



AT&T Employees Vote to Ratify 2 Labor Agreements

AT&T is the leader in fast, reliable and secure connectivity, and our unionized employees are key to that success.

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What's the news? AT&T* employees represented by the Communications Workers of America (CWA) and Teamsters voted to ratify two collective bargaining agreements. The CWA Mobility Orange agreement was ratified on July 29 and covers about 12,000 employees who primarily work in call center, retail store and technician jobs across the United States, and the Teamsters Alascom agreement was ratified on July 31 and covers about 170 employees who primarily work in technician and mechanic jobs in Alaska.

Why is this important? AT&T is the only major U.S. telecommunications company with a fully union-represented, non-management workforce where about 73,000 employees are unionized. While other companies are wasting resources combating unionization, AT&T is focusing on the core business with a strong union workforce, and consumers agree – more than **68%** of Americans view labor unions favorably, the highest rate since 1965.

“AT&T is proud to be one of the largest employers of union-represented employees in the U.S., and our highly skilled, unionized workforce strongly positions us to grow 5G and fiber,” said **John Stankey**, AT&T CEO. “We value our employees, and these agreements ensure we continue to enhance employee total wellbeing both at work and at home.”

“Our efforts have again resulted in new competitive agreements that position AT&T and our union-represented employees for shared future success,” said **Jamie Barton**, AT&T senior vice president of Global Human Resources and Labor Relations. “AT&T continues to recognize and reward our employees’ great work, which contribute to a positive customer experience.”

AT&T’s labor agreements support the company’s commitment to employees’ total wellbeing by providing benefits that promote the physical, emotional, financial and social wellbeing of employees, their families and their communities. As American families face inflation challenges, these agreements provide quality wage



increases and enhancements to healthcare and other benefits, including unprecedented cost-of-living adjustments for the CWA contract.

The Mobility Orange agreement will expire on Feb. 13, 2026, and the Teamsters Alascom agreement will expire on Feb. 28, 2025. Thanks to our strong, cooperative relationships with union partners, the company has now reached 38 agreements with the unions since 2017, including 6 contracts ratified this year.

***About AT&T**

We help more than 100 million U.S. families, friends and neighbors connect in meaningful ways every day. From the first phone call 140+ years ago to our 5G wireless and multi-gig internet offerings today, we @ATT innovate to improve lives. For more information about AT&T Inc. (NYSE:T), please visit us at about.att.com. Investors can learn more at investors.att.com.

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