



## AT&T Employees Vote to Ratify the Mobility Black Agreement

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

DALLAS, March 17, 2023

**What's the news?** AT&T\* employees represented by the Communications Workers of America (CWA) voted to ratify the Mobility Black collective bargaining agreement, which covers about 7,000 employees who primarily work in call center, retail store and technician jobs across 9 Southern states.

**Why is this important?** AT&T is the only major U.S. telecommunications company with a fully union-represented, non-management workforce where more than 67,000 employees are unionized. While other companies are preoccupied with combating unionization, AT&T is focused on the core business of connecting people with a strong union workforce. Consumers agree – more than [71%](#) of Americans view labor unions favorably, the highest rate since 1965.

“We’re proud to be one of the largest union-represented workforces in the country, and our highly skilled, unionized employees are at the forefront of our efforts to connect more Americans with 5G and fiber,” said John Stankey, AT&T CEO. “These agreements demonstrate our ongoing commitment to the total wellbeing of our employees, including their professional fulfillment and ability to lead healthy, balanced lives.”

“We again have a new competitive agreement that enables AT&T and our union-represented employees to succeed,” said Jamie Barton, AT&T senior vice president of Global Human Resources and Labor Relations. “AT&T continues to recognize and reward our employees’ expertise, which translates to a greater customer experience.”

AT&T’s labor agreements support the company’s commitment to employees’ total wellbeing by providing benefits that promote their physical, emotional, financial and social wellbeing. As American families continue to face inflation pressures, this agreement provides quality wage increases with unprecedented cost-of-living adjustments. It also introduces family planning benefits like paid parental leave and fertility services, quality healthcare options, improved paid time off and



holidays and significantly increased tuition aid. Importantly, these benefits and the many others included in this agreement will also be available to new hires.

The Mobility Black agreement will expire on Feb. 12, 2027. Thanks to our strong, cooperative relationships with union partners, the company has now reached 17 agreements with the unions since 2020, including 8 contracts ratified last year.

**\*About AT&T**

We help more than 100 million U.S. families, friends and neighbors, plus nearly 2.5 million businesses, connect to greater possibility. 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](https://about.att.com). Investors can learn more at [investors.att.com](https://investors.att.com).

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