



January 16, 2026

Richard Honeycutt
Vice President
CWA District 3
4100 Perimeter Park S.
Atlanta, GA 30341

Dear Richard:

The Bureau of Labor Statistics released the December 2025 inflation figures on January 13, 2026. The CPI-W amount was 2.7% more than the previous year. The December over December calculation was less than the negotiated 3% therefore there is no COLA adjustment necessary.

Attached are the 2026 Mobility Black Wage Tables.

Please contact me if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Keith".

Mike Keith
Vice President
AT&T Labor Relations

Attachments

Mobility Black 2026 Negotiated Percent = 3%

Effective February 8, 2026, an adjustment will be made in basic weekly rates in each wage schedule. The amount of the adjustment shall be 0.5 times the increase above three percent (3%) in the U.S. Department of Labor Statistics “CPI-W” (1982-84 = 100) for December 2025 over December 2024. The adjustment will be added to the 2026 general wage increase and applied exponentially with no change to starting wages. However, in no event shall the wage increase for 2026 exceed 5% in total.

Calculation

December 2024*	309.067	CPI-W
December 2025*	317.014	CPI-W
% change	0.025712871	
Minus 3%	-0.004287129	
Times 0.5	-0.002143564	
Adjustment	-0.2144%	
Original GWI	3%	
GWI w COLA	2.7856%	

*CPI Home : U.S. Bureau of Labor Statistics (bls.gov)