

# **Communications Workers of America, District 4**

## **CWA District 4 / AT&T Midwest, LLC.**

### **Tentative Agreement Summary**

CWA District 4's Elected Bargaining Committee reached a Tentative Agreement "TA" with AT&T Midwest, LLC. during early, limited scope bargaining on the evening of January 25<sup>th</sup>. To recap, as part of the agreement between the parties regarding the early, limited scope bargaining, the goal was to reach a TA prior to contract expiration and if ratified, would become the successor agreement to the current CBA. If a TA was not reached *or* a resulting TA does not ratify, the agreement would become null and void, as if the early bargaining did not take place, and the parties would then have to reconvene collective bargaining in the "traditional" manner. Meaning, the bargaining process would start from scratch with no expectation that all or any formerly agreed-to provisions between the parties would be considered.

**The following is a summary of changes to the current agreement between the two parties which are the results of your Bargaining Team's hard work and vigorous efforts. Any provisions not addressed in what is provided here below remain without change to the current language.**

### **Articles**

**Agreement** This will be a four (4) year agreement.

**Article 8 Collective Bargaining Procedures**, Company's printing of the contract will now be 50% of the bargaining unit and would also continue to be made available on the Company's Intranet.

*8.04 The Company agrees to make this Agreement available electronically on the Company's intranet system and have it printed by a union printer within a reasonable time frame. The Company further agrees to provide the Union with a number of copies of this Agreement equal to fifty percent (50%) of the number of employees in the Bargaining Unit as of the effective date of this Agreement.*

**Article 10, Union Officers and Representatives** paid Union time for the contractual 30-minute orientation meeting.

**10.03** *Each newly hired employee and each employee new to the Bargaining Unit will be introduced by a supervisor to the appropriate Union Steward and the Union Steward will have up to thirty (30) minutes to confer with the employee. If this meeting occurs during the Union Steward's regularly scheduled working hours, the time will be paid at the basic hourly wage rate plus applicable differentials or premium rate, however, such time will not be paid at an overtime rate. Such shall occur within a reasonable time frame of the employee's hire or entry into the Bargaining Unit.*

**Article 13, Wage Administration** Wage increases are as follows:

- 5%, 3.25%, 3%, 3.25% (Compounded 15.3%)
- Wage table Adjustments prior to GWI
- \$1000 Ratification Bonus if ratified by March 12, 2026

#### ***Basic Committed Wages***

**13.01** *The minimum, progression and maximum weekly basic wage rates for all covered job titles will be as provided in the wage schedules included in Appendix B. The wage schedules will be updated to reflect the increases described below. However, prior to the increases provided below, all wage schedules included in Appendix B will be adjusted to reflect a start rate of eight hundred dollars (\$800) per week.*

#### ***13.02 Current Increase***

*Basic Weekly Wage Rates will be increased 5.0% at the maximum rate, exponentialized with no change in the start rate. The effective date of this wage increase will be April 12, 2026, provided that this Agreement is ratified on or before March 12, 2026. Otherwise, the effective date of this wage increase will be as soon as practicable after ratification.*

#### ***13.03 First Anniversary***

*Effective April 11, 2027, Basic Weekly Wage Rates will be increased 3.25% at the maximum rate, exponentialized with no change in the start rate.*

#### ***13.04 Second Anniversary***

*Effective April 9, 2028, Basic Weekly Wage Rates will be increased 3.0% at the maximum rate, exponentialized with no change in the start rate.*

#### ***13.05 Third Anniversary***

*Effective April 8, 2029, Basic Weekly Wage Rates will be increased 3.25% at the maximum rate, exponentialized with no change in the start rate.*

### **Ratification Bonus**

*Each regular full-time employee on the Company payroll as of the date of ratification of this 2026 Collective Bargaining Agreement will receive a single \$1000 lump sum contract ratification bonus. Each regular part-time employee on the payroll as of the date of ratification of this 2026 Collective Bargaining Agreement will receive a prorated ratification bonus based on what their part-time classification (or “part-time equivalent work week”) was on the ratification date. This ratification bonus is contingent on the 2026 Collective Bargaining Agreement being ratified by March 12, 2026. The Company will pay this bonus as soon as practicable following ratification, subject to normal wage withholdings and deductions.*

## **Article 16, Benefits and Attachment (see Benefits explanation)**

## **Article 21, Recognized Holidays add MLK Day**

*21.01 The following are the Recognized Holidays for which regular employees shall be paid a Holiday Allowance consisting of a day's pay at the basic wage rate including applicable shift differential for which the employee is eligible pursuant to Article 19, Differentials, Section: Shift Differential:*

*New Year's Day*

*Martin Luther King Jr. Day*

*Good Friday\**

*Memorial Day*

*Independence Day*

*Labor Day*

*Thanksgiving Day*

*Friday After Thanksgiving*

*Christmas Eve*

*Christmas Day*

*Floating Holiday*

*\* An eligible employee may select Good Friday as a fixed Recognized Holiday. If Good Friday is not selected, an eligible employee may take a second Floating Holiday in accordance with 21.02 below.*

*21.02 The following provisions apply to eligibility and scheduling requirements for the Floating Holiday(s):*

*(A) A regular employee with at least six (6) months of net credited service on January 1, shall be eligible for and shall designate their Floating Holiday(s) at that time. Employees with less than six (6) months of net credited service on January 1, shall be eligible and shall designate their Floating Holiday(s) which may be taken after six (6) months of service has been completed.*

*(B) An eligible regular employee must request specific days in the calendar year other than a non-scheduled day, Saturday, Sunday, another Recognized Holiday, Excused Work Day or vacation day to be observed as the Floating Holiday.*

(C) Employees who work on that Floating Holiday will receive pay treatment as described in paragraph 21.10 (A) and (B).

21.03 Recognized Holidays observed Monday through Friday will be included in all basic weekly work schedules.

## **Article 25, Temporary Assignments, Daily meal allowance increased to forty-two dollars (\$42.00)**

**25.05(A)** When the employee has chosen board and lodging, the Company shall reimburse the employee for meal expenses incurred by paying a Daily Meal Allowance of Forty-two Dollars (\$42.00) or a flat allowance of Eight Dollars (\$8.00) for breakfast, eleven Dollars (\$11.00) for lunch, and Twenty-three Dollars (\$23.00) for dinner for all meals which are not included in the price of the arranged board and lodging or otherwise included.

## **Article 26, Training and Employment Security**

### **26.20** Timeframe change to 30 days

**26.20** The Company shall notify the Union at least thirty (30) calendar days in advance of planned major technological changes, when possible. The Company shall advise the Union of its plan with respect to the introduction of such changes, and shall familiarize the Union with the progress being made.

### **26.30** Updated

**26.30** Employees treated in accordance with the Pay Protection provisions of the February 1, 2001 through April 3, 2004, April 04, 2004 through April 04, 2009, April 05, 2009 through April 7, 2012, April 8, 2012 through April 11, 2015, April 12, 2015 through April 14, 2018, and April 15, 2018 through April 11, 2026 (2022 extension included) Collective Bargaining Agreements between the Union and the Company, shall continue to be treated in accordance with such provisions until the employees' Pay Protection benefits terminate.

**26.55** Current employees will still be eligible for the full eighty-eight (88) weeks. For employees hired after April 12, 2026, the maximum number of weeks payable as termination payments will be limited to forty (40) weeks.

**26.55** The maximum number of weeks payable as termination payments shall in no event exceed eighty-eight (88) weeks of pay, except that the maximum number of weeks payable as termination payments for employees hired on or after April 12, 2026, shall in no event exceed forty (40) weeks of pay.

## **Appendix A**

**A6 Success Sharing Plan** the provision was renewed with new dates for each Award Year.

**A29 Pooled Titles for Surplus, Attachment I** adjusted to capture the appropriate Business Units and Combination(s). Footnotes were added to ensure the DEG organization is cared for.

## **Appendix B**

**Wage Zones and Locations, updated**, cities were added to Wage Zones lists. No cities were eliminated or moved between zones.

## **Appendix D**

**D1**, MOA updated

## **Appendix F**

### **Section 4 Time Off**

**Paid Holidays** MLK Day has been added

#### *4.01 Paid Holidays*

*Eight (8) paid holidays shall be observed as follows:*

*New Year's Day*

*Martin Luther King Jr. Day*

*Memorial Day*

*Independence Day*

*Labor Day*

*Thanksgiving Day*

*Day after Thanksgiving Day*

*Christmas Day*

## **Section 5 Working Conditions**

### **Improvements to Section 5 include:**

- Required overtime is capped at twelve (12) hours per week.
- All hours worked beyond fifty-four (54) in a week will be paid at two-times (2x) the hourly rate.
- Paid Holidays (4.01) will be added to the list of time-not-worked absences counting toward the eligibility of overtime payments.
- Every employee will have the ability to work forty (40) hours a week.
- Shift Differential Language Improved
- Relief Differential increased
- Daily Meal Allowance increased

#### ***5.02 Work Schedules***

*Insofar as service requirements and the conditions of the business permit, selection of work schedules shall be, when practical, by seniority. The responsibility for determining the requirements and conditions rests solely with the Company. Employees' scheduled work hours may start at any time of the day, on any day of the week and may be spread over any six (6) days of the week. Employees will have the opportunity to work forty (40) hours in a week, and all time off from otherwise scheduled work will be counted toward the forty (40) hours. Work schedules will be posted for a minimum period of one (1) week and are subject to change, with forty-eight (48) hours notice to the employee. If an employee is notified less than twelve (12) hours before the originally scheduled start time of a change in work hours, the affected employee will receive two (2) hours of pay at the straight time rate.*

#### ***5.06 Overtime***

*Employees may be required to work up to twelve (12) hours of overtime per week subject to the needs of the business, except that this limitation will not apply in cases of emergency. Overtime hours worked in excess of forty (40) in a calendar week will be paid at the rate of one and one-half (1½) times the basic hourly wage rate and in accordance with applicable Federal and/or State Laws. Hours worked in excess of fifty-four (54) hours in a calendar week will be paid at the rate of two (2) times the basic hourly wage rate. However, no combination of overtime, premium and/or any other payments for time worked and/or any payments for time not worked, may produce an effective rate greater than two and one-half (2½) times an employee's basic hourly wage rate excluding applicable differentials.*

*For the purpose of crediting time not worked towards an employee's eligibility for overtime payments, only the following absences during a scheduled shift shall be considered:*

- *Absence for Union Business (Paid and Unpaid)*
- *Collective Bargaining with the Company*
- *Visit to Medical Facility or Company-Designated Physician at Company's Request*
- *Personal Days Off (Paid)*
- *Paid Holidays*

### **5.07 Shift Differentials**

*Employees who are scheduled to work an evening or night assignment in which any of the scheduled time falls between the hours of 6:00 p.m. and 6:00 a.m., shall receive a daily premium payment of ten (10) percent of their base wages for time scheduled and worked between the hours of 6 p.m. and 6 a.m. The ten (10) percent is calculated off the base wages, not including other payments such as overtime, Sunday premium, holiday pay, etc.*

### **5.09 Relief Differential**

*Employees will be paid a differential of ten dollars (\$10.00) when in addition to their normal duties they relieve or assist a manager for four (4) hours or more. Relief Differential assignments specifically exclude administering discipline to other employees.*

### **5.14 Overnight Trips**

*If the Company determines that overnight travel is required, the employee will be reimbursed for expenses as follows:*

- A. Transportation expenses as described in Section 5.12(D) above.*
- B. Lodging, approved in advance by the Company*
- C. Daily meal allowances not to exceed Eight Dollars (\$8.00) for breakfast, Twelve Dollars (\$12.00) for lunch, and Twenty-One Dollars (\$21.00) for dinner as applicable unless management approves a higher amount in advance.*

## **Section 6 Compensation**

### **Improvements in compensation**

- Time in Title reductions
- Wage table adjustments
- Additional 3% bump for all Appendix F titles

### **6.01 Wage Schedules**

#### **TIME INTERVAL BETWEEN STEPS -6 MONTHS**

<b>Job Title</b>	<b>Time in Title</b>
Premises Technician	24
Dispatcher	18
Technical Support Representative II	18
Administrative Support Assistant	24
Office Coordinator	24
Warehouse Assistant	24

## **WAGE TABLES**

*Employees will be paid on a bi-weekly basis. Payment of wages for each two-week period will be made no later than the Friday following the end of the pay-period.*

*Immediately prior to the increase provided in 6.01(A) below, the current wage schedules included in Appendix F will be adjusted as follows:*

*1) The start rate for the Premises Technician and Technical Support Representative II titles shall be increased to eight hundred dollars (\$800) per week, and the start rate for the Dispatcher, Administrative Support Assistant, Office Coordinator and Warehouse Assistant titles shall be increased to six hundred dollars (\$600) per week; and 2) Wage rates will be increased by 3.0% at the maximum rate. Thereafter, wage schedules shall be modified as follows:*

*A. Basic Weekly Wage Rates will be increased 5.0% at the maximum rate, exponentialized with no change in the start rate. The effective date of this wage increase will be April 12, 2026, provided that this Agreement is ratified on or before March 12, 2026.*

*B. Effective April 11, 2027, basic weekly wage rates will be increased 3.25% at the maximum rate, exponentialized with no change in the start rate.*

*C. Effective April 9, 2028, basic weekly wage rates will be increased 3.0% at the maximum rate, exponentialized with no change in the start rate.*

*D. Effective April 8, 2029, basic weekly wage rates will be increased 3.25% at the maximum rate, exponentialized with no change in the start rate.*

**To illustrate, the Tables below show the change in wages for Premises Tech and Dispatcher after the adjustment, the 3% bump, and the first GWI. Using these, an employee can find their current hourly rate and see the NEW RATE they will have 4/12/26 at the same step. The same methodology will be used for all appendix F titles.**

<b>Premise Technicians</b>			<b>Dispatcher</b>		
<b>Step</b>	<b>Current Hourly Rate</b>	<b>New Rate 4/12/2026</b>	<b>Step</b>	<b>Current Hourly Rate</b>	<b>New Rate 4/12/2026</b>
Max	\$ 29.79	\$ 32.21	Max	\$ 24.51	\$ 26.51
10	\$ 27.38	\$ 30.71	10	\$ 22.51	\$ 25.05
9	\$ 25.16	\$ 29.29	9	\$ 20.69	\$ 23.66
8	\$ 23.13	\$ 27.93	8	\$ 19.00	\$ 22.35
7	\$ 21.25	\$ 26.63	7	\$ 17.46	\$ 21.11
6	\$ 19.53	\$ 25.39	6	\$ 16.04	\$ 19.94
5	\$ 17.95	\$ 24.20	5	\$ 14.74	\$ 18.84
4	\$ 16.49	\$ 23.08	4	\$ 13.54	\$ 17.80
3	\$ 15.15	\$ 22.00	3	\$ 12.44	\$ 16.81
2	\$ 13.93	\$ 20.98	2	\$ 11.43	\$ 15.88
1	\$ 12.80	\$ 20.00	1	\$ 10.50	\$ 15.00

## Appendix F Compensation cont'd

### ***Ratification Bonus***

*Each regular full-time employee on the Company payroll as of the date of ratification of the 2026 Collective Bargaining Agreement who is covered by this Memorandum will receive a single \$1000 lump sum contract ratification bonus. This ratification bonus is contingent on the 2026 Collective Bargaining Agreement being ratified by March 12, 2026. The Company will pay this bonus as soon as practicable following ratification, subject to normal wage withholdings and deductions.*

## **Section 7 Force Adjustment**

**Layoff Allowance** will be extended to eight (8) weeks of pay

### ***7.04 Layoff Allowance***

*Employees who are laid off will be paid a layoff allowance based on their seniority and their base weekly wage rate in effect at the time of the layoff, in accordance with the following:*

<b><i>LENGTH OF SERVICE</i></b>	<b><i>LAYOFF ALLOWANCE</i></b>
<i>0- 12 Months</i>	<i>1 week of pay</i>
<i>13 -24 Months</i>	<i>2 weeks of pay</i>
<i>25- 47 Months</i>	<i>3 weeks of pay</i>
<i>48- 71 Months</i>	<i>4 weeks of pay</i>
<i>72- 95 Months</i>	<i>5 weeks of pay</i>
<i>96 Months - 120 Months</i>	<i>6 weeks of pay</i>
<i>121 Months-144 Months</i>	<i>7 weeks of pay</i>
<i>145 Months or More</i>	<i>8 weeks of pay</i>

## **New Memorandums or Letters of Understanding**

**Artificial Intelligence**, a new letter of understanding acknowledges that Artificial Intelligence is included and covered under Article 26 “Technological Change” and furthermore provides opportunity for the parties to meet twice a year to discuss AI, innovations and its impact on our members.

*April 12, 2026*

*Mr. Curt Hess  
Assistant to Vice President  
Communications Workers of America — District 4  
20525 Center Ridge Road, Suite 700  
Rocky River, OH 44116*

*RE: Artificial Intelligence*

*Dear Curt,*  
*The Company and the Union agree that AI technology and its development/usage would, when it impacts employees in the bargaining unit, be covered by Article 26 “Technological Change” Provisions.*  
*With that understanding, due to the major impact AI has shown and the unlimited potential yet to be realized, the parties agree to meet two (2) times a year to discuss any potential impact(s) such technology will have on CWA members.*

*Sincerely,*

*Jon Irelan  
Assistant Vice President — Labor Relations*

**Contracting Out**, a new letter of understanding includes Traditional Fiber Work that technicians perform to be included in the definition of “Traditional Telephone Work” in Appendix A, A9.

## **MEMORANDUM OF AGREEMENT TRADITIONAL FIBER WORK**

*This Memorandum of Agreement (“Agreement”) covers understandings reached between AT&T Midwest (“Company”) and District 4 of the Communications Workers of America (“Union”) (collectively “Parties”) regarding certain issues related to the performance of traditional fiber work.*

*Memorandum of Agreement A9 Contract Work (“MOA A9”) of the Parties’ 2026 Collective Bargaining Agreement (“2026 CBA”) governs the Parties’ historical treatment and understanding of the limitations associated with traditional telephone work and the Company’s policy that such traditional telephone work will not be contracted out if it will currently and directly cause layoffs or part-timing of regular employees. Although work relating to the Company’s fiber network is not covered by MOA A9, it is the Parties intent that the following conditions will apply for the term of this Agreement:*

- 1. Work performed relating to the Company’s fiber network will be referred to as “Traditional Fiber Work” and defined as the historical work that Group 1 Craft technicians perform relating to the buildout, installation and maintenance of fiber services on the Company’s network in the Midwest historical franchise territories covered by the 2026 CBA.*
- 2. This Agreement expands MOA A9 to now include that Traditional Fiber Work will not be contracted out if it will currently and directly cause either layoffs or part-timing of regular employees.*
- 3. However, the inclusion of Traditional Fiber Work in MOA A9 does not limit the existing rights of the Company to utilize contractors in any manner or otherwise limit the scope of work the Company engages contractors for.*
- 4. Traditional Fiber Work, as defined and referred to in this Agreement, does not include, apply to, nor prohibit any partnerships or restrict any agreements the Company may enter into relating to its network operations, including but not limited to any partnerships or agreements relating to open access network provider (OANP) network infrastructures.*

*This Memorandum of Agreement will remain in effect through the term of the 2026 Collective Bargaining Agreement between the Parties.*

**3rd Step Grievances**, the Company's Labor Relations Representative(s), will have the option to attend the 3<sup>rd</sup> Step Meetings in person *or* virtually, **except in cases of a discharge.**

*April 12, 2026*

*Mr. Curt Hess  
Assistant to the Vice-President  
Communications Workers of America, AFL-CIO  
20525 Center Ridge Road  
Room 700  
Cleveland, Ohio 44116*

*RE: Third Step Meeting Letter*

*Dear Mr. Hess:*

*This Letter of Agreement contains the understanding reached between AT&T Midwest (“Company”) and District 4 of the Communications Workers of America (“Union”) (collectively “Parties”) during negotiations for a 2026 Collective Bargaining Agreement (“Agreement”) concerning attendance by Labor Relations representatives at third step grievance meetings. The Parties agree that Labor Relations representatives attending meetings at the Third Step of the grievance procedure under Article 12 of the Agreement shall have the option of attending such meetings virtually or in person for all grievances except those concerning the discharge of a bargaining unit employee.*

*This Letter of Agreement shall be effective as of April 12, 2026 and shall continue for the duration of the Agreement.*