



Communications Workers of America, AFL-CIO

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Claude Cummings Jr.
Vice President

June 30, 2020

To: CWA/AT&T SW Local Presidents

From: Claude Cummings, Jr., Vice President

SUBJECT: CWA and AT&T Southwest Reached Agreement in Early Contract Extension Negotiations

Dear CWA/AT&T SW Local Presidents:

We are pleased to announce that CWA has reached an agreement with AT&T to extend the 2017 AT&T Southwest collective bargaining agreement and associated MOAs, agreements, modifications and amendments. The term of the extension begins with the expiration of the current agreement on April 11, 2021 and will expire at 11:59 p.m. CDT on April 12, 2025.

Highlights include:

- Annual Wage Increases -- CWA-represented workers covered by the contract will receive wage increases in each year of the contract term as follows: 3% effective May 2, 2021, 3%, effective May 1, 2022, 2.5% effective April 30, 2023, and 2.25% effective April 28, 2024.
- Success Sharing Plan Extension.
- Benefit Agreements Extension.
- Health Care -- No change to employee cost share and 2017 new hires will be rolled into the 29% health care cost share.
- Retiree Health Care Coverage -- All employees who retired or will retire during the term of the 2017 Agreement will be able to maintain active employee coverage through April 12, 2025.
- National Transfer Plan Extension.

This agreement provides stability for CWA-represented employees at AT&T Southwest as the country faces the economic impact of the COVID-19 crisis. Access to health care is more important than ever, and the agreement on health care coverage for employees

who retired or will retire during the life of the 2017 contract is a major breakthrough in CWA's negotiations with AT&T. It will be a huge savings for those retirees.

We are working on scheduling a Town Hall call for Local Presidents on Thursday, July 2, 2020 at 7 p.m. to discuss the details of this agreement. The call-in information will follow.

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