

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

### **April 24, 2026 – Final Bargaining Report**

The Orange Bargaining Committee has been meeting with AT&T since January. After nearly four months of hard-fought bargaining, we are excited to announce we have a Tentative Agreement that your bargaining team unanimously supports and that you can be proud of. We would not have been able to achieve all the gains this agreement brings without the support and mobilization of the memberships. You are the backbone of this Union!

The specifics of this agreement will be announced shortly, but we can give you some highlights now. First and foremost, the benefits package is the best in all of AT&T and will ensure that you can see your doctor and get affordable medication regardless of which plan you choose. The wage increases are the best in the industry with General Wage Increases of 5% in 2026, 3.25% in 2027, 3.25% in 2028 and 3.25% in 2029, with additional breakout raises of 2% in 2026 for the PSC, PSC HYB, PSC WFH, BPSC, RSC, and Sr. In-Home Expert titles, who have had their incentives and commissions reduced over the past year due to the company’s new policies. There are provisions in this agreement for job security, new FIRSTNET work, call center scheduling improvements and more. Look for more information to come out shortly.

Once again, we thank you for all your support and mobilization. We could not have achieved this historic agreement without you!

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