

Labor Relations Contract Status

Thanks to our strong, cooperative relationships with the unions, we have reached more than 60 agreements with our union partners over the past 10 years.

Updated May 22, 2026

REGION	CONTRACT	UNION	STATUS	EFFECTIVE	EXPIRES	PRIMARY JOBS	LOCATION
Mobility	Mobility Orange	CWA	Ratified	2/14/2026	2/15/2030	Call centers, IHX, retail, technicians	Across the U.S.*
	Mobility Blue	IBEW	Active	2/4/2023	2/5/2027	Retail, technicians	Fairbanks, AK
	Mobility Black	CWA	Active	2/11/2023	2/12/2027	Call centers, IHX, retail, technicians	AL, FL, GA, KY, LA, MS, NC, SC, TN
	Mobility Yellow	IBEW	Active	5/20/2023	5/21/2027	Call center	Chicago
	Mobility Purple	CWA	Active	2/24/2024	2/25/2028	Call centers, IHX, retail, technicians	AR, KS, MO, OK, TX
Midwest	Midwest Core	CWA	Active	4/12/2026	4/13/2030	Technicians, call center, customer service, administrative	IL, IN, WI, MI, OH
	IBEW Alascom	IBEW	Active	7/6/2025	7/26/2031	Clerical, administrative	AK
	Midwest IBEW	IBEW	Active	6/25/2022	6/26/2027	Technicians, call centers	CA, IL, IN, MA, MI, NJ, OR, WA, WI
	Teamsters Alascom	Teamsters	Active	11/1/2024	2/28/2029	Technicians, mechanics	AK
West	West Core	CWA	Active	4/7/2024	4/8/2028	Technicians, call center, customer service	CA, NV
	IBEW West	IBEW	Active	7/14/2024	7/8/2028	Technicians	CA
Southeast	Southeast Core	CWA	Active	8/4/2024	8/4/2029	Technicians, call center, customer service, administrative	AL, FL, GA, KY, LA, MS, NC, SC, TN
	Southeast Utility	CWA	Active	8/4/2024	8/4/2029	Machine operators	AL, FL, GA, KY, LA, MS, NC, SC, TN
Southwest	Southwest Core	CWA	Active	4/13/2025	4/14/2029	Technicians, call center, customer service, administrative	AR, KS, MO, OK, TX
Legacy	Legacy T Core	CWA	Active	4/12/2026	4/13/2030	Technicians, call center, customer service, administrative	Nationwide, U.S. Virgin Islands, & Guam
	Legacy T Puerto Rico	CWA	Active	4/12/2026	4/13/2030	Technicians	Puerto Rico
National Internet	National Internet	CWA	Active	7/23/2023	7/24/2027	Customer assistants, technicians, dispatchers, representatives	Nationwide

*District 1: CT, MA, ME, NJ, NH, NY, RI, VT; District 2-13: DC, DE, MD, PA, VA, WV; District 4: IL, IN, MI, OH, WI; District 7: AK, AZ, CO, ID, IA, MN, MT, NE, NM, ND, OR, SD, UT, WA, WY; District 9: CA, NV, HI

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