

## **CWA / ATTM Orange CBA - Bargaining Report #3**

**January 16, 2026**

The Union and Company met today to continue bargaining. The Union bargaining team made it clear that we were not going to accept their cost shifting plans and proposals. The Company seems to believe that shifting medical costs to you is a good way to increase profits and line their pockets. The Union also spent a long time outlining the respect and dignity you deserve on the job. AT&T seems to think lowering compensation, setting unrealistic goals and ruling with intimidation is a better strategy than treating their employees with respect. The Union is here to tell them different. The committees also had conversations around parental leave, weather emergencies and working relations. All these issues are important and will be dealt with during bargaining.

At this rate, bargaining is going to take a long time, and we are here to fight as long as it takes. Please stay in touch with your Local mobilizers and stay in the fight with us. We need AT&T to know you have our backs at the table!

Monday is Dr. Martin Luther King Jr. Day. Dr. King is not just the most important Civil Rights leader of our time; Dr. King was also instrumental in fighting for workers rights. Every Union member owes a debt of gratitude to Dr. King, and we remind you on Monday, and every day, to remember and honor his legacy.

One day longer, One day stronger!

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