

# 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       | Active | 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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