

**SUMMARY OF
2026 ORANGE TENTATIVE AGREEMENT
BETWEEN
COMMUNICATIONS WORKERS OF AMERICA
DISTRICTS 1, 2-13, 4, 7, and 9
AND
AT&T MOBILITY**



The CWA “Orange” Mobility Bargaining Committee has reached a Tentative Agreement with AT&T Mobility for the 2026 Contract. If ratified by May 22, 2026, wage increases will be retroactive to February 14, 2026, and remain in effect until February 15, 2030.

This Tentative Agreement includes significant gains:

WAGES

- The combined 4-year wage increase will result in a compounded 15.6% base wage increase by the end of the contract. A bonus of \$1,000 will be paid out if the Agreement is ratified by May 22nd
- General Wage Increases will be applied to the top Step in the wage schedules on the dates indicated. There will be no increase at the start rate, and all other steps will be exponentially increased:
 - 5% effective February 14, 2026
 - 3.25% effective February 21, 2027
 - 3.25% effective February 20, 2028
 - 3.25% effective February 18, 2029

Employees who are currently over the top Step of their wage table will remain pay protected and will receive the negotiated General Wage Increases in a lump sum annually.

There is a breakout raise for the Premier Service Consultant (including PSC WFH and PSC HYB) and for the Business Premier Service Consultant, Retail Sales Consultant and Sr. In-Home Expert for an additional 2% to help compensate for the loss of incentives and commissions due to past company policy changes.

Employees in these titles will move Step to Step into the new table below:

- Sr. In-Home Expert wage table upgraded to new max of \$1,171.50 for 2026

Step	Current	2026 Wages
1	756.00	800.00
2	779.50	826.00
3	804.00	852.50
4	829.50	880.00
5	855.50	908.50
6	882.00	938.00
7	910.00	968.00
8	938.50	999.50
9	968.00	1031.50
10	998.00	1065.00
11	1029.50	1099.50

12	1061.50	1135.00
13	1095.00	1171.50

- Retail Sales Consultant wage table upgraded to a new max of \$1068 for 2026

Step	Current	2026 Wages
1	517.00	650.00
2	551.50	677.50
3	589.00	706.00
4	626.00	736.00
5	663.00	767.00
6	701.50	799.50
7	739.50	833.00
8	778.50	868.50
9	818.00	905.00
10	857.50	943.50
11	898.50	983.00
12	939.00	1024.50
13	998.00	1068.00

- Premier Service Consultant (including PSC HYB, PSC WFH) and Business Premier Service Consultant wage tables upgraded to a new max of \$1130.50 for 2026

Step	Current	2026 Wages
1	600.00	720.00
2	629.00	747.50
3	659.50	776.00
4	691.00	806.00
5	724.50	837.00
6	759.50	869.00
7	796.00	902.00

8	834.50	937.00
9	875.00	972.50
10	917.00	1010.00
11	961.50	1048.50
12	1008.00	1089.00
13	1056.50	1130.50

NEW:

- Severance payment cap increased to \$21,000
- Differentials:
 - On Call Duty – The daily rate for on-call pay will be increased \$6 per day from \$42 to \$48 dollars per day
 - Call Center Multi-lingual differential increased to \$8 per day from \$6, not to exceed \$40 weekly
 - Work From Home monthly internet stipend increased from \$55 to \$65 dollars
 - No waiting period for sick days for employees with over one year service
 - LOA 16 – Increased minimum annual commission for RSCs to \$12,000
 - LOA 18 – Increased minimum annual commission for Sr. In-Home Experts to \$16,000
 - No annual cap on tuition reimbursement
 - New LOA stating RSCs are NOT required to sell outside of the Retail Store or attend Sales Events or make cold calls to potential customers. RSCs may volunteer for these assignments if they choose to
 - Network FirstNet trial where every technician can volunteer to be trained and technicians will be offered a first right of refusal for Planned, Urgent, and Emergent FirstNet dispatches.
 - Consumer Call Center scheduling trial to more equally distribute weekend work and expand the availability of weekends off work. The trial will run in MUs in the Brick and Mortar, Hybrid, and Work From Home groups.

JOB SECURITY

- **Call Share commitment MOA percentages increased**
 - The company has agreed to increase Orange Call Center call percentages to 12% for 2026, 2027, 2028 and to 13% in 2029. If the call percentages drop below the agreed upon levels, there will be no involuntary surpluses declared unless there is an extraordinary drop in total call volume or other adverse economic reasons for the

decline.

- Renewed the Employment Security Commitment for all titles
- Letter of Agreement that if a brick and mortar center closes before June 1, 2028, the guaranteed job will be a PSC-WFH job.

HEALTHCARE

- Keeps the employee cost share under 29% in all options
- Maintained no deductible on prescriptions with Option 1 plans
- Health Savings Account in Option 2 with company contributions of \$500 individual/\$1,000 family available for those earning under \$60,000 as of 2026, and company match of \$1,000 individual/\$2,000 family available for those who choose Option 2
- No changes to pension and 401(k)
- Employees will be eligible to earn Wellbeing Incentives for participating in the AT&T sponsored wellbeing program, and will have access to the Wellbeing Choice Credit program and earn credits to reimburse for eligible wellbeing expenses

The following plans are included in the medical program for 2027 – 2030:

Monthly premiums as follows:

Option 1 - Broad	2027	2028	2029	2030
Individual	\$177	\$183	\$196	\$209
Individual + Spouse	\$460	\$476	\$509	\$544
Individual + Children	\$301	\$311	\$333	\$356
Family	\$495	\$513	\$548	\$586

Option 1 – Select	2027	2028	2029	2030
Individual	\$157	\$162	\$174	\$186
Individual + Spouse	\$408	\$421	\$451	\$483
Individual + children	\$266	\$275	\$295	\$316
Family	\$439	\$453	\$486	\$521

Option 2 – Broad	2027	2028	2029	2030
Individual	\$88	\$89	\$100	\$113
Individual + Spouse	\$248	\$249	\$281	\$315
Individual + Children	\$150	\$151	\$171	\$191
Family	\$265	\$267	\$301	\$338

Option 2 – Select	2027	2028	2029	2030
Individual	\$69	\$68	\$79	\$90
Individual + Spouse	\$193	\$192	\$221	\$252
Individual + Children	\$117	\$116	\$134	\$153
Family	\$207	\$205	\$236	\$270

- Working Spouse/Partner monthly contribution of \$135 in 2027 and 2028, \$145 in 2029 and 2030
- Tobacco Use additional monthly contribution \$75 in all years which is waived for employees participating in the Tobacco Cessation program

Copay/Coinsurance:

Option 1 Broad	2027 - 2030	
	Network/ONA	Non-Network
Preventive	\$0/0% deductible waived	No benefit
Office Visit (Primary Care/Mental Health/Substance Abuse)	\$0 Deductible Waived	50% After deductible
Office Visit Specialist	\$50 deductible waived	50% after deductible
Sickness / Illness	10% after deductible	10% after deductible
Emergency Room facility	10% after deductible	10% after deductible

Option 1 Select	2027 - 2030	
	Network/ONA	Non-Network
Preventive	\$0 / 0% Deductible waived	No Benefit
Office visit (Primary Care/Mental Health/Substance Abuse)	\$0 Deductible waived	No Benefit
Office Visit Specialist	\$50 Deductible waived	No Benefit
Sickness/Illness	10% After deductible	No Benefit
Emergency Room facility	10% After deductible	10% After deductible

Option 2 Broad	2027 - 2030	
	Network/ONA	Non-Network
Preventive	\$0 / 0%	No benefit
Office visit (Primary Care/Mental Health/Substance Abuse)	\$0 After deductible	50% After deductible
Office Visit Specialist	\$50 After deductible	50% After deductible
Sickness/Illness	30% After deductible	50% After deductible
Emergency Room facility	30% after deductible	30% after deductible

Option 2 Select	2027 - 2030	
	Network	Non-network
Preventive	\$0 / 0% Deductible waived	No Benefit
Office visit (Primary Care/Mental Health/Substance Abuse)	\$0 After deductible	No Benefit
Office Visit Specialist	\$50 After deductible	No Benefit
Sickness/Illness	30% After deductible	No Benefit
Emergency Room facility	30% After deductible	30% After deductible

Deductible Amounts

Option 1 Broad – Network/ONA \$1,000/\$2,000 in 2027; \$ 1,100/\$2,200 in 2028, 2029 and 2030

Option 1 Select – Network/ONA \$1,000/\$2,000 in 2027; \$1,100/\$2,200 in 2028, 2029 and 2030

Maintained no deductible on prescriptions with Option 1 plans

Option 2 Broad – Network/ONA \$3,000/\$6,000 in 2027; \$3,300/\$6,600 in 2028, 2029 and 2030

Option 2 Select – Network \$3,000/\$6,000 in 2027; \$3,300/\$6,600 in 2028, 2029 and 2030

In Option 2 plans the deductible is integrated with Med/Surg/ Rx / MH/SA, CarePlus

Health Savings Account with Option 2 plans:

The Company will provide a Company Contribution to Active employees' HSA who meet the following criteria:

- Participate in the annual enrollment period, or their New Hire event
- Have or establish an HSA Account with the Company's HSA Administrator during the enrollment period
- Enroll in an AT&T medical option that meets IRS qualifications for pre-tax HSA contributions
- The HSA company match in each year is \$1,000 Individual/ \$2,000 family, spouse, child
 - Eligible employees whose annualized base pay as of September 1, 2026 is \$60,000 or less will receive a Company contribution for the life of the Agreement without the requirement to make an employee contribution, as follows: \$500 Individual / \$1,000 all other tiers
 - If such an employee is eligible for this Company contribution, the employee may elect, for each plan year, either to receive the Company contribution or to participate in and receive the standard Company matching contribution

Prescriptions:

Option 1 Broad and Select Copays:

Retail Generic - \$10 copay all years

Retail Brand - Preferred \$45 in 2027, \$50 in 2028, 2029, 2030

Non-Preferred \$90 in 2027, \$100 in 2028, 2029, 2030

Mail Order Generic - \$20 in all years

Option 2 Broad and Select Coinsurance

Retail/Specialty/Network Coinsurance not to exceed the maximums below:

Preferred – 30% in all years

Non-Preferred – 50% in all years

Mail Order Generic – 30% in all years

Dental Contributions

- Individual - \$12 in 2027, 2028, 2029 and \$14 in 2030
- Individual + 1 - \$23 in 2027, 2028, 2029 and \$26 in 2030
- Family - \$36 in 2027, 2028, 2029 and \$40 in 2030

No other changes to Dental program

Vision Contributions

- Individual - \$4 in 2027, \$5 in 2028 and 2029, \$6 in 2030
- Individual + 1 - \$8 in 2027, \$10 in 2028 and 2029, \$18 in 2030