

CWA / AT&T 2026 “Orange” Contract Bargaining

March 30, 2026 – Bargaining Report #19

While the Orange Bargaining Committee continues negotiations with AT&T, they continue to put out misleading bargaining reports like the one dated today. Once again, we must clear up their spin with the facts:

- Percentages can be used to mislead when the amounts are not stated. The company proposal offers increasing the at-risk available compensation in LOA 16 for sales performance for Retail Sales Consultants by 15% according to their report; but this would **not** result in an increase for you. RSCs know that their plan is currently budgeted for much higher than the minimum amount of \$10,250 in the contract in LOA 16. This number is the floor. They only proposed going to \$12,000 today. True this is a higher annual minimum floor, but it certainly is less than you have available in the current plan. A higher floor does not result in more money in your pocket. We are trying to get a minimum number that will keep you from losing money if they decide to further erode your compensation payments by cutting what you are paid for the items you sell.
- Same for In-Home Sales Experts. They stated they proposed increasing your compensation too, but LOA 18 in our contract works like the RSC’s LOA with more in the at-risk amount. So, the minimum annual floor currently for you in LOA 18 is \$15,000, and AT&T proposed an additional \$1,000 for the year. This proposed \$16,000 is a higher floor, but your plan is targeted much higher than this, so once again – you will not see an increase in your compensation from this proposal. The amount in LOA 18 is a safety net in case AT&T decides to cut your sales compensation.
- For Customer Care let us do the math on the WFH internet stipends: 10% sounds like a lot, but their proposal offers to take you from \$55 monthly to \$60 monthly. You told us your internet provider bills have gone up more than \$5. Regarding the Saturday schedule trial, we are happy that they finally listened to our demands for more weekends off; and we hope the trial that they are promoting will result in the relief you need.
- Wireless techs: The offer to give you FirstNet work is a nice thing to get in writing. They should have been clear in their report that they don’t want to pay anything extra for these assignments, which require an extra skill set for towing.
- Today they boasted about eliminating the waiting period of one day for certain employees to get paid sick time, but many of you who live in States where the law requires ATTM to pay from day one, will not benefit from this. We want to be clear that it will benefit the employees in certain States who don’t currently have the protection of their State law by eliminating the one day waiting period.
- Lastly, again they point out the raised cap in tuition reimbursement, which is something you didn’t ask for, and it doesn’t come with an increase in reimbursements.

We will continue to negotiate with the company as long as it takes to get a fair deal for you, the employees who make ATTM such a successful company.

Stay mobilized! Stay angry! In Solidarity, your 2026 CWA Orange Bargaining Committee