

CWA NEW YORK PLANT

Wage Table: 01

EFFECTIVE AUGUST 3, 2025

CENTRAL OFFICE TECHNICIAN, FIBER NETWORK TECHNICIAN, FIELD TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$775.50		\$736.50		\$636.50	
6 Mos.	6 Mos.	\$799.50	\$24.00	\$759.00	\$22.50	\$641.50	\$5.00
12 Mos.	6 Mos.	\$823.00	\$23.50	\$781.50	\$22.50	\$781.50	\$140.00
18 Mos.	6 Mos.	\$863.50	\$40.50	\$850.50	\$69.00	\$827.50	\$46.00
24 Mos.	6 Mos.	\$983.50	\$120.00	\$969.00	\$118.50	\$944.00	\$116.50
30 Mos.	6 Mos.	\$1119.50	\$136.00	\$1111.00	\$142.00	\$1081.00	\$137.00
36 Mos.	6 Mos.	\$1278.50	\$159.00	\$1267.00	\$156.00	\$1,236.50	\$155.50
42 Mos.	6 Mos.	\$1457.50	\$179.00	\$1447.00	\$180.00	\$1,414.50	\$178.00
48 Mos.	6 Mos.	\$1659.50	\$202.00	\$1652.50	\$205.50	\$1,618.00	\$203.50
54 Mos.	6 Mos.	\$1894.00	\$234.50	\$1889.50	\$237.00	\$1,848.50	\$230.50
60 Mos.		\$2159.00	\$265.00	\$2159.00	\$269.50	\$2,114.00	\$265.50
Pension Band		124		124		123	

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Wage Table: 02

EFFECTIVE AUGUST 3, 2025

TELECOMMUNICATIONS TECHNICAL ASSOCIATE

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$2159.00		\$2159.00		\$2114.00	
6 Mos.	6 Mos.	\$2222.48	\$63.48	\$2222.48	\$63.48	\$2173.04	\$59.04
12 Mos.	6 Mos.	\$2286.00	\$63.52	\$2286.00	\$63.52	\$2232.00	\$58.96
Pension Band		126		126		126	

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Wage Table: 03

EFFECTIVE AUGUST 3, 2025

TECHNICAL ASSISTANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$743.00		\$594.50		\$578.50	
6 Mos.	6 Mos.	\$750.00	\$7.00	\$641.50	\$47.00	\$632.00	\$53.50
12 Mos.	6 Mos.	\$758.50	\$8.50	\$699.00	\$57.50	\$689.00	\$57.00
18 Mos.	6 Mos.	\$767.50	\$9.00	\$762.50	\$63.50	\$749.00	\$60.00
24 Mos.	6 Mos.	\$837.50	\$70.00	\$831.00	\$68.50	\$817.00	\$68.00
30 Mos.	6 Mos.	\$911.00	\$73.50	\$906.00	\$75.00	\$890.00	\$73.00
36 Mos.	6 Mos.	\$991.00	\$80.00	\$987.50	\$81.50	\$967.50	\$77.50
42 Mos.	6 Mos.	\$1079.50	\$88.50	\$1076.50	\$89.00	\$1,057.50	\$90.00
48 Mos. (Maximum)		\$1174.50	\$95.00	\$1174.50	\$98.00	\$1,150.00	\$92.50
Pension Band		102		102		102	

CABLE SPLICING TECHNICIAN'S HELPER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$749.50		\$607.00		\$553.50	
6 Mos.	6 Mos.	\$757.50	\$8.00	\$623.50	\$16.50	\$571.50	\$18.00
12 Mos.	6 Mos.	\$766.50	\$9.00	\$666.00	\$42.50	\$657.00	\$85.50
18 Mos.	6 Mos.	\$773.00	\$6.50	\$763.50	\$97.50	\$755.50	\$98.50
24 Mos.	6 Mos.	\$887.50	\$114.50	\$879.00	\$115.50	\$869.00	\$113.50
30 Mos.	6 Mos.	\$1018.00	\$130.50	\$1011.00	\$132.00	\$1002.50	\$133.50
36 Mos.	6 Mos.	\$1167.50	\$149.50	\$1163.00	\$152.00	\$1,153.50	\$151.00
42 Mos.	6 Mos.	\$1340.50	\$173.00	\$1338.00	\$175.00	\$1,327.00	\$173.50
48 Mos. (Maximum)		\$1539.00	\$198.50	\$1539.00	\$201.00	\$1,525.50	\$198.50
Pension Band		110		110		110	

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Wage Table: 05

EFFECTIVE AUGUST 3, 2025

FRAME SPECIALIST

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$769.50		\$631.50		\$565.50	
6 Mos.	6 Mos.	\$782.50	\$13.00	\$667.50	\$36.00	\$649.00	\$83.50
12 Mos.	6 Mos.	\$796.00	\$13.50	\$780.50	\$113.00	\$761.00	\$112.00
18 Mos.	6 Mos.	\$928.50	\$132.50	\$915.00	\$134.50	\$892.00	\$131.00
24 Mos.	6 Mos.	\$1084.50	\$156.00	\$1071.50	\$156.50	\$1043.50	\$151.50
30 Mos.	6 Mos.	\$1266.00	\$181.50	\$1253.50	\$182.00	\$1224.50	\$181.00
36 Mos.	6 Mos.	\$1477.00	\$211.00	\$1470.00	\$216.50	\$1,436.50	\$212.00
42 Mos.	6 Mos.	\$1726.50	\$249.50	\$1722.50	\$252.50	\$1,682.00	\$245.50
48 Mos. (Maximum)		\$2016.00	\$289.50	\$2016.00	\$293.50	\$1,974.00	\$292.00
Pension Band		120		120		119	

FACILITIES ASSISTANT, TRANSLATIONS ADMINISTRATOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$767.50		\$631.00		\$563.50	
6 Mos.	6 Mos.	\$780.50	\$13.00	\$662.50	\$31.50	\$572.50	\$9.00
12 Mos.	6 Mos.	\$795.00	\$14.50	\$688.50	\$26.00	\$677.00	\$104.50
18 Mos.	6 Mos.	\$829.50	\$34.50	\$819.50	\$131.00	\$806.50	\$129.50
24 Mos.	6 Mos.	\$986.50	\$157.00	\$979.00	\$159.50	\$962.00	\$155.50
30 Mos.	6 Mos.	\$1172.00	\$185.50	\$1163.50	\$184.50	\$1145.00	\$183.00
36 Mos.	6 Mos.	\$1395.50	\$223.50	\$1387.50	\$224.00	\$1363.00	\$218.00
42 Mos.	6 Mos.	\$1658.00	\$262.50	\$1654.50	\$267.00	\$1,623.00	\$260.00
48 Mos. (Maximum)		\$1974.50	\$316.50	\$1974.50	\$320.00	\$1,930.50	\$307.50
Pension Band		119		119		119	

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Wage Table: 07

EFFECTIVE AUGUST 3, 2025

DRAFTER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$659.50		\$535.00		\$523.00	
6 Mos.	6 Mos.	\$680.00	\$20.50	\$564.50	\$29.50	\$541.50	\$18.50
12 Mos.	6 Mos.	\$702.00	\$22.00	\$635.00	\$70.50	\$613.50	\$72.00
18 Mos.	6 Mos.	\$719.00	\$17.00	\$714.50	\$79.50	\$690.50	\$77.00
24 Mos.	6 Mos.	\$806.50	\$87.50	\$804.00	\$89.50	\$776.50	\$86.00
30 Mos.	6 Mos.	\$909.00	\$102.50	\$905.00	\$101.00	\$874.50	\$98.00
36 Mos.	6 Mos.	\$1022.00	\$113.00	\$1019.00	\$114.00	\$987.50	\$113.00
42 Mos.	6 Mos.	\$1149.00	\$127.00	\$1146.50	\$127.50	\$1,114.00	\$126.50
48 Mos.	6 Mos.	\$1292.00	\$143.00	\$1289.00	\$142.50	\$1,253.50	\$139.50
54 Mos.	6 Mos.	\$1451.00	\$159.00	\$1449.50	\$160.50	\$1,415.00	\$161.50
60 Mos. (Maximum)		\$1636.00	\$185.00	\$1636.00	\$186.50	\$1,597.00	\$182.00
Pension Band		112		112		111	

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Wage Table: 08

EFFECTIVE AUGUST 3, 2025

CONSTRUCTION COORDINATOR, SUPPLIES COORDINATOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$660.00		\$533.00		\$525.50	
6 Mos.	6 Mos.	\$677.00	\$17.00	\$548.00	\$15.00	\$543.00	\$17.50
12 Mos.	6 Mos.	\$696.00	\$19.00	\$620.00	\$72.00	\$616.50	\$73.50
18 Mos.	6 Mos.	\$713.00	\$17.00	\$703.00	\$83.00	\$695.50	\$79.00
24 Mos.	6 Mos.	\$805.00	\$92.00	\$796.00	\$93.00	\$787.50	\$92.00
30 Mos.	6 Mos.	\$909.00	\$104.00	\$898.00	\$102.00	\$892.00	\$104.50
36 Mos.	6 Mos.	\$1028.50	\$119.50	\$1019.00	\$121.00	\$1,007.50	\$115.50
42 Mos.	6 Mos.	\$1161.00	\$132.50	\$1154.00	\$135.00	\$1,139.50	\$132.00
48 Mos.	6 Mos.	\$1310.00	\$149.00	\$1306.50	\$152.50	\$1,288.50	\$149.00
54 Mos.	6 Mos.	\$1479.50	\$169.50	\$1475.50	\$169.00	\$1,462.00	\$173.50
60 Mos. (Maximum)		\$1672.00	\$192.50	\$1672.00	\$196.50	\$1,650.50	\$188.50
Pension Band		113		113		112	

BACK TAP ASSIGNOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$669.50		\$535.00		\$526.00	
6 Mos.	6 Mos.	\$689.50	\$20.00	\$561.00	\$26.00	\$537.00	\$11.00
12 Mos.	6 Mos.	\$709.50	\$20.00	\$638.00	\$77.00	\$613.50	\$76.50
18 Mos.	6 Mos.	\$730.00	\$20.50	\$726.00	\$88.00	\$699.00	\$85.50
24 Mos.	6 Mos.	\$830.00	\$100.00	\$825.00	\$99.00	\$797.00	\$98.00
30 Mos.	6 Mos.	\$943.00	\$113.00	\$939.00	\$114.00	\$909.00	\$112.00
36 Mos.	6 Mos.	\$1072.50	\$129.50	\$1067.00	\$128.00	\$1,037.50	\$128.50
42 Mos.	6 Mos.	\$1219.00	\$146.50	\$1216.00	\$149.00	\$1,183.50	\$146.00
48 Mos.	6 Mos.	\$1385.50	\$166.50	\$1383.00	\$167.00	\$1,350.00	\$166.50
54 Mos.	6 Mos.	\$1577.00	\$191.50	\$1576.50	\$193.50	\$1,539.50	\$189.50
60 Mos. (Maximum)		\$1792.50	\$215.50	\$1792.50	\$216.00	\$1,757.00	\$217.50
Pension Band		115		115		115	

FACILITIES SPECIALIST, TRUNK ASSIGNOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$772.00		\$612.00		\$572.50	
6 Mos.	6 Mos.	\$801.50	\$29.50	\$656.00	\$44.00	\$649.50	\$77.00
12 Mos.	6 Mos.	\$838.00	\$36.50	\$748.00	\$92.00	\$739.50	\$90.00
18 Mos.	6 Mos.	\$863.50	\$25.50	\$853.00	\$105.00	\$841.50	\$102.00
24 Mos.	6 Mos.	\$981.50	\$118.00	\$968.00	\$115.00	\$959.50	\$118.00
30 Mos.	6 Mos.	\$1115.00	\$133.50	\$1105.50	\$137.50	\$1091.50	\$132.00
36 Mos.	6 Mos.	\$1267.50	\$152.50	\$1257.50	\$152.00	\$1,242.50	\$151.00
42 Mos.	6 Mos.	\$1443.00	\$175.50	\$1434.50	\$177.00	\$1,415.00	\$172.50
48 Mos.	6 Mos.	\$1640.00	\$197.00	\$1632.50	\$198.00	\$1,609.50	\$194.50
54 Mos.	6 Mos.	\$1863.00	\$223.00	\$1859.50	\$227.00	\$1,831.00	\$221.50
60 Mos. (Maximum)		\$2119.00	\$256.00	\$2119.00	\$259.50	\$2,084.50	\$253.50
Pension Band		123		123		122	

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Wage Table: 12

EFFECTIVE AUGUST 3, 2025

CUSTOMER SERVICE ADMINISTRATOR, FIBER CUSTOMER SUPPORT ANALYST, MAINTENANCE ADMINISTRATOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$767.50		\$728.50		\$690.00	
6 Mos.	6 Mos.	\$802.00	\$34.50	\$762.00	\$33.50	\$722.00	\$32.00
12 Mos.	6 Mos.	\$839.50	\$37.50	\$797.50	\$35.50	\$756.00	\$34.00
18 Mos.	6 Mos.	\$874.50	\$35.00	\$868.00	\$70.50	\$858.00	\$102.00
24 Mos.	6 Mos.	\$1019.00	\$144.50	\$1010.00	\$142.00	\$997.50	\$139.50
30 Mos.	6 Mos.	\$1183.50	\$164.50	\$1177.50	\$167.50	\$1161.50	\$164.00
36 Mos.	6 Mos.	\$1376.00	\$192.50	\$1373.50	\$196.00	\$1,350.00	\$188.50
42 Mos.	6 Mos.	\$1599.50	\$223.50	\$1598.00	\$224.50	\$1,569.00	\$219.00
48 Mos.	6 Mos.	\$1858.50	\$259.00	\$1858.50	\$260.50	\$1,827.50	\$258.50
Pension Band		117		117		116	

CWA NEW YORK PLANT**Wage Table: 13****EFFECTIVE AUGUST 3, 2025****ENGINEERING DRAFTER**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$664.00	
6 Mos.	6 Mos.	\$699.00	\$35.00
12 Mos.	6 Mos.	\$723.00	\$24.00
18 Mos.	6 Mos.	\$748.50	\$25.50
24 Mos.	6 Mos.	\$842.00	\$93.50
30 Mos.	6 Mos.	\$950.00	\$108.00
36 Mos.	6 Mos.	\$1067.00	\$117.00
42 Mos.	6 Mos.	\$1204.50	\$137.50
48 Mos.	6 Mos.	\$1356.50	\$152.00
54 Mos.	6 Mos.	\$1526.00	\$169.50
60 Mos. (Maximum)		\$1722.50	\$196.50
Pension Band		114	

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Wage Table: 14

EFFECTIVE AUGUST 3, 2025

SENIOR ENGINEERING DRAFTER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$669.50	
6 Mos.	6 Mos.	\$709.00	\$39.50
12 Mos.	6 Mos.	\$740.00	\$31.00
18 Mos.	6 Mos.	\$770.50	\$30.50
24 Mos.	6 Mos.	\$874.50	\$104.00
30 Mos.	6 Mos.	\$995.00	\$120.50
36 Mos.	6 Mos.	\$1132.50	\$137.50
42 Mos.	6 Mos.	\$1287.00	\$154.50
48 Mos.	6 Mos.	\$1463.50	\$176.50
54 Mos.	6 Mos.	\$1663.50	\$200.00
60 Mos. (Maximum)		\$1891.00	\$227.50
Pension Band		118	

CWA NEW YORK PLANT**Wage Table: 15****EFFECTIVE AUGUST 3, 2025****CONDUIT WORKER**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$756.00	
6 Mos.	6 Mos.	\$770.50	\$14.50
12 Mos.	6 Mos.	\$785.50	\$15.00
18 Mos.	6 Mos.	\$799.00	\$13.50
24 Mos.	6 Mos.	\$933.00	\$134.00
30 Mos.	6 Mos.	\$1086.00	\$153.00
36 Mos.	6 Mos.	\$1267.00	\$181.00
42 Mos.	6 Mos.	\$1475.00	\$208.00
48 (Maximum)		\$1722.50	\$247.50
Pension Band		114	

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Wage Table: 16

EFFECTIVE AUGUST 3, 2025

PLANT INSPECTOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT
Start	6 Mos.	\$762.00		\$762.20	
6 Mos.	6 Mos.	\$782.50	\$20.50	\$782.29	\$20.50
12 Mos.	6 Mos.	\$802.00	\$19.50	\$801.86	\$19.50
18 Mos.	6 Mos.	\$821.50	\$19.50	\$821.43	\$19.50
24 Mos.	6 Mos.	\$957.00	\$135.50	\$956.87	\$135.50
30 Mos.	6 Mos.	\$1114.00	\$157.00	\$1113.95	\$157.00
36 Mos.	6 Mos.	\$1294.50	\$180.50	\$1294.71	\$180.50
42 Mos.	6 Mos.	\$1508.00	\$213.50	\$1507.92	\$213.50
48 (Maximum)		\$1754.00	\$246.00	\$1754.09	\$246.00
Pension Band		115		115	

CWA NEW YORK PLANT**Wage Table: 17****EFFECTIVE AUGUST 3, 2025****SENIOR CONDUIT WORKER**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$767.00	
6 Mos.	6 Mos.	\$791.50	\$24.50
12 Mos.	6 Mos.	\$815.00	\$23.50
18 Mos.	6 Mos.	\$839.50	\$24.50
24 Mos.	6 Mos.	\$982.50	\$143.00
30 Mos.	6 Mos.	\$1149.00	\$166.50
36 Mos.	6 Mos.	\$1343.50	\$194.50
42 Mos.	6 Mos.	\$1574.50	\$231.00
48 (Maximum)		\$1840.00	\$265.50
Pension Band		117	

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Wage Table: 18

EFFECTIVE AUGUST 3, 2025

UTILITY WORKER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$768.50	
6 Mos.	6 Mos.	\$793.50	\$25.00
12 Mos.	6 Mos.	\$818.00	\$24.50
18 Mos.	6 Mos.	\$868.50	\$50.50
24 Mos.	6 Mos.	\$1019.00	\$150.50
30 Mos.	6 Mos.	\$1191.00	\$172.00
36 Mos.	6 Mos.	\$1396.50	\$205.50
42 Mos.	6 Mos.	\$1636.50	\$240.00
48 (Maximum)		\$1915.00	\$278.50
Pension Band		118	

CWA NEW YORK PLANT**Wage Table: 19****EFFECTIVE AUGUST 3, 2025****MECHANIC**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$769.50	
6 Mos.	6 Mos.	\$796.00	\$26.50
12 Mos.	6 Mos.	\$823.00	\$27.00
18 Mos.	6 Mos.	\$879.00	\$56.00
24 Mos.	6 Mos.	\$1024.50	\$145.50
30 Mos.	6 Mos.	\$1195.50	\$171.00
36 Mos.	6 Mos.	\$1394.00	\$198.50
42 Mos.	6 Mos.	\$1625.50	\$231.50
48 (Maximum)		\$1896.50	\$271.00
Pension Band		118	

CWA NEW YORK PLANT**Wage Table: 20****EFFECTIVE AUGUST 3, 2025****CONSTRUCTION EQUIPMENT OPERATOR**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$770.50	
6 Mos.	6 Mos.	\$800.50	\$30.00
12 Mos.	6 Mos.	\$842.00	\$41.50
18 Mos.	6 Mos.	\$894.00	\$52.00
24 Mos.	6 Mos.	\$1058.50	\$164.50
30 Mos.	6 Mos.	\$1250.00	\$191.50
36 Mos.	6 Mos.	\$1477.00	\$227.00
42 Mos.	6 Mos.	\$1747.00	\$270.00
48 (Maximum)		\$2067.50	\$320.50
Pension Band		121	

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Wage Table: 21

EFFECTIVE AUGUST 3, 2025

FIELD COORDINATOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$771.50	
6 Mos.	6 Mos.	\$804.00	\$32.50
12 Mos.	6 Mos.	\$838.50	\$34.50
18 Mos.	6 Mos.	\$909.00	\$70.50
24 Mos.	6 Mos.	\$1072.00	\$163.00
30 Mos.	6 Mos.	\$1265.50	\$193.50
36 Mos.	6 Mos.	\$1490.00	\$224.50
42 Mos.	6 Mos.	\$1761.50	\$271.50
48 (Maximum)		\$2075.00	\$313.50
Pension Band		122	

CWA NEW YORK PLANT**Wage Table: 22****EFFECTIVE AUGUST 3, 2025****BLACKSMITH**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$775.50	
6 Mos.	6 Mos.	\$790.50	\$15.00
12 Mos.	6 Mos.	\$806.50	\$16.00
18 Mos.	6 Mos.	\$955.50	\$149.00
24 Mos.	6 Mos.	\$1119.50	\$164.00
30 Mos.	6 Mos.	\$1319.50	\$200.00
36 Mos.	6 Mos.	\$1556.50	\$237.00
42 Mos.	6 Mos.	\$1831.00	\$274.50
48 (Maximum)		\$2159.00	\$328.00
Pension Band		124	

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Wage Table: 23

EFFECTIVE AUGUST 3, 2025

OFFICE ASSISTANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$651.50		\$532.00		\$520.00	
6 Mos.	6 Mos.	\$680.00	\$28.50	\$551.50	\$19.50	\$541.50	\$21.50
12 Mos.	6 Mos.	\$707.50	\$27.50	\$634.00	\$82.50	\$619.50	\$78.00
18 Mos.	6 Mos.	\$736.50	\$29.00	\$726.00	\$92.00	\$708.50	\$89.00
24 Mos.	6 Mos.	\$840.50	\$104.00	\$831.00	\$105.00	\$813.00	\$104.50
30 Mos.	6 Mos.	\$961.00	\$120.50	\$954.00	\$123.00	\$930.50	\$117.50
36 Mos.	6 Mos.	\$1095.50	\$134.50	\$1089.50	\$135.50	\$1,064.00	\$133.50
42 Mos.	6 Mos.	\$1251.00	\$155.50	\$1249.50	\$160.00	\$1,216.50	\$152.50
48 Mos. (Maximum)		\$1428.00	\$177.00	\$1428.00	\$178.50	\$1,394.00	\$177.50
Pension Band		108		108		107	

CWA NEW YORK PLANT

Wage Table: 24

EFFECTIVE AUGUST 3, 2025

ADMINISTRATIVE ASSISTANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$652.00		\$533.00		\$520.00	
6 Mos.	6 Mos.	\$682.50	\$30.50	\$556.00	\$23.00	\$560.00	\$40.00
12 Mos.	6 Mos.	\$713.00	\$30.50	\$639.00	\$83.00	\$624.50	\$64.50
18 Mos.	6 Mos.	\$744.50	\$31.50	\$736.50	\$97.50	\$719.50	\$95.00
24 Mos.	6 Mos.	\$855.00	\$110.50	\$843.00	\$106.50	\$826.00	\$106.50
30 Mos.	6 Mos.	\$980.50	\$125.50	\$969.50	\$126.50	\$947.50	\$121.50
36 Mos.	6 Mos.	\$1122.00	\$141.50	\$1116.00	\$146.50	\$1,089.50	\$142.00
42 Mos.	6 Mos.	\$1288.00	\$166.00	\$1286.50	\$170.50	\$1,252.50	\$163.00
48 Mos. (Maximum)		\$1477.00	\$189.00	\$1477.00	\$190.50	\$1,439.00	\$186.50
Pension Band		109		109		108	

SENIOR ADMINISTRATIVE ASSISTANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH5 (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$653.50		\$534.00		\$521.00	
6 Mos.	6 Mos.	\$687.50	\$34.00	\$560.00	\$26.00	\$554.00	\$33.00
12 Mos.	6 Mos.	\$721.50	\$34.00	\$646.50	\$86.50	\$640.00	\$86.00
18 Mos.	6 Mos.	\$755.00	\$33.50	\$745.00	\$98.50	\$739.00	\$99.00
24 Mos.	6 Mos.	\$868.50	\$113.50	\$860.50	\$115.50	\$854.00	\$115.00
30 Mos.	6 Mos.	\$1002.50	\$134.00	\$993.50	\$133.00	\$985.50	\$131.50
36 Mos.	6 Mos.	\$1154.00	\$151.50	\$1147.00	\$153.50	\$1,138.50	\$153.00
42 Mos.	6 Mos.	\$1327.50	\$173.50	\$1323.50	\$176.50	\$1,315.50	\$177.00
48 Mos. (Maximum)		\$1528.50	\$201.00	\$1528.50	\$205.00	\$1,520.00	\$204.50
Pension Band		110		110		110	

SPECIAL ASSISTANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$658.00		\$534.50		\$521.00	
6 Mos.	6 Mos.	\$673.50	\$15.50	\$561.00	\$26.50	\$556.00	\$35.00
12 Mos.	6 Mos.	\$696.00	\$22.50	\$649.00	\$88.00	\$644.50	\$88.50
18 Mos.	6 Mos.	\$762.50	\$66.50	\$752.50	\$103.50	\$745.50	\$101.00
24 Mos.	6 Mos.	\$881.50	\$119.00	\$871.50	\$119.00	\$866.50	\$121.00
30 Mos.	6 Mos.	\$1019.00	\$137.50	\$1010.00	\$138.50	\$1004.50	\$138.00
36 Mos.	6 Mos.	\$1177.50	\$158.50	\$1169.00	\$159.00	\$1,163.00	\$158.50
42 Mos.	6 Mos.	\$1359.50	\$182.00	\$1356.50	\$187.50	\$1,348.00	\$185.00
48 Mos. (Maximum)		\$1574.50	\$215.00	\$1574.50	\$218.00	\$1,562.50	\$214.50
Pension Band		111		111		111	

CWA NEW YORK PLANT

Wage Table: 27

EFFECTIVE AUGUST 3, 2025

SENIOR SPECIAL ASSISTANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$659.00		\$535.00		\$522.50	
6 Mos.	6 Mos.	\$675.50	\$16.50	\$562.50	\$27.50	\$560.00	\$37.50
12 Mos.	6 Mos.	\$701.50	\$26.00	\$652.00	\$89.50	\$649.50	\$89.50
18 Mos.	6 Mos.	\$770.50	\$69.00	\$761.00	\$109.00	\$757.00	\$107.50
24 Mos.	6 Mos.	\$894.00	\$123.50	\$886.50	\$125.50	\$879.50	\$122.50
30 Mos.	6 Mos.	\$1037.50	\$143.50	\$1029.50	\$143.00	\$1023.00	\$143.50
36 Mos.	6 Mos.	\$1204.00	\$166.50	\$1198.50	\$169.00	\$1,189.50	\$166.50
42 Mos.	6 Mos.	\$1396.50	\$192.50	\$1393.00	\$194.50	\$1,384.00	\$194.50
48 Mos. (Maximum)		\$1621.50	\$225.00	\$1621.50	\$228.50	\$1,611.00	\$227.00
Pension Band		112		112		112	

CHAUFFEUR'S HELPER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT
Start	6 Mos.	\$745.00		\$607.50	
6 Mos.	6 Mos.	\$768.00	\$23.00	\$635.00	\$27.50
12 Mos.	6 Mos.	\$791.50	\$23.50	\$684.00	\$49.00
18 Mos.	6 Mos.	\$814.50	\$23.00	\$722.50	\$38.50
24 Mos.	6 Mos.	\$838.00	\$23.50	\$830.00	\$107.50
30 Mos.	6 Mos.	\$961.00	\$123.00	\$956.00	\$126.00
36 Mos.	6 Mos.	\$1100.00	\$139.00	\$1095.50	\$139.50
42 Mos.	6 Mos.	\$1263.50	\$163.50	\$1258.50	\$163.00
48 Mos. (Maximum)		\$1447.00	\$183.50	\$1447.00	\$188.50
Pension Band		108		108	

CWA NEW YORK PLANT

Wage Table: 29

EFFECTIVE AUGUST 3, 2025

CHAUFFEUR C, STOREROOM ATTENDANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$756.50		\$610.50		\$554.50	
6 Mos.	6 Mos.	\$776.00	\$19.50	\$634.00	\$23.50	\$591.50	\$37.00
12 Mos.	6 Mos.	\$799.00	\$23.00	\$699.00	\$65.00	\$684.50	\$93.00
18 Mos.	6 Mos.	\$818.50	\$19.50	\$811.00	\$112.00	\$795.50	\$111.00
24 Mos.	6 Mos.	\$945.00	\$126.50	\$938.00	\$127.00	\$920.00	\$124.50
30 Mos.	6 Mos.	\$1094.00	\$149.00	\$1087.50	\$149.50	\$1065.00	\$145.00
36 Mos.	6 Mos.	\$1266.00	\$172.00	\$1260.50	\$173.00	\$1,236.00	\$171.00
42 Mos.	6 Mos.	\$1464.50	\$198.50	\$1462.50	\$202.00	\$1,429.00	\$193.00
48 Mos. (Maximum)		\$1694.50	\$230.00	\$1694.50	\$232.00	\$1,657.50	\$228.50
Pension Band		113		113		113	

CWA NEW YORK PLANT

Wage Table: 30

EFFECTIVE AUGUST 3, 2025

STOREKEEPER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$761.00		\$611.00		\$561.00	
6 Mos.	6 Mos.	\$788.00	\$27.00	\$618.50	\$7.50	\$607.50	\$46.50
12 Mos.	6 Mos.	\$814.50	\$26.50	\$717.00	\$98.50	\$705.00	\$97.50
18 Mos.	6 Mos.	\$841.00	\$26.50	\$831.00	\$114.00	\$818.00	\$113.00
24 Mos.	6 Mos.	\$971.50	\$130.50	\$962.50	\$131.50	\$945.50	\$127.50
30 Mos.	6 Mos.	\$1125.00	\$153.50	\$1115.50	\$153.00	\$1097.50	\$152.00
36 Mos.	6 Mos.	\$1301.50	\$176.50	\$1294.50	\$179.00	\$1,274.50	\$177.00
42 Mos.	6 Mos.	\$1505.50	\$204.00	\$1502.50	\$208.00	\$1,475.50	\$201.00
48 Mos. (Maximum)		\$1739.00	\$233.50	\$1739.00	\$236.50	\$1,713.50	\$238.00
Pension Band		114		114		114	

CWA NEW YORK PLANT

Wage Table: 31

EFFECTIVE AUGUST 3, 2025

CHAUFFEUR B

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$761.00		\$609.00		\$561.00	
6 Mos.	6 Mos.	\$786.00	\$25.00	\$614.50	\$5.50	\$601.00	\$40.00
12 Mos.	6 Mos.	\$810.50	\$24.50	\$708.50	\$94.00	\$696.00	\$95.00
18 Mos.	6 Mos.	\$834.00	\$23.50	\$823.50	\$115.00	\$806.00	\$110.00
24 Mos.	6 Mos.	\$964.00	\$130.00	\$956.50	\$133.00	\$936.50	\$130.50
30 Mos.	6 Mos.	\$1115.00	\$151.00	\$1108.50	\$152.00	\$1085.50	\$149.00
36 Mos.	6 Mos.	\$1288.50	\$173.50	\$1285.00	\$176.50	\$1,256.50	\$171.00
42 Mos.	6 Mos.	\$1490.00	\$201.50	\$1488.00	\$203.00	\$1,460.00	\$203.50
48 Mos. (Maximum)		\$1726.00	\$236.00	\$1726.00	\$238.00	\$1,691.50	\$231.50
Pension Band		114		114		113	

CWA NEW YORK PLANT

Wage Table: 32

EFFECTIVE AUGUST 3, 2025

CHAUFFEUR A

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$766.50		\$615.50		\$563.50	
6 Mos.	6 Mos.	\$789.50	\$23.00	\$625.00	\$9.50	\$613.50	\$50.00
12 Mos.	6 Mos.	\$812.50	\$23.00	\$726.50	\$101.50	\$712.00	\$98.50
18 Mos.	6 Mos.	\$856.00	\$43.50	\$842.00	\$115.50	\$827.50	\$115.50
24 Mos.	6 Mos.	\$988.50	\$132.50	\$980.00	\$138.00	\$962.00	\$134.50
30 Mos.	6 Mos.	\$1144.50	\$156.00	\$1135.00	\$155.00	\$1117.00	\$155.00
36 Mos.	6 Mos.	\$1323.00	\$178.50	\$1316.00	\$181.00	\$1,300.50	\$183.50
42 Mos.	6 Mos.	\$1530.50	\$207.50	\$1526.00	\$210.00	\$1,511.00	\$210.50
48 Mos. (Maximum)		\$1770.50	\$240.00	\$1770.50	\$244.50	\$1,757.00	\$246.00
Pension Band		115		115		115	

BUILDING SERVICE ATTENDANT (35 HRS)

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$649.50		\$519.50		\$480.00	
6 Mos.	6 Mos.	\$666.50	\$17.00	\$528.50	\$9.00	\$493.00	\$13.00
12 Mos.	6 Mos.	\$684.00	\$17.50	\$540.00	\$11.50	\$502.50	\$9.50
18 Mos.	6 Mos.	\$700.50	\$16.50	\$550.50	\$10.50	\$545.50	\$43.00
24 Mos.	6 Mos.	\$717.00	\$16.50	\$635.00	\$84.50	\$627.00	\$81.50
30 Mos.	6 Mos.	\$733.50	\$16.50	\$731.50	\$96.50	\$725.50	\$98.50
36 Mos.	6 Mos.	\$842.50	\$109.00	\$842.00	\$110.50	\$837.50	\$112.00
42 Mos.	6 Mos.	\$971.50	\$129.00	\$969.50	\$127.50	\$964.00	\$126.50
48 Mos. (Maximum)		\$1118.50	\$147.00	\$1118.50	\$149.00	\$1,114.00	\$150.00
Pension Band		101		101		101	

CWA NEW YORK PLANT

Wage Table: 34

EFFECTIVE AUGUST 3, 2025

BLDG. SVC. ATTENDANT LEADER (35 HRS) (ZONE 2 ONLY), BUILDING SERVICE ATTENDANT (40 HRS)

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$742.50		\$593.50		\$548.50	
6 Mos.	6 Mos.	\$749.00	\$6.50	\$616.50	\$23.00	\$563.00	\$14.50
12 Mos.	6 Mos.	\$756.50	\$7.50	\$637.50	\$21.00	\$576.50	\$13.50
18 Mos.	6 Mos.	\$763.50	\$7.00	\$660.00	\$22.50	\$588.50	\$12.00
24 Mos.	6 Mos.	\$771.50	\$8.00	\$682.00	\$22.00	\$672.00	\$83.50
30 Mos.	6 Mos.	\$780.50	\$9.00	\$778.00	\$96.00	\$767.50	\$95.50
36 Mos.	6 Mos.	\$892.50	\$112.00	\$890.00	\$112.00	\$874.50	\$107.00
42 Mos.	6 Mos.	\$1017.50	\$125.00	\$1016.00	\$126.00	\$998.50	\$124.00
48 Mos. (Maximum)		\$1161.00	\$143.50	\$1161.00	\$145.00	\$1,139.50	\$141.00
Pension Band		102		102		101	

CWA NEW YORK PLANT

Wage Table: 35

EFFECTIVE AUGUST 3, 2025

BUILDING SERVICE

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$744.50		\$596.50		\$553.50	
6 Mos.	6 Mos.	\$757.50	\$13.00	\$604.50	\$8.00	\$570.50	\$17.00
12 Mos.	6 Mos.	\$771.50	\$14.00	\$612.50	\$8.00	\$598.50	\$28.00
18 Mos.	6 Mos.	\$785.50	\$14.00	\$696.00	\$83.50	\$684.00	\$85.50
24 Mos.	6 Mos.	\$799.50	\$14.00	\$796.00	\$100.00	\$780.00	\$96.00
30 Mos.	6 Mos.	\$912.50	\$113.00	\$906.50	\$110.50	\$892.00	\$112.00
36 Mos.	6 Mos.	\$1039.00	\$126.50	\$1036.00	\$129.50	\$1,019.00	\$127.00
42 Mos.	6 Mos.	\$1183.50	\$144.50	\$1181.00	\$145.00	\$1,163.00	\$144.00
48 Mos. (Maximum)		\$1346.50	\$163.00	\$1346.50	\$165.50	\$1,328.00	\$165.00
Pension Band		106		106		105	

**APPARATUS SERVICER, BUILDING MECHANIC'S HELPER,
GARAGE ATTENDANT, HOUSE SERVICE ATTENDANT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$745.00		\$596.50		\$554.50	
6 Mos.	6 Mos.	\$763.00	\$18.00	\$609.00	\$12.50	\$579.00	\$24.50
12 Mos.	6 Mos.	\$782.50	\$19.50	\$621.00	\$12.00	\$606.50	\$27.50
18 Mos.	6 Mos.	\$800.50	\$18.00	\$711.50	\$90.50	\$693.00	\$86.50
24 Mos.	6 Mos.	\$818.50	\$18.00	\$813.00	\$101.50	\$794.50	\$101.50
30 Mos.	6 Mos.	\$933.50	\$115.00	\$928.50	\$115.50	\$906.00	\$111.50
36 Mos.	6 Mos.	\$1064.00	\$130.50	\$1061.00	\$132.50	\$1,036.00	\$130.00
42 Mos.	6 Mos.	\$1213.50	\$149.50	\$1211.00	\$150.00	\$1,185.00	\$149.00
48 Mos. (Maximum)		\$1382.50	\$169.00	\$1382.50	\$171.50	\$1,354.00	\$169.00
Pension Band		107		107		106	

CWA NEW YORK PLANT

Wage Table: 37

EFFECTIVE AUGUST 3, 2025

SUB-SUPERVISOR-BUILDING

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT
Start	6 Mos.	\$745.50		\$603.50	
6 Mos.	6 Mos.	\$770.00	\$24.50	\$619.50	\$16.00
12 Mos.	6 Mos.	\$794.50	\$24.50	\$635.00	\$15.50
18 Mos.	6 Mos.	\$819.00	\$24.50	\$727.50	\$92.50
24 Mos.	6 Mos.	\$842.00	\$23.00	\$837.50	\$110.00
30 Mos.	6 Mos.	\$966.00	\$124.00	\$961.00	\$123.50
36 Mos.	6 Mos.	\$1108.50	\$142.50	\$1102.00	\$141.00
42 Mos.	6 Mos.	\$1268.50	\$160.00	\$1266.00	\$164.00
48 Mos. (Maximum)		\$1451.00	\$182.50	\$1451.00	\$185.00
Pension Band		108		108	

CWA NEW YORK PLANT

Wage Table: 38

EFFECTIVE AUGUST 3, 2025

AUTOMOTIVE EQUIPMENT TECHNICIAN, BUILDING MECHANIC, GARAGE MECHANIC

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$770.50		\$630.00		\$565.50	
6 Mos.	6 Mos.	\$781.50	\$11.00	\$666.50	\$36.50	\$647.50	\$82.00
12 Mos.	6 Mos.	\$793.50	\$12.00	\$776.50	\$110.00	\$757.00	\$109.50
18 Mos.	6 Mos.	\$922.00	\$128.50	\$907.00	\$130.50	\$886.50	\$129.50
24 Mos.	6 Mos.	\$1071.50	\$149.50	\$1061.00	\$154.00	\$1035.00	\$148.50
30 Mos.	6 Mos.	\$1247.50	\$176.00	\$1239.50	\$178.50	\$1211.00	\$176.00
36 Mos.	6 Mos.	\$1451.00	\$203.50	\$1445.00	\$205.50	\$1,417.00	\$206.00
42 Mos.	6 Mos.	\$1694.00	\$243.00	\$1688.00	\$243.00	\$1,654.50	\$237.50
48 Mos. (Maximum)		\$1970.50	\$276.50	\$1970.50	\$282.50	\$1,935.50	\$281.00
Pension Band		119		119		119	

SUB-SUPERVISOR-GARAGE

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$769.50		\$632.00		\$565.50	
6 Mos.	6 Mos.	\$780.50	\$11.00	\$694.50	\$62.50	\$648.50	\$83.00
12 Mos.	6 Mos.	\$812.50	\$32.00	\$806.50	\$112.00	\$759.50	\$111.00
18 Mos.	6 Mos.	\$942.00	\$129.50	\$939.00	\$132.50	\$890.00	\$130.50
24 Mos.	6 Mos.	\$1095.00	\$153.00	\$1092.50	\$153.50	\$1041.00	\$151.00
30 Mos.	6 Mos.	\$1274.50	\$179.50	\$1271.50	\$179.00	\$1219.00	\$178.00
36 Mos.	6 Mos.	\$1480.50	\$206.00	\$1478.00	\$206.50	\$1,427.00	\$208.00
42 Mos.	6 Mos.	\$1722.50	\$242.00	\$1719.50	\$241.50	\$1,672.50	\$245.50
48 Mos. (Maximum)		\$2001.50	\$279.00	\$2001.50	\$282.00	\$1,958.50	\$286.00
Pension Band		120		120		119	

CWA NEW YORK PLANT

Wage Table: 41

EFFECTIVE AUGUST 3, 2025

WATCH ENGINEER'S HELPER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$745.50		\$607.00		\$554.00	
6 Mos.	6 Mos.	\$770.00	\$24.50	\$616.50	\$9.50	\$573.00	\$19.00
12 Mos.	6 Mos.	\$795.00	\$25.00	\$634.00	\$17.50	\$620.00	\$47.00
18 Mos.	6 Mos.	\$820.00	\$25.00	\$727.50	\$93.50	\$713.50	\$93.50
24 Mos.	6 Mos.	\$843.00	\$23.00	\$837.50	\$110.00	\$819.50	\$106.00
30 Mos.	6 Mos.	\$967.00	\$124.00	\$961.00	\$123.50	\$940.00	\$120.50
36 Mos.	6 Mos.	\$1108.50	\$141.50	\$1101.00	\$140.00	\$1,081.00	\$141.00
42 Mos.	6 Mos.	\$1267.50	\$159.00	\$1265.00	\$164.00	\$1,243.00	\$162.00
48 Mos. (Maximum)		\$1449.00	\$181.50	\$1449.00	\$184.00	\$1,426.00	\$183.00
Pension Band		108		108		107	

CWA NEW YORK PLANT

Wage Table: 42

EFFECTIVE AUGUST 3, 2025

ELEVATOR MECHANIC (ZONE 1 ONLY), WATCH ENGINEER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$775.50		\$633.00		\$587.50	
6 Mos.	6 Mos.	\$789.00	\$13.50	\$650.00	\$17.00	\$633.00	\$45.50
12 Mos.	6 Mos.	\$836.00	\$47.00	\$743.50	\$93.50	\$724.50	\$91.50
18 Mos.	6 Mos.	\$863.50	\$27.50	\$850.50	\$107.00	\$827.50	\$103.00
24 Mos.	6 Mos.	\$983.50	\$120.00	\$969.00	\$118.50	\$944.00	\$116.50
30 Mos.	6 Mos.	\$1119.50	\$136.00	\$1111.00	\$142.00	\$1081.00	\$137.00
36 Mos.	6 Mos.	\$1278.50	\$159.00	\$1267.00	\$156.00	\$1,236.50	\$155.50
42 Mos.	6 Mos.	\$1457.50	\$179.00	\$1447.00	\$180.00	\$1,414.50	\$178.00
48 Mos.	6 Mos.	\$1659.50	\$202.00	\$1652.50	\$205.50	\$1,618.00	\$203.50
54 Mos.	6 Mos.	\$1894.00	\$234.50	\$1889.50	\$237.00	\$1,848.50	\$230.50
60 Mos. (Maximum)		\$2159.00	\$265.00	\$2159.00	\$269.50	\$2,114.00	\$265.50
Pension Band		124		124		123	

CWA NEW YORK PLANT**Wage Table: 43****EFFECTIVE AUGUST 3, 2025****ESCORT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$742.50	
6 Mos.	6 Mos.	\$748.50	\$6.00
12 Mos.	6 Mos.	\$755.50	\$7.00
18 (Maximum)		\$762.50	\$7.00
Pension Band		0	

CWA NEW YORK PLANT

Wage Table: 44

EFFECTIVE AUGUST 3, 2025

VIDEO HUB TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$1970.00		\$1970.00		\$1931.50	
6 Mos.	6 Mos.	\$2009.00	\$39.00	\$2009.00	\$39.00	\$1970.50	\$39.00
12 Mos.	6 Mos.	\$2050.00	\$41.00	\$2050.00	\$41.00	\$2006.00	\$35.50
18 Mos.	6 Mos.	\$2090.50	\$40.50	\$2090.50	\$40.50	\$2047.00	\$41.00
24 Mos.	6 Mos.	\$2131.50	\$41.00	\$2131.50	\$41.00	\$2084.50	\$37.50
30 Mos.	6 Mos.	\$2172.00	\$40.50	\$2172.00	\$40.50	\$2123.00	\$38.50
36 Mos. (Maximum)		\$2214.00	\$42.00	\$2214.00	\$42.00	\$2,161.50	\$38.50
Pension Band		126		126		125	

APPRENTICE TECHNICIAN - BUSINESS/GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$866.50		\$866.50		\$827.50	
6 Mos.	6 Mos.	\$912.50	\$46.00	\$912.50	\$46.00	\$872.00	\$44.50
12 Mos.	6 Mos.	\$959.00	\$46.50	\$959.00	\$46.50	\$916.00	\$44.00
18 Mos.	6 Mos.	\$1005.00	\$46.00	\$1005.00	\$46.00	\$961.00	\$45.00
24 Mos.	6 Mos.	\$1049.00	\$44.00	\$1049.00	\$44.00	\$1006.00	\$45.00
30 Mos.	6 Mos.	\$1095.50	\$46.50	\$1095.50	\$46.50	\$1048.00	\$42.00
36 Mos.	6 Mos.	\$1141.00	\$45.50	\$1141.00	\$45.50	\$1,092.50	\$44.50
42 Mos.	6 Mos.	\$1187.00	\$46.00	\$1187.00	\$46.00	\$1,137.00	\$44.50
48 Mos. (Maximum)		\$1234.00	\$47.00	\$1234.00	\$47.00	\$1,182.50	\$45.50
Pension Band		104		104		103	

CWA NEW YORK PLANT

Wage Table: 46

EFFECTIVE AUGUST 3, 2025

TECHNICIAN - BUSINESS /GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$1272.00		\$1272.00		\$1218.00	
6 Mos.	6 Mos.	\$1341.00	\$69.00	\$1341.00	\$69.00	\$1284.50	\$66.50
12 Mos.	6 Mos.	\$1409.50	\$68.50	\$1409.50	\$68.50	\$1348.50	\$64.00
18 Mos.	6 Mos.	\$1478.00	\$68.50	\$1478.00	\$68.50	\$1414.50	\$66.00
24 Mos.	6 Mos.	\$1546.50	\$68.50	\$1546.50	\$68.50	\$1478.50	\$64.00
30 Mos.	6 Mos.	\$1614.50	\$68.00	\$1614.50	\$68.00	\$1544.00	\$65.50
36 Mos.	6 Mos.	\$1683.00	\$68.50	\$1683.00	\$68.50	\$1,609.50	\$65.50
42 Mos.	6 Mos.	\$1751.00	\$68.00	\$1751.00	\$68.00	\$1,674.00	\$64.50
48 Mos. (Maximum)		\$1821.00	\$70.00	\$1821.00	\$70.00	\$1,739.50	\$65.50
Pension Band		117		117		116	

SENIOR TECHNICIAN - BUSINESS/GOVERNMENT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$1655.00		\$1655.00		\$1580.50	
6 Mos.	6 Mos.	\$1744.50	\$89.50	\$1744.50	\$89.50	\$1666.00	\$85.50
12 Mos.	6 Mos.	\$1833.50	\$89.00	\$1833.50	\$89.00	\$1749.50	\$83.50
18 Mos.	6 Mos.	\$1922.50	\$89.00	\$1922.50	\$89.00	\$1835.00	\$85.50
24 Mos.	6 Mos.	\$2009.00	\$86.50	\$2009.00	\$86.50	\$1921.00	\$86.00
30 Mos.	6 Mos.	\$2099.00	\$90.00	\$2099.00	\$90.00	\$2003.50	\$82.50
36 Mos.	6 Mos.	\$2186.50	\$87.50	\$2186.50	\$87.50	\$2,088.50	\$85.00
42 Mos.	6 Mos.	\$2276.00	\$89.50	\$2276.00	\$89.50	\$2,175.00	\$86.50
48 Mos. (Maximum)		\$2363.50	\$87.50	\$2363.50	\$87.50	\$2,259.00	\$84.00
Pension Band		130		130		127	

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Wage Table: 48

EFFECTIVE AUGUST 3, 2025

MASTER AUTOMOTIVE EQUIPMENT TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE 1 REM ZONE 1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$772.50		\$633.00		\$578.50	
6 Mos.	6 Mos.	\$785.00	\$12.50	\$696.00	\$63.00	\$675.50	\$97.00
12 Mos.	6 Mos.	\$828.50	\$43.50	\$813.00	\$117.00	\$793.50	\$118.00
18 Mos.	6 Mos.	\$964.50	\$136.00	\$948.00	\$135.00	\$927.00	\$133.50
24 Mos.	6 Mos.	\$1120.50	\$156.00	\$1109.50	\$161.50	\$1083.00	\$156.00
30 Mos.	6 Mos.	\$1306.50	\$186.00	\$1295.50	\$186.00	\$1267.50	\$184.50
36 Mos.	6 Mos.	\$1517.00	\$210.50	\$1512.50	\$217.00	\$1,480.50	\$213.00
42 Mos.	6 Mos.	\$1770.50	\$253.50	\$1766.00	\$253.50	\$1,732.00	\$251.50
48 Mos. (Maximum)		\$2059.50	\$289.00	\$2059.50	\$293.50	\$2,026.00	\$294.00
Pension Band		121		121		121	

CWA NEW YORK PLANT

Wage Table: 49

EFFECTIVE AUGUST 3, 2025

ADVANCED TECHNICIAN-NETWORK ENGINEERING &
OPERATIONS

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$1249.50	
6 Mos.	6 Mos.	\$1292.00	\$42.50
12 Mos.	6 Mos.	\$1336.50	\$44.50
18 Mos.	6 Mos.	\$1381.50	\$45.00
24 Mos.	6 Mos.	\$1430.00	\$48.50
30 Mos.	6 Mos.	\$1478.50	\$48.50
36 Mos.	6 Mos.	\$1529.00	\$50.50
42 Mos.	6 Mos.	\$1582.00	\$53.00
48 Mos.	6 Mos.	\$1637.50	\$55.50
54 Mos.	6 Mos.	\$1693.00	\$55.50
60 Mos. (Maximum)		\$1751.00	\$58.00
Pension Band		0	