

AT&T Bargaining Bulletin #18

April 23, 2024

Your bargaining team met over the past week in subcommittee meetings and has made minimal progress on proposals. Here are a few things that are currently on the table:

- **Scope of work**
- **Wages**
- **Pension**
- **New Entrant severance table in Appendix A**

As stated in previous reports, the Company has yet to offer anything to Appendix E without tying it to the scope of work. They recently rejected another batch of Appendix E upgrades the Union put forward and told your bargaining team that they are preparing an Appendix E package to pass to us, which will undoubtedly include minimal upgrades that must be traded for more work.

Your negotiation team has maintained a strong stance on pay, while AT&T has not progressed beyond its previous offer. Their proposal includes a wage increase of 3.0% on the date of ratification, followed by 2.25% on April 6, 2025, 2.0% on April 5, 2026, and 3.0% on April 4, 2027.

AT&T's pension proposal is still not up to par with the Union's move towards traditional pension increases. AT&T's offer includes a 1% increase effective January 1, 2025, a 0.25% increase on January 1, 2026, and a 1% increase on January 1, 2027. No increase will be offered for 2024.

The new entrant table the company wants to put into Appendix A is solely for anyone who would enter/transfer into Appendix A after ratification. The table is the new severance standard AT&T intends to impose on the membership.

The strength of this highly profitable company lies in the tireless efforts of our membership rather than the leadership. Regrettably, the leadership has made several missteps, such as the T-Mobile debacle, the DTV acquisition, and the Time Warner acquisition, attempting to pivot to a content provider. Instead of owning up to their errors, the leadership now attempts to mask their poor judgment by imposing unnecessary changes on the rank and file. It is only through the hard work and dedication of the membership that this company has thrived, and we must ensure that their efforts are recognized.

IN UNITY, WE FIND STRENGTH

Mike Barfield, Staff Representative
Art Gonzalez, Local 9511
John Miller, Local 9421

Jason Hall, Local 9423
Chris Roberts, Local 9509