



January 16, 2025

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

Dear Richard:

The Bureau of Labor Statistics released the December 2024 inflation figures on January 15, 2025. The CPI-W amount was 2.8% 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 2025 Mobility Black Wage Tables.

Please contact me if you have any questions.

Sincerely,

A handwritten signature in cursive script, appearing to read "Mike Keith".

Mike Keith
Vice President
AT&T Labor Relations

Attachments

Mobility Black 2025 Negotiated Percent = 3%

Effective February 9, 2025, 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 2024 over December 2023. The adjustment will be added to the 2025 general wage increase and applied exponentially with no change to starting wages. However, in no event shall the wage increase for 2025 exceed 5% in total.

Calculation

December 2023*	300.728	CPI-W
December 2024*	309.067	CPI-W
% change	0.027729377	
Minus 3%	-0.002270623	
Times 0.5	-0.001135312	
Adjustment	-0.1135%	
Original GWI	3%	
GWI w COLA	2.8865%	

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