



SENT VIA E-MAIL ONLY

February 12, 2024

Dear Sisters, Brothers and Siblings,

I hope this letter finds you well. As we embark on another crucial phase of negotiations with AT&T I want to take the time and address you directly to outline the key priorities and challenges we face in the upcoming bargaining process.

First and foremost, I want to commend each one of you for your unwavering dedication and commitment to the principles of equity and fairness in the workplace. It is your collective strength and solidarity that empowers us to stand firm in the face of challenges and demand the respect and recognition we deserve.

As many of you are aware, our current contract with AT&T will expire soon and we are entering this set of negotiations with some clear set bargaining goals aimed at securing better working conditions for all our members.

These goals include:

Job Security - Insuring that our members are protected from arbitrary downsizing and outsourcing practices and that our jobs stay safe and secure in the face of corporate restructuring.

Wages - Pursuing significant wage increases that reflect the hard work and dedication of our members while providing fair living wages that keep up with the cost of inflation.

Pension Improvements - Enhancing our pension plans to provide greater financial security and peace of mind in retirement.

Medical Coverage - Improving our medical coverage to ensure our members and their families have affordable comprehensive healthcare services.

Education Funding - Securing funding for educational and training programs that enable our members to develop new skills and advance their careers in a rapidly changing industry.

Contracting Language - Strengthening language around contracting to protect our members from the negative impacts of outsourcing and subcontracting.

While we stay committed to bargaining in good faith with AT&T, it is important to recognize that bargaining could be contentious this time, and we must be prepared to take a stand if necessary. As such I urge each one of you to stay informed, stay engaged, and be prepared to support your union in any action that may be required to achieve our goals at the bargaining table.

If a strike becomes necessary, rest assured that your union will do everything in its power to minimize the impact on you and your families. Together we will weather the storm and come out stronger on the other side.

In closing, I want to thank you once again for your continued support and solidarity. Together we have the power to make real lasting change in our workplace and communities.

Let us stand united as we fight for a better future for all.

In unity,



Frank Arce, Vice President
CWA District 9

cc: Domonique Thomas, Assistant to the Vice President
Lynn Johnson, Area Director
District 9 Staff
CWA Bargaining Committee

dt/FA