

# 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 March 13, 2026

REGION	CONTRACT	UNION	STATUS	EFFECTIVE	EXPIRES	PRIMARY JOBS	LOCATION
<b>Mobility</b>	Mobility Orange	CWA	<b>Bargaining</b>	2/12/2022	2/13/2026	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
<b>Midwest</b>	Midwest Core	CWA	<b>Ratified 3/9/26</b>	4/10/2022	4/11/2026	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
<b>West</b>	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
<b>Southeast</b>	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
<b>Southwest</b>	Southwest Core	CWA	Active	4/13/2025	4/14/2029	Technicians, call center, customer service, administrative	AR, KS, MO, OK, TX
<b>Legacy</b>	Legacy T Core	CWA	<b>Ratified 3/13/26</b>	4/10/2022	4/11/2026	Technicians, call center, customer service, administrative	Nationwide, U.S. Virgin Islands, & Guam
	Legacy T Puerto Rico	CWA	<b>Ratified 2/25/26</b>	4/10/2022	4/11/2026	Technicians	Puerto Rico
<b>National Internet</b>	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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