



January 17, 2024

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

Dear Richard:

The Bureau of Labor Statistics released the December 2023 inflation figures on January 11, 2024. The CPI-W amount was 3.3% more than the previous year. Therefore, the COLA adjustment for 2024 is approximately 0.16%, which results in a total General Wage Increase of approximately 3.16% (See attached calculation).

Attached are the revised 2024 Mobility Black Wage Tables with the Cost-of-Living Adjustment.

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 2024 Negotiated Percent = 3%

Effective February 11, 2024, 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 2023 over December 2022. The adjustment will be added to the 2024 general wage increase and applied exponentially with no change to starting wages. However, in no event shall the wage increase for 2024 exceed 5% in total.

Calculation

December 2022*	291.051	CPI-W
December 2023*	300.728	CPI-W
% change	0.033248468	3.3%
Minus 3%	0.003248468	
Times 0.5	0.001624234	
Adjustment	0.1624%	
Original GWI	3%	
GWI w COLA	3.1624%	

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