Bargaining Committee is empowered by the mobilization of our members on the job. We will fight as long as it takes to get a fair and equitable contract. We need you to continue to stay mobilized and stay informed. It is easy to let up on mobilization as bargaining continues for a long period of time, but We need everyone to stay engaged and ready to fight for everything you deserve!!

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CWA & AT&T Mobility Orange-Bargaining Report #8

February 15, 2022

The Union Bargaining Committee continues to meet with the Company every day. Today, the company passed one of the most offensive and concessionary proposals we have seen from them in many years. After your bargaining team expressed their outrage at the Company's proposal, the Company immediately withdrew their concessionary proposal. While the Union is here trying to address the current economic situation and improve the financial well being of our employees, the company is clearly not taking our proposals seriously. They are not interested in offering improvements; they are looking to go backwards. We reported that there was positive movement last week it was surprising that they took such a tone today.

We anticipate a long week of bargaining, and the company needs to come to the table and get real. We need our members to stay informed and mobilized.

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CWA AT&T Mobility – Bargaining Report #7

February 11, 2022

After three weeks of bargaining, the Union and the Company remain far apart on many major issues. Your Bargaining Team will not settle for a deal that we do not believe is fair and equitable, so we have agreed to a two-week contract extension. We believe that AT&T could have easily reached a deal within the last three weeks, we are not asking for anything unreasonable or undeserved.

In the last bargaining report we noted that some progress has been made, but it is not nearly enough to satisfy the needs of our members. AT&T is a multibillion-dollar corporation that pays its executives 10s of millions of dollars a year, so its not unrealistic to expect them to share the wealth with every one of its employees that make the profits possible in the first place.

Mobilization is going to start ramping up. We need every member to make sure AT&T knows that they demand respect and they deserve more. Please stay in touch with your local mobilizers and get involved. There is strength in numbers and power in Unity, let's stand up and fight for what we deserve!!

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CWA AT&T Mobility – Bargaining Report #6

February 9, 2022

Bargaining has continued everyday this week and with just a couple days until expiration, we remain far apart on many key issues. While there has been some progress, the Union Bargaining Committee has submitted multiple proposals that have gone unanswered. A key issue that we are very far apart on is Benefits and Pension. As we have all experienced during this pandemic, medical benefits are incredibly important and it is not too much to ask from a company with the resources AT&T has to offer Benefits that their employees can afford. The security provided by comprehensive and affordable benefits, as well as retirement security, are issues that AT&T could easily improve to show their employees that this is a career and a Company that cares. As of now, they have not done so.

As stated in previous reports, we have passed other proposals for each group in this contract as well as proposals that will apply to all. We are in an environment of high inflation and economic expansion, and throughout it all AT&T has remained highly profitable. It is about time they share that profitability with their employees who make it all possible.

While some progress has been made, we need all members to stay mobilized and let the Company know that **WE DEMAND BETTER!**

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CWA AT&T Mobility Orange - Bargaining Report #5

February 4, 2022

Today marks the end of Week 2 of Bargaining the Orange Contract. The Union Bargaining committee spent a lot of time with specific proposals for each group in the Orange Contract. For the Network Technicians we are focused on proposals that preserve work related to current and future technologies. We are also focusing on the safety concerns that have been brought to us by the Technicians.

In regards to the Call Center we passed several proposals in regards to scheduling, call sharing, work from home and recognition of the expanded duties that exist in the Call Center environment.

For Retail, we are also focused on scheduling, holidays, and addressing the work life balance for retail employees. We are also waiting on the company to provide us with the information we requested in connection with the diminishing compensation our members are receiving.

In addition, we have passed proposals that apply to all groups collectively. We are focusing on quarantine, pandemic and natural disaster issues that can affect all employees at the Company. We are focused on job security for all employees. We are still waiting on multiple information requests to be filled by the company which will help formulate the rest of our proposals.

With one week until expiration, we need all members to stay engaged and be ready to increase mobilization at any time. Stay Engaged, Stay Mobilized and Stay Informed!!

WE will prevail—ONE DAY LONGER, ONE DAY STRONGER!!

In Solidarity:

Pat Telesco, District 1

Renee Rouser, Local 4320

Tonya Hodges, District 1

Danielle Brewer-Collier, Local 4900

Michael Baxter, Local 1101

Corey Davis, Local 7103

Frank Oliva, Local 1298

Rosa Wilson, Local 7110

Hannah Long, Local 2204

Alex Dorado, Local 9421

Jeff Reamer, Local 13000

Erdem Onder, Local 9509

Julie Daloisio, Local 13500

CWA / AT&T Orange Bargaining Report #4

February 1, 2022

The Union Bargaining committee met with the Company again today. The Company responded to some of our proposals, but nothing they passed indicated that they intend to make the lives of their employees better. We had a lengthy discussion in regards to commissions declining year after year at the same time that AT&T continues to make massive profits. The Company does not recognize that the record earnings that they announce every few months is the direct result of the hard work their Union employees do every single day.

The Union also had lengthy discussions around Holidays, Authorized Retailers, Work from Home and Retail issues. The company continues to resist any real improvements for their employees. The Company also refused to address the numerous issues and lack of quality customer experience that Authorized Retailers create. There is no doubt that Union employees are the best experienced workers to deliver what customers need. Please stay informed, stay mobilized and stay unified.

WE will prevail—ONE DAY LONGER, ONE DAY STRONGER!!

In Solidarity:

Pat Telesco, District 1

Renee Rouser, Local 4320

Tonya Hodges, District 1

Danielle Brewer-Collier, Local 4900

Michael Baxter, Local 1101

Corey Davis, Local 7103

Frank Oliva, Local 1298

Rosa Wilson, Local 7110

Hannah Long, Local 2204

Alex Dorado, Local 9421

Jeff Reamer, Local 13000

Erdem Onder, Local 9509

Julie Daloisio, Local 13500

AT&T-Bargaining Report #3

January 28, 2022

Today concludes the first week of bargaining with AT&T, and the Bargaining Committee has addressed multiple issues already. We spent a significant amount of time on issues concerning Wireless Technicians working in hazardous conditions, scheduling for Call Center, Retail, and Work from Home. We addressed issues that apply to everyone including holidays and absence reporting. The Union is also looking to protect workers for the duration of this Pandemic and put language in place that will safeguard you in the event of another health crisis.

The Bargaining Committee has multiple information requests that the Company needs to fulfill before we can proceed on many issues. As we noted earlier in the week the Company passed a benefits proposal that was concessionary and disregards the needs of their employees. AT&T was quick to point out that they are the only Unionized wireless carrier, and we demand that they begin to act like it. AT&T just posted record earnings which is what we all want, but when AT&T succeeds its because of your hard work and you must share in the good fortune.

The Union knows there are issues we will agree on, and we know that at the end of the day this round of negotiations will end with a Contract that is fair and equitable for ALL!!

WE will prevail—ONE DAY LONGER, ONE DAY STRONGER!!

In Solidarity:

Pat Telesco, District 1

Renee Rouser, Local 4320

Tonya Hodges, District 1

Danielle Brewer-Collier, Local 4900

Michael Baxter, Local 1101

Corey Davis, Local 7103

Frank Oliva, Local 1298

Rosa Wilson, Local 7110

Hannah Long, Local 2204

Alex Dorado, Local 9421

Jeff Reamer, Local 13000

Erdem Onder, Local 9509

Julie Daloisio, Local 13500

AT&T-Bargaining Report #2

January 25, 2022

The Orange Bargaining Committee met with the Company again today. The Union spent several hours discussing Call Center issues for Brick-and-Mortar locations as well as work from home issues. Scheduling, time off, observations and several other issues were discussed at length. The Company, not surprisingly, could not answer some of the most basic questions we asked them. The Company was put on notice that the Union is not ok with their micromanagement, lack of clarity on policies and inability to produce certain information.

The Union will address issues for all groups covered under the Orange Contract. Some issues apply to all groups while other issues will be broken down by job titles. Bargaining can be a long process especially because of how many issues we have to address, so we need all our Union Members to stay informed, stay mobilized and stay UNITED! You deserve your fair share, and we will fight together to get it!!

WE will prevail—ONE DAY LONGER, ONE DAY STRONGER!!

In Solidarity:

Pat Telesco, District 1

Renee Rouser, Local 4320

Tonya Hodges, District 1

Danielle Brewer-Collier, Local 4900

Michael Baxter, Local 1101

Corey Davis, Local 7103

Frank Oliva, Local 1298

Rosa Wilson, Local 7110

Hannah Long, Local 2204

Alex Dorado, Local 9421

Jeff Reamer, Local 13000

Erdem Onder, Local 9509

Julie Daloisio, Local 13500

AT&T-Bargaining Report #1

January 24, 2022

Today the Orange Bargaining Committee met with the AT&T bargaining committee to begin the negotiations for the AT&T Orange Contract that covers thousands of workers across the United States. We are bargaining in an environment of incredible challenges including inflation, worker unrest and the ongoing Covid Pandemic.

Your Union bargaining is prepared to fight for the rights of all members covered by the Orange Contract. We are seeking improvements throughout the contract including wages, benefits, health and safety, call sharing, overall compensation and much more. The Pandemic has changed the way many of us work and we are fighting for language to address those issues.

The Company offered a Benefits proposal right off the bat that was offensive, concessionary and shows their contempt for their employees. We need all of our CWA members to be prepared for a fight as well. We are going to fight, and we need an army of Union members fighting alongside us. Please stay informed, stay in touch with your local and keep up to date on the information available to you. We are prepared to continue bargaining as long as it takes to get a fair and equitable contract.

WE will prevail—ONE DAY LONGER, ONE DAY STRONGER!!

In Solidarity:

Pat Telesco, District 1

Renee Rouser, Local 4320

Tonya Hodges, District 1

Danielle Brewer-Collier, Local 4900

Michael Baxter, Local 1101

Corey Davis, Local 7103

Frank Oliva, Local 1298

Rosa Wilson, Local 7410

Hanna Long, Local 2204

Alex Dorado, 9421

Jeff Reamer, Local 13000

Erdem Onder, Local 9509

Julie Daloisio, Local 13500