

VOTE NO on Eliminating the Telecommunications & Technologies Sector

What the T&T Sector Has Delivered for CWA Members

Over the past several years, the Telecommunications & Technologies (T&T) Sector has led and coordinated bargaining campaigns across employers and districts—delivering real, material wins for thousands of CWA members. From record-setting wage increases and no-layoff guarantees to expanded benefits and powerful national mobilization, these victories show what's possible when we stand united.

T&T plays an indispensable role in national bargaining, policy coordination, and crisis response in an industry dominated by consolidation, private equity, and rapid change. Below are highlights from recent contracts bargained through the T&T Sector, along with a summary of the unique role it plays in defending CWA members.

Contract Highlights by Employer

OFS Fitel, LLC

Covers members in Districts 1 & 3

T&T Role: Chairperson, CWA Bargaining Committee

Contract Length: 4 years (expires 5/31/2026)

General Wage Increases: 2%, 4%, 3%, 3%, 1.5% (6-month increase)

Top Pay Gains:

- Production Level II: \$23.59 → \$31.95 (+35.5%)
 - Production Level III: \$24.79 → \$33.51 (+35%)
 - Trades: \$33.88 → \$44.55 (+31.5%)
- Other Wins:
- New step rates added above scale
 - Strong mobilization in D1 and D3: pickets, media, and legislative support

Brightspeed, LLC

Covers members in District 3 (NC, AL) and District 2/13 (VA)

T&T Role: Co-Chair (NC); Coordinator (VA & AL)

Contract Length: 5 years (expires 6/2029)

General Wage Increases: 3.5%, 3%, 3%, 3%, 3%

Top Pay Gains:

- Network/Business Services Tech: \$33.88 → \$39.47 (+16.5%)
 - Technical Support Specialist: \$23.58 → \$33.34 (+41.25%)
- Other Wins:
- Doubletime pay for excessive overtime
 - Weekend work limitations
 - Successorship & emerging tech protections
 - Major mobilization effort with staff coordination across multiple states

Avaya, LLC

Covers members in Districts 1, 2/13, 3, 4, 6, 7, 9

T&T Role: Chairperson, CWA Bargaining Committee

Contract Length: 3 years (expires 12/2026)

General Wage Increases: 5.5%, 4.5%, 4%

Top Pay Gains:

- Customer Care Rep: \$31.77 → \$36.43 (+14.66%)
- Senior Tech: \$43.59 → \$49.98 (+14.66%)
- Other Wins:
 - 6-month no layoff provision
 - \$0 medical premiums
 - Up to 104 weeks of severance pay
 - Multi-district mobilization including retirees and major NMC actions

CBRE (Evoque/Centersquare Transfer)

Covers members in Districts 1, 2/13, 3, 4, 6, 7, 9

T&T Role: Chairperson, CWA Bargaining Committee

Contract Length: 3 years (expires 12/2027)

General Wage Increases: 8.2%, 3%/CPI, 3%/CPI

Top Pay Gain:

- IDC Technician: \$51.89 → \$59.57 (+14.8%)
- Other Wins:
 - Three bonuses totaling \$37,500
 - Three-year no-layoff guarantee for transferred CWA members
 - Bargained successor agreement binding on CBRE
 - Organized 100% of employees at Dallas/Fort Worth data center and added to contract

IREP

Covers members in Districts 1 & 4

T&T Role: Chairperson, CWA Bargaining Committee

Contract Length: 3 years (expires 7/2027)

General Wage Increases: 6%, 4%, 4.25%

Top Pay Gains:

- Watch Engineer: \$41.62 → \$47.83 (+15%)
- Special Reports Clerk: \$31.21 → \$35.87 (+15%)
- Other Wins:
 - 40 hours of vacation added for all members regardless of tenure

DirecTV Legacy T

Covers members in Districts 2/13 & 7

T&T Role: Co-Chair, CWA Bargaining Committee

Contract Length: 4 years (expires 4/2026)

General Wage Increases: 4%, 4%, 3%, 3%

Top Pay Gain:

- Prem Tech: \$26.74 → \$30.68 (+14.7%)
- Other Wins:

- Lowered medical premiums
- Coordinated closely with District 4 staff

DirecTV National Video Contract (NVC)

Covers members in Districts 3 & 7

T&T Role: Chairperson, CWA Bargaining Committee

Contract Length: 4 years (expires 8/2027)

General Wage Increases: 5%, 3%, 3%, 3%

Top Pay Gains:

- Dispatcher: \$23.36 → \$26.80 (+14.75%)
 - Technical Support Specialist: \$26.27 → \$30.14 (+14.75%)
- Other Wins:
- Reduced medical costs
 - No-layoff provision while contractors are being used

What's more

National Bargaining & Coordination: T&T leads and coordinates national bargaining for employers such as AT&T (Legacy-T & NIC), Frontier, Windstream, and Brightspeed—ensuring consistency and leverage across districts.

Successorship Protections: During the Evoque-to-CBRE transition, T&T secured successorship rights through effects bargaining, including transition bonuses and no-layoff guarantees for the full contract term.

Bankruptcies: T&T ensured that wages, benefits, and working conditions remained intact during major bankruptcies at Avaya, Frontier, and Windstream—because we had a seat at the table.

Safeguarding Retiree Benefits: T&T serves as chair of the Lucent Supplemental Health Care Benefits Trust, protecting healthcare coverage for 30,000 retired Nokia members.

Mobilization Leadership: T&T coordinates national responses to surpluses and RFIs, and coordinates unified mobilization strategies across districts. This includes training and activating members through the National Mobilization Committee (NMC) to support campaigns and win strong contracts.