

# **AT&T Bargaining Bulletin #8**

**March 8, 2024**

Over the past few days, your bargaining team has engaged in detailed conversations with the company following the employer's rejection of the Union's proposal to move members from Appendix E to Appendix A. As a result, the Union then passed a package of approximately a dozen proposals focused on Appendix E. These proposals encompass a range of topics, from overtime caps to the 49-hour rule, all aimed at enhancing the members' quality of work life, a direct response to insights gathered from the bargaining surveys. The bargaining team also passed a hybrid work schedule proposal for the call centers that was also a result of the bargaining surveys.

The union and the company reached an understanding on a joint proposal regarding a permanent 4x10 scheduling for specific call centers. While your bargaining team felt that coming to an agreement was a positive step forward and would start moving us in the right direction, however, the company then reverted to its familiar pattern of rejecting our proposals. Notably, all the rejections pertained to proposals to update language or dollar amounts. The company appears inclined to maintain outdated compensation structures and antiquated language.

With approximately a month remaining until expiration, we have yet to see the company move in a consistent positive direction to improve the lives of our members. Despite our optimism about reaching a resolution, the company's continuous rejections of our proposals pose a significant challenge to reach an agreement on time. Please ensure you are prepared!

The bargaining team values the support received from those who have shown solidarity by capturing images to demonstrate their willingness to fight for a fair and just contract. We encourage you to reach out to your CWA local to determine where your assistance may be needed.

## **In Unity,**

Mike Barfield District 9  
Art Gonzalez Local 9511  
John Miller Local 9421

Jason Hall Local 9423  
Chris Roberts Local 9509