

**CWA PLANT
EFFECTIVE JULY 26, 2026**

**WAGES
4% Wage increase applied to all steps**

CWA NEW YORK PLANT

Wage Table: 01

EFFECTIVE JULY 26, 2026

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.	\$806.50		\$766.00		\$662.00	
6 Mos.	6 Mos.	\$831.50	\$25.00	\$789.50	\$23.50	\$667.00	\$5.00
12 Mos.	6 Mos.	\$856.00	\$24.50	\$813.00	\$23.50	\$813.00	\$146.00
18 Mos.	6 Mos.	\$898.00	\$42.00	\$884.50	\$71.50	\$860.50	\$47.50
24 Mos.	6 Mos.	\$1023.00	\$125.00	\$1008.00	\$123.50	\$982.00	\$121.50
30 Mos.	6 Mos.	\$1164.50	\$141.50	\$1155.50	\$147.50	\$1124.00	\$142.00
36 Mos.	6 Mos.	\$1329.50	\$165.00	\$1317.50	\$162.00	\$1,286.00	\$162.00
42 Mos.	6 Mos.	\$1516.00	\$186.50	\$1505.00	\$187.50	\$1,471.00	\$185.00
48 Mos.	6 Mos.	\$1726.00	\$210.00	\$1718.50	\$213.50	\$1,682.50	\$211.50
54 Mos.	6 Mos.	\$1970.00	\$244.00	\$1965.00	\$246.50	\$1,922.50	\$240.00
60 Mos.		\$2245.50	\$275.50	\$2245.50	\$280.50	\$2,198.50	\$276.00
Pension Band		124		124		123	

CWA NEW YORK PLANT

EFFECTIVE JULY 26, 2026

WAGE TABLE: 02

TELECOMMUNICATIONS TECHNICAL ASSOCIATE

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	24 Mos.	\$2,245.50	\$0.00	\$2,245.50	\$0.00	\$2,198.50	\$0.00
24 Mos.	24 Mos.	\$2,311.38	\$65.88	\$2,311.38	\$65.88	\$2,259.96	\$61.46
48 Mos.	6 Mos.	\$2,377.50	\$66.12	\$2,377.50	\$66.12	\$2,321.50	\$61.54
Pension Band		126		126		125	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 03****TECHNICAL ASSISTANT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$772.50	\$0.00	\$618.50	\$0.00	\$601.50	\$0.00
6 Mos.	6 Mos.	\$780.00	\$7.50	\$667.00	\$48.50	\$657.50	\$56.00
12 Mos.	6 Mos.	\$789.00	\$9.00	\$727.00	\$60.00	\$716.50	\$59.00
18 Mos.	6 Mos.	\$798.00	\$9.00	\$793.00	\$66.00	\$779.00	\$62.50
24 Mos.	6 Mos.	\$871.00	\$73.00	\$864.00	\$71.00	\$849.50	\$70.50
30 Mos.	6 Mos.	\$947.50	\$76.50	\$942.00	\$78.00	\$925.50	\$76.00
36 Mos.	6 Mos.	\$1,030.50	\$83.00	\$1,027.00	\$85.00	\$1,006.00	\$80.50
42 Mos.	6 Mos.	\$1,122.50	\$92.00	\$1,119.50	\$92.50	\$1,100.00	\$94.00
48 Mos.	(Maximum)	\$1,221.50	\$99.00	\$1,221.50	\$102.00	\$1,196.00	\$96.00
Pension Band		102		102		102	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 04****CABLE SPLICING TECHNICIAN'S HELPER**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$779.50	\$0.00	\$631.50	\$0.00	\$575.50	\$0.00
6 Mos.	6 Mos.	\$788.00	\$8.50	\$648.50	\$17.00	\$594.50	\$19.00
12 Mos.	6 Mos.	\$797.00	\$9.00	\$692.50	\$44.00	\$683.50	\$89.00
18 Mos.	6 Mos.	\$804.00	\$7.00	\$794.00	\$101.50	\$785.50	\$102.00
24 Mos.	6 Mos.	\$923.00	\$119.00	\$914.00	\$120.00	\$904.00	\$118.50
30 Mos.	6 Mos.	\$1,058.50	\$135.50	\$1,051.50	\$137.50	\$1,042.50	\$138.50
36 Mos.	6 Mos.	\$1,214.00	\$155.50	\$1,209.50	\$158.00	\$1,199.50	\$157.00
42 Mos.	6 Mos.	\$1,394.00	\$180.00	\$1,391.50	\$182.00	\$1,380.00	\$180.50
48 Mos.	(Maximum)	\$1,600.50	\$206.50	\$1,600.50	\$209.00	\$1,586.50	\$206.50
Pension Band		110		110		110	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 05****FRAME SPECIALIST**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$800.50	\$0.00	\$657.00	\$0.00	\$588.00	\$0.00
6 Mos.	6 Mos.	\$814.00	\$13.50	\$694.00	\$37.00	\$675.00	\$87.00
12 Mos.	6 Mos.	\$828.00	\$14.00	\$811.50	\$117.50	\$791.50	\$116.50
18 Mos.	6 Mos.	\$965.50	\$137.50	\$951.50	\$140.00	\$927.50	\$136.00
24 Mos.	6 Mos.	\$1,128.00	\$162.50	\$1,114.50	\$163.00	\$1,085.00	\$157.50
30 Mos.	6 Mos.	\$1,316.50	\$188.50	\$1,303.50	\$189.00	\$1,273.50	\$188.50
36 Mos.	6 Mos.	\$1,536.00	\$219.50	\$1,529.00	\$225.50	\$1,494.00	\$220.50
42 Mos.	6 Mos.	\$1,795.50	\$259.50	\$1,791.50	\$262.50	\$1,749.50	\$255.50
48 Mos.	(Maximum)	\$2,096.50	\$301.00	\$2,096.50	\$305.00	\$2,053.00	\$303.50
Pension Band		120		120		119	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 06****FACILITIES ASSISTANT, TRANSLATIONS ADMINISTRATOR**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$798.00	\$0.00	\$656.00	\$0.00	\$586.00	\$0.00
6 Mos.	6 Mos.	\$811.50	\$13.50	\$689.00	\$33.00	\$595.50	\$9.50
12 Mos.	6 Mos.	\$827.00	\$15.50	\$716.00	\$27.00	\$704.00	\$108.50
18 Mos.	6 Mos.	\$862.50	\$35.50	\$852.50	\$136.50	\$839.00	\$135.00
24 Mos.	6 Mos.	\$1,026.00	\$163.50	\$1,018.00	\$165.50	\$1,000.50	\$161.50
30 Mos.	6 Mos.	\$1,219.00	\$193.00	\$1,210.00	\$192.00	\$1,191.00	\$190.50
36 Mos.	6 Mos.	\$1,451.50	\$232.50	\$1,443.00	\$233.00	\$1,417.50	\$226.50
42 Mos.	6 Mos.	\$1,724.50	\$273.00	\$1,720.50	\$277.50	\$1,688.00	\$270.50
48 Mos.	(Maximum)	\$2,053.50	\$329.00	\$2,053.50	\$333.00	\$2,007.50	\$319.50
Pension Band		119		119		119	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 07****DRAFTER**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$686.00	\$0.00	\$556.50	\$0.00	\$544.00	\$0.00
6 Mos.	6 Mos.	\$707.00	\$21.00	\$587.00	\$30.50	\$563.00	\$19.00
12 Mos.	6 Mos.	\$730.00	\$23.00	\$660.50	\$73.50	\$638.00	\$75.00
18 Mos.	6 Mos.	\$748.00	\$18.00	\$743.00	\$82.50	\$718.00	\$80.00
24 Mos.	6 Mos.	\$839.00	\$91.00	\$836.00	\$93.00	\$807.50	\$89.50
30 Mos.	6 Mos.	\$945.50	\$106.50	\$941.00	\$105.00	\$909.50	\$102.00
36 Mos.	6 Mos.	\$1,063.00	\$117.50	\$1,060.00	\$119.00	\$1,027.00	\$117.50
42 Mos.	6 Mos.	\$1,195.00	\$132.00	\$1,192.50	\$132.50	\$1,158.50	\$131.50
48 Mos.	6 Mos.	\$1,343.50	\$148.50	\$1,340.50	\$148.00	\$1,303.50	\$145.00
54 Mos.	6 Mos.	\$1,509.00	\$165.50	\$1,507.50	\$167.00	\$1,471.50	\$168.00
60 Mos.	(Maximum)	\$1,701.50	\$192.50	\$1,701.50	\$194.00	\$1,661.00	\$189.50
Pension Band		112		112		111	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 08****CONSTRUCTION COORDINATOR, SUPPLIES COORDINATOR**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$686.50	\$0.00	\$554.50	\$0.00	\$546.50	\$0.00
6 Mos.	6 Mos.	\$704.00	\$17.50	\$570.00	\$15.50	\$564.50	\$18.00
12 Mos.	6 Mos.	\$724.00	\$20.00	\$645.00	\$75.00	\$641.00	\$76.50
18 Mos.	6 Mos.	\$741.50	\$17.50	\$731.00	\$86.00	\$723.50	\$82.50
24 Mos.	6 Mos.	\$837.00	\$95.50	\$828.00	\$97.00	\$819.00	\$95.50
30 Mos.	6 Mos.	\$945.50	\$108.50	\$934.00	\$106.00	\$927.50	\$108.50
36 Mos.	6 Mos.	\$1,069.50	\$124.00	\$1,060.00	\$126.00	\$1,048.00	\$120.50
42 Mos.	6 Mos.	\$1,207.50	\$138.00	\$1,200.00	\$140.00	\$1,185.00	\$137.00
48 Mos.	6 Mos.	\$1,362.50	\$155.00	\$1,359.00	\$159.00	\$1,340.00	\$155.00
54 Mos.	6 Mos.	\$1,538.50	\$176.00	\$1,534.50	\$175.50	\$1,520.50	\$180.50
60 Mos.	(Maximum)	\$1,739.00	\$200.50	\$1,739.00	\$204.50	\$1,716.50	\$196.00
Pension Band		113		113		112	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 09****BACK TAP ASSIGNOR**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$696.50	\$0.00	\$556.50	\$0.00	\$547.00	\$0.00
6 Mos.	6 Mos.	\$717.00	\$20.50	\$583.50	\$27.00	\$558.50	\$11.50
12 Mos.	6 Mos.	\$738.00	\$21.00	\$663.50	\$80.00	\$638.00	\$79.50
18 Mos.	6 Mos.	\$759.00	\$21.00	\$755.00	\$91.50	\$727.00	\$89.00
24 Mos.	6 Mos.	\$863.00	\$104.00	\$858.00	\$103.00	\$829.00	\$102.00
30 Mos.	6 Mos.	\$980.50	\$117.50	\$976.50	\$118.50	\$945.50	\$116.50
36 Mos.	6 Mos.	\$1,115.50	\$135.00	\$1,109.50	\$133.00	\$1,079.00	\$133.50
42 Mos.	6 Mos.	\$1,268.00	\$152.50	\$1,264.50	\$155.00	\$1,231.00	\$152.00
48 Mos.	6 Mos.	\$1,441.00	\$173.00	\$1,438.50	\$174.00	\$1,404.00	\$173.00
54 Mos.	6 Mos.	\$1,640.00	\$199.00	\$1,639.50	\$201.00	\$1,601.00	\$197.00
60 Mos.	(Maximum)	\$1,864.00	\$224.00	\$1,864.00	\$224.50	\$1,827.50	\$226.50
Pension Band		115		115		115	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 11****FACILITIES SPECIALIST, TRUNK ASSIGNOR**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$803.00	\$0.00	\$636.50	\$0.00	\$595.50	\$0.00
6 Mos.	6 Mos.	\$833.50	\$30.50	\$682.00	\$45.50	\$675.50	\$80.00
12 Mos.	6 Mos.	\$871.50	\$38.00	\$778.00	\$96.00	\$769.00	\$93.50
18 Mos.	6 Mos.	\$898.00	\$26.50	\$887.00	\$109.00	\$875.00	\$106.00
24 Mos.	6 Mos.	\$1,021.00	\$123.00	\$1,006.50	\$119.50	\$998.00	\$123.00
30 Mos.	6 Mos.	\$1,159.50	\$138.50	\$1,149.50	\$143.00	\$1,135.00	\$137.00
36 Mos.	6 Mos.	\$1,318.00	\$158.50	\$1,308.00	\$158.50	\$1,292.00	\$157.00
42 Mos.	6 Mos.	\$1,500.50	\$182.50	\$1,492.00	\$184.00	\$1,471.50	\$179.50
48 Mos.	6 Mos.	\$1,705.50	\$205.00	\$1,698.00	\$206.00	\$1,674.00	\$202.50
54 Mos.	6 Mos.	\$1,937.50	\$232.00	\$1,934.00	\$236.00	\$1,904.00	\$230.00
60 Mos.	(Maximum)	\$2,204.00	\$266.50	\$2,204.00	\$270.00	\$2,168.00	\$264.00
Pension Band		123		123		122	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 12****CUSTOMER SERVICE ADMINISTRATOR, FIBER CUSTOMER SUPPORT
ANALYST, MAINTENANCE ADMINISTRATOR**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$798.00	\$0.00	\$757.50	\$0.00	\$717.50	\$0.00
6 Mos.	6 Mos.	\$834.00	\$36.00	\$792.50	\$35.00	\$751.00	\$33.50
12 Mos.	6 Mos.	\$873.00	\$39.00	\$829.50	\$37.00	\$786.00	\$35.00
18 Mos.	6 Mos.	\$909.50	\$36.50	\$902.50	\$73.00	\$892.50	\$106.50
24 Mos.	6 Mos.	\$1,060.00	\$150.50	\$1,050.50	\$148.00	\$1,037.50	\$145.00
30 Mos.	6 Mos.	\$1,231.00	\$171.00	\$1,224.50	\$174.00	\$1,208.00	\$170.50
36 Mos.	6 Mos.	\$1,431.00	\$200.00	\$1,428.50	\$204.00	\$1,404.00	\$196.00
42 Mos.	6 Mos.	\$1,663.50	\$232.50	\$1,662.00	\$233.50	\$1,632.00	\$228.00
48 Mos.	(Maximum)	\$1,933.00	\$269.50	\$1,933.00	\$271.00	\$1,900.50	\$268.50
Pension Band		117		117		116	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 13****ENGINEERING DRAFTER**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$690.50	\$0.00
6 Mos.	6 Mos.	\$727.00	\$36.50
12 Mos.	6 Mos.	\$752.00	\$25.00
18 Mos.	6 Mos.	\$778.50	\$26.50
24 Mos.	6 Mos.	\$875.50	\$97.00
30 Mos.	6 Mos.	\$988.00	\$112.50
36 Mos.	6 Mos.	\$1,109.50	\$121.50
42 Mos.	6 Mos.	\$1,252.50	\$143.00
48 Mos.	6 Mos.	\$1,411.00	\$158.50
54 Mos.	6 Mos.	\$1,587.00	\$176.00
60 Mos.	(Maximum)	\$1,791.50	\$204.50
Pension Band		114	

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EFFECTIVE JULY 26, 2026

WAGE TABLE: 14

SENIOR ENGINEERING DRAFTER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$696.50	\$0.00
6 Mos.	6 Mos.	\$737.50	\$41.00
12 Mos.	6 Mos.	\$769.50	\$32.00
18 Mos.	6 Mos.	\$801.50	\$32.00
24 Mos.	6 Mos.	\$909.50	\$108.00
30 Mos.	6 Mos.	\$1,035.00	\$125.50
36 Mos.	6 Mos.	\$1,178.00	\$143.00
42 Mos.	6 Mos.	\$1,338.50	\$160.50
48 Mos.	6 Mos.	\$1,522.00	\$183.50
54 Mos.	6 Mos.	\$1,730.00	\$208.00
60 Mos.	(Maximum)	\$1,966.50	\$236.50
Pension Band		118	

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WAGE TABLE: 15

CONDUIT WORKER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$786.00	\$0.00
6 Mos.	6 Mos.	\$801.50	\$15.50
12 Mos.	6 Mos.	\$817.00	\$15.50
18 Mos.	6 Mos.	\$831.00	\$14.00
24 Mos.	6 Mos.	\$970.50	\$139.50
30 Mos.	6 Mos.	\$1,129.50	\$159.00
36 Mos.	6 Mos.	\$1,317.50	\$188.00
42 Mos.	6 Mos.	\$1,534.00	\$216.50
48 Mos.	(Maximum)	\$1,791.50	\$257.50
Pension Band		114	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 16****PLANT INSPECTOR**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT
Start	6 Mos.	\$792.50	\$0.00	\$792.50	\$0.00
6 Mos.	6 Mos.	\$814.00	\$21.50	\$814.00	\$21.50
12 Mos.	6 Mos.	\$834.00	\$20.00	\$834.00	\$20.00
18 Mos.	6 Mos.	\$854.50	\$20.50	\$854.50	\$20.50
24 Mos.	6 Mos.	\$995.50	\$141.00	\$995.50	\$141.00
30 Mos.	6 Mos.	\$1,158.50	\$163.00	\$1,158.50	\$163.00
36 Mos.	6 Mos.	\$1,346.50	\$188.00	\$1,346.50	\$188.00
42 Mos.	6 Mos.	\$1,568.50	\$222.00	\$1,568.50	\$222.00
48 Mos.	(Maximum)	\$1,824.00	\$255.50	\$1,824.00	\$255.50
Pension Band		115		115	

WAGE TABLE: 17

SENIOR CONDUIT WORKER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$797.50	\$0.00
6 Mos.	6 Mos.	\$823.00	\$25.50
12 Mos.	6 Mos.	\$847.50	\$24.50
18 Mos.	6 Mos.	\$873.00	\$25.50
24 Mos.	6 Mos.	\$1,022.00	\$149.00
30 Mos.	6 Mos.	\$1,195.00	\$173.00
36 Mos.	6 Mos.	\$1,397.00	\$202.00
42 Mos.	6 Mos.	\$1,637.50	\$240.50
48 Mos.	(Maximum)	\$1,913.50	\$276.00
Pension Band		117	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 18****UTILITY WORKER**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$799.00	\$0.00
6 Mos.	6 Mos.	\$825.00	\$26.00
12 Mos.	6 Mos.	\$850.50	\$25.50
18 Mos.	6 Mos.	\$903.00	\$52.50
24 Mos.	6 Mos.	\$1,060.00	\$157.00
30 Mos.	6 Mos.	\$1,238.50	\$178.50
36 Mos.	6 Mos.	\$1,452.50	\$214.00
42 Mos.	6 Mos.	\$1,702.00	\$249.50
48 Mos.	(Maximum)	\$1,991.50	\$289.50
Pension Band		118	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 19****MECHANIC**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$800.50	\$0.00
6 Mos.	6 Mos.	\$828.00	\$27.50
12 Mos.	6 Mos.	\$856.00	\$28.00
18 Mos.	6 Mos.	\$914.00	\$58.00
24 Mos.	6 Mos.	\$1,065.50	\$151.50
30 Mos.	6 Mos.	\$1,243.50	\$178.00
36 Mos.	6 Mos.	\$1,450.00	\$206.50
42 Mos.	6 Mos.	\$1,690.50	\$240.50
48 Mos.	(Maximum)	\$1,972.50	\$282.00
Pension Band		118	

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WAGE TABLE: 20

CONSTRUCTION EQUIPMENT OPERATOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$801.50	\$0.00
6 Mos.	6 Mos.	\$832.50	\$31.00
12 Mos.	6 Mos.	\$875.50	\$43.00
18 Mos.	6 Mos.	\$930.00	\$54.50
24 Mos.	6 Mos.	\$1,101.00	\$171.00
30 Mos.	6 Mos.	\$1,300.00	\$199.00
36 Mos.	6 Mos.	\$1,536.00	\$236.00
42 Mos.	6 Mos.	\$1,817.00	\$281.00
48 Mos.	(Maximum)	\$2,150.00	\$333.00
Pension Band		121	

WAGE TABLE: 21

FIELD COORDINATOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$802.50	\$0.00
6 Mos.	6 Mos.	\$836.00	\$33.50
12 Mos.	6 Mos.	\$872.00	\$36.00
18 Mos.	6 Mos.	\$945.50	\$73.50
24 Mos.	6 Mos.	\$1,115.00	\$169.50
30 Mos.	6 Mos.	\$1,316.00	\$201.00
36 Mos.	6 Mos.	\$1,549.50	\$233.50
42 Mos.	6 Mos.	\$1,832.00	\$282.50
48 Mos.	(Maximum)	\$2,158.00	\$326.00
Pension Band		122	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 22****BLACKSMITH**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$806.50	\$0.00
6 Mos.	6 Mos.	\$822.00	\$15.50
12 Mos.	6 Mos.	\$839.00	\$17.00
18 Mos.	6 Mos.	\$993.50	\$154.50
24 Mos.	6 Mos.	\$1,164.50	\$171.00
30 Mos.	6 Mos.	\$1,372.50	\$208.00
36 Mos.	6 Mos.	\$1,619.00	\$246.50
42 Mos.	6 Mos.	\$1,904.00	\$285.00
48 Mos.	(Maximum)	\$2,245.50	\$341.50
Pension Band		124	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 23****OFFICE ASSISTANT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$677.50	\$0.00	\$553.50	\$0.00	\$541.00	\$0.00
6 Mos.	6 Mos.	\$707.00	\$29.50	\$573.50	\$20.00	\$563.00	\$22.00
12 Mos.	6 Mos.	\$736.00	\$29.00	\$659.50	\$86.00	\$644.50	\$81.50
18 Mos.	6 Mos.	\$766.00	\$30.00	\$755.00	\$95.50	\$737.00	\$92.50
24 Mos.	6 Mos.	\$874.00	\$108.00	\$864.00	\$109.00	\$845.50	\$108.50
30 Mos.	6 Mos.	\$999.50	\$125.50	\$992.00	\$128.00	\$967.50	\$122.00
36 Mos.	6 Mos.	\$1,139.50	\$140.00	\$1,133.00	\$141.00	\$1,106.50	\$139.00
42 Mos.	6 Mos.	\$1,301.00	\$161.50	\$1,299.50	\$166.50	\$1,265.00	\$158.50
48 Mos.	(Maximum)	\$1,485.00	\$184.00	\$1,485.00	\$185.50	\$1,450.00	\$185.00
Pension Band		108		108		107	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 24****ADMINISTRATIVE ASSISTANT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$678.00	\$0.00	\$554.50	\$0.00	\$541.00	\$0.00
6 Mos.	6 Mos.	\$710.00	\$32.00	\$578.00	\$23.50	\$582.50	\$41.50
12 Mos.	6 Mos.	\$741.50	\$31.50	\$664.50	\$86.50	\$649.50	\$67.00
18 Mos.	6 Mos.	\$774.50	\$33.00	\$766.00	\$101.50	\$748.50	\$99.00
24 Mos.	6 Mos.	\$889.00	\$114.50	\$876.50	\$110.50	\$859.00	\$110.50
30 Mos.	6 Mos.	\$1,019.50	\$130.50	\$1,008.50	\$132.00	\$985.50	\$126.50
36 Mos.	6 Mos.	\$1,167.00	\$147.50	\$1,160.50	\$152.00	\$1,133.00	\$147.50
42 Mos.	6 Mos.	\$1,339.50	\$172.50	\$1,338.00	\$177.50	\$1,302.50	\$169.50
48 Mos.	(Maximum)	\$1,536.00	\$196.50	\$1,536.00	\$198.00	\$1,496.50	\$194.00
Pension Band		109		109		108	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 25****SENIOR ADMINISTRATIVE ASSISTANT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$679.50	\$0.00	\$555.50	\$0.00	\$542.00	\$0.00
6 Mos.	6 Mos.	\$715.00	\$35.50	\$582.50	\$27.00	\$576.00	\$34.00
12 Mos.	6 Mos.	\$750.50	\$35.50	\$672.50	\$90.00	\$665.50	\$89.50
18 Mos.	6 Mos.	\$785.00	\$34.50	\$775.00	\$102.50	\$768.50	\$103.00
24 Mos.	6 Mos.	\$903.00	\$118.00	\$895.00	\$120.00	\$888.00	\$119.50
30 Mos.	6 Mos.	\$1,042.50	\$139.50	\$1,033.00	\$138.00	\$1,025.00	\$137.00
36 Mos.	6 Mos.	\$1,200.00	\$157.50	\$1,193.00	\$160.00	\$1,184.00	\$159.00
42 Mos.	6 Mos.	\$1,380.50	\$180.50	\$1,376.50	\$183.50	\$1,368.00	\$184.00
48 Mos.	(Maximum)	\$1,589.50	\$209.00	\$1,589.50	\$213.00	\$1,581.00	\$213.00
Pension Band		110		110		110	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 26****SPECIAL ASSISTANT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$684.50	\$0.00	\$556.00	\$0.00	\$542.00	\$0.00
6 Mos.	6 Mos.	\$700.50	\$16.00	\$583.50	\$27.50	\$578.00	\$36.00
12 Mos.	6 Mos.	\$724.00	\$23.50	\$675.00	\$91.50	\$670.50	\$92.50
18 Mos.	6 Mos.	\$793.00	\$69.00	\$782.50	\$107.50	\$775.50	\$105.00
24 Mos.	6 Mos.	\$917.00	\$124.00	\$906.50	\$124.00	\$901.00	\$125.50
30 Mos.	6 Mos.	\$1,060.00	\$143.00	\$1,050.50	\$144.00	\$1,044.50	\$143.50
36 Mos.	6 Mos.	\$1,224.50	\$164.50	\$1,216.00	\$165.50	\$1,209.50	\$165.00
42 Mos.	6 Mos.	\$1,414.00	\$189.50	\$1,411.00	\$195.00	\$1,402.00	\$192.50
48 Mos.	(Maximum)	\$1,637.50	\$223.50	\$1,637.50	\$226.50	\$1,625.00	\$223.00
Pension Band		111		111		111	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 27****SENIOR SPECIAL ASSISTANT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$685.50	\$0.00	\$556.50	\$0.00	\$543.50	\$0.00
6 Mos.	6 Mos.	\$702.50	\$17.00	\$585.00	\$28.50	\$582.50	\$39.00
12 Mos.	6 Mos.	\$729.50	\$27.00	\$678.00	\$93.00	\$675.50	\$93.00
18 Mos.	6 Mos.	\$801.50	\$72.00	\$791.50	\$113.50	\$787.50	\$112.00
24 Mos.	6 Mos.	\$930.00	\$128.50	\$922.00	\$130.50	\$914.50	\$127.00
30 Mos.	6 Mos.	\$1,079.00	\$149.00	\$1,070.50	\$148.50	\$1,064.00	\$149.50
36 Mos.	6 Mos.	\$1,252.00	\$173.00	\$1,246.50	\$176.00	\$1,237.00	\$173.00
42 Mos.	6 Mos.	\$1,452.50	\$200.50	\$1,448.50	\$202.00	\$1,439.50	\$202.50
48 Mos.	(Maximum)	\$1,686.50	\$234.00	\$1,686.50	\$238.00	\$1,675.50	\$236.00
Pension Band		112		112		112	

WAGE TABLE: 28

CHAUFFEUR'S HELPER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT
Start	6 Mos.	\$775.00	\$0.00	\$632.00	\$0.00
6 Mos.	6 Mos.	\$798.50	\$23.50	\$660.50	\$28.50
12 Mos.	6 Mos.	\$823.00	\$24.50	\$711.50	\$51.00
18 Mos.	6 Mos.	\$847.00	\$24.00	\$751.50	\$40.00
24 Mos.	6 Mos.	\$871.50	\$24.50	\$863.00	\$111.50
30 Mos.	6 Mos.	\$999.50	\$128.00	\$994.00	\$131.00
36 Mos.	6 Mos.	\$1,144.00	\$144.50	\$1,139.50	\$145.50
42 Mos.	6 Mos.	\$1,314.00	\$170.00	\$1,309.00	\$169.50
48 Mos.	(Maximum)	\$1,505.00	\$191.00	\$1,505.00	\$196.00
Pension Band		108		108	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 29****CHAUFFEUR C, STOREROOM ATTENDANT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$787.00	\$0.00	\$635.00	\$0.00	\$576.50	\$0.00
6 Mos.	6 Mos.	\$807.00	\$20.00	\$659.50	\$24.50	\$615.00	\$38.50
12 Mos.	6 Mos.	\$831.00	\$24.00	\$727.00	\$67.50	\$712.00	\$97.00
18 Mos.	6 Mos.	\$851.00	\$20.00	\$843.50	\$116.50	\$827.50	\$115.50
24 Mos.	6 Mos.	\$983.00	\$132.00	\$975.50	\$132.00	\$957.00	\$129.50
30 Mos.	6 Mos.	\$1,138.00	\$155.00	\$1,131.00	\$155.50	\$1,107.50	\$150.50
36 Mos.	6 Mos.	\$1,316.50	\$178.50	\$1,311.00	\$180.00	\$1,285.50	\$178.00
42 Mos.	6 Mos.	\$1,523.00	\$206.50	\$1,521.00	\$210.00	\$1,486.00	\$200.50
48 Mos.	(Maximum)	\$1,762.50	\$239.50	\$1,762.50	\$241.50	\$1,724.00	\$238.00
Pension Band		113		113		113	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 30****STOREKEEPER**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$791.50	\$0.00	\$635.50	\$0.00	\$583.50	\$0.00
6 Mos.	6 Mos.	\$819.50	\$28.00	\$643.00	\$7.50	\$632.00	\$48.50
12 Mos.	6 Mos.	\$847.00	\$27.50	\$745.50	\$102.50	\$733.00	\$101.00
18 Mos.	6 Mos.	\$874.50	\$27.50	\$864.00	\$118.50	\$850.50	\$117.50
24 Mos.	6 Mos.	\$1,010.50	\$136.00	\$1,001.00	\$137.00	\$983.50	\$133.00
30 Mos.	6 Mos.	\$1,170.00	\$159.50	\$1,160.00	\$159.00	\$1,141.50	\$158.00
36 Mos.	6 Mos.	\$1,353.50	\$183.50	\$1,346.50	\$186.50	\$1,325.50	\$184.00
42 Mos.	6 Mos.	\$1,565.50	\$212.00	\$1,562.50	\$216.00	\$1,534.50	\$209.00
48 Mos.	(Maximum)	\$1,808.50	\$243.00	\$1,808.50	\$246.00	\$1,782.00	\$247.50
Pension Band		114		114		114	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 31****CHAUFFEUR B**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$791.50	\$0.00	\$633.50	\$0.00	\$583.50	\$0.00
6 Mos.	6 Mos.	\$817.50	\$26.00	\$639.00	\$5.50	\$625.00	\$41.50
12 Mos.	6 Mos.	\$843.00	\$25.50	\$737.00	\$98.00	\$724.00	\$99.00
18 Mos.	6 Mos.	\$867.50	\$24.50	\$856.50	\$119.50	\$838.00	\$114.00
24 Mos.	6 Mos.	\$1,002.50	\$135.00	\$995.00	\$138.50	\$974.00	\$136.00
30 Mos.	6 Mos.	\$1,159.50	\$157.00	\$1,153.00	\$158.00	\$1,129.00	\$155.00
36 Mos.	6 Mos.	\$1,340.00	\$180.50	\$1,336.50	\$183.50	\$1,307.00	\$178.00
42 Mos.	6 Mos.	\$1,549.50	\$209.50	\$1,547.50	\$211.00	\$1,518.50	\$211.50
48 Mos.	(Maximum)	\$1,795.00	\$245.50	\$1,795.00	\$247.50	\$1,759.00	\$240.50
Pension Band		114		114		113	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 32****CHAUFFEUR A**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$797.00	\$0.00	\$640.00	\$0.00	\$586.00	\$0.00
6 Mos.	6 Mos.	\$821.00	\$24.00	\$650.00	\$10.00	\$638.00	\$52.00
12 Mos.	6 Mos.	\$845.00	\$24.00	\$755.50	\$105.50	\$740.50	\$102.50
18 Mos.	6 Mos.	\$890.00	\$45.00	\$875.50	\$120.00	\$860.50	\$120.00
24 Mos.	6 Mos.	\$1,028.00	\$138.00	\$1,019.00	\$143.50	\$1,000.50	\$140.00
30 Mos.	6 Mos.	\$1,190.50	\$162.50	\$1,180.50	\$161.50	\$1,161.50	\$161.00
36 Mos.	6 Mos.	\$1,376.00	\$185.50	\$1,368.50	\$188.00	\$1,352.50	\$191.00
42 Mos.	6 Mos.	\$1,591.50	\$215.50	\$1,587.00	\$218.50	\$1,571.50	\$219.00
48 Mos.	(Maximum)	\$1,841.50	\$250.00	\$1,841.50	\$254.50	\$1,827.50	\$256.00
Pension Band		115		115		115	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 33****BUILDING SERVICE ATTENDANT (35 HRS)**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$675.50	\$0.00	\$540.50	\$0.00	\$499.00	\$0.00
6 Mos.	6 Mos.	\$693.00	\$17.50	\$549.50	\$9.00	\$512.50	\$13.50
12 Mos.	6 Mos.	\$711.50	\$18.50	\$561.50	\$12.00	\$522.50	\$10.00
18 Mos.	6 Mos.	\$728.50	\$17.00	\$572.50	\$11.00	\$567.50	\$45.00
24 Mos.	6 Mos.	\$745.50	\$17.00	\$660.50	\$88.00	\$652.00	\$84.50
30 Mos.	6 Mos.	\$763.00	\$17.50	\$761.00	\$100.50	\$754.50	\$102.50
36 Mos.	6 Mos.	\$876.00	\$113.00	\$875.50	\$114.50	\$871.00	\$116.50
42 Mos.	6 Mos.	\$1,010.50	\$134.50	\$1,008.50	\$133.00	\$1,002.50	\$131.50
48 Mos.	(Maximum)	\$1,163.00	\$152.50	\$1,163.00	\$154.50	\$1,158.50	\$156.00
Pension Band		101		101		101	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 34****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	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$1,544.00	\$0.00	\$1,234.00	\$0.00	\$1,141.00	\$0.00
6 Mos.	6 Mos.	\$1,558.00	\$7.00	\$1,282.00	\$24.00	\$1,171.00	\$15.00
12 Mos.	6 Mos.	\$1,574.00	\$8.00	\$1,326.00	\$22.00	\$1,199.00	\$14.00
18 Mos.	6 Mos.	\$1,588.00	\$7.00	\$1,373.00	\$23.50	\$1,224.00	\$12.50
24 Mos.	6 Mos.	\$1,605.00	\$8.50	\$1,419.00	\$23.00	\$1,398.00	\$87.00
30 Mos.	6 Mos.	\$1,623.00	\$9.00	\$1,618.00	\$99.50	\$1,596.00	\$99.00
36 Mos.	6 Mos.	\$1,856.00	\$116.50	\$1,851.00	\$116.50	\$1,819.00	\$111.50
42 Mos.	6 Mos.	\$2,116.00	\$130.00	\$2,113.00	\$131.00	\$2,077.00	\$129.00
48 Mos.	(Maximum)	\$2,415.00	\$149.50	\$2,415.00	\$151.00	\$2,370.00	\$146.50
Pension Band		204		204		202	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 35****BUILDING SERVICER**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$774.50	\$0.00	\$620.50	\$0.00	\$575.50	\$0.00
6 Mos.	6 Mos.	\$788.00	\$13.50	\$628.50	\$8.00	\$593.50	\$18.00
12 Mos.	6 Mos.	\$802.50	\$14.50	\$637.00	\$8.50	\$622.50	\$29.00
18 Mos.	6 Mos.	\$817.00	\$14.50	\$724.00	\$87.00	\$711.50	\$89.00
24 Mos.	6 Mos.	\$831.50	\$14.50	\$828.00	\$104.00	\$811.00	\$99.50
30 Mos.	6 Mos.	\$949.00	\$117.50	\$943.00	\$115.00	\$927.50	\$116.50
36 Mos.	6 Mos.	\$1,080.50	\$131.50	\$1,077.50	\$134.50	\$1,060.00	\$132.50
42 Mos.	6 Mos.	\$1,231.00	\$150.50	\$1,228.00	\$150.50	\$1,209.50	\$149.50
48 Mos.	(Maximum)	\$1,400.50	\$169.50	\$1,400.50	\$172.50	\$1,381.00	\$171.50
Pension Band		106		106		105	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 36****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	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$1,550.00	\$0.00	\$1,241.00	\$0.00	\$1,153.00	\$0.00
6 Mos.	6 Mos.	\$1,587.00	\$18.50	\$1,267.00	\$13.00	\$1,204.00	\$25.50
12 Mos.	6 Mos.	\$1,628.00	\$20.50	\$1,292.00	\$12.50	\$1,262.00	\$29.00
18 Mos.	6 Mos.	\$1,665.00	\$18.50	\$1,480.00	\$94.00	\$1,441.00	\$89.50
24 Mos.	6 Mos.	\$1,702.00	\$18.50	\$1,691.00	\$105.50	\$1,653.00	\$106.00
30 Mos.	6 Mos.	\$1,942.00	\$120.00	\$1,931.00	\$120.00	\$1,884.00	\$115.50
36 Mos.	6 Mos.	\$2,213.00	\$135.50	\$2,207.00	\$138.00	\$2,155.00	\$135.50
42 Mos.	6 Mos.	\$2,524.00	\$155.50	\$2,519.00	\$156.00	\$2,465.00	\$155.00
48 Mos.	(Maximum)	\$2,876.00	\$176.00	\$2,876.00	\$178.50	\$2,816.00	\$175.50
Pension Band		214		214		212	

WAGE TABLE: 37

SUB-SUPERVISOR-BUILDING

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT
Start	6 Mos.	\$775.50	\$0.00	\$627.50	\$0.00
6 Mos.	6 Mos.	\$801.00	\$25.50	\$644.50	\$17.00
12 Mos.	6 Mos.	\$826.50	\$25.50	\$660.50	\$16.00
18 Mos.	6 Mos.	\$852.00	\$25.50	\$756.50	\$96.00
24 Mos.	6 Mos.	\$875.50	\$23.50	\$871.00	\$114.50
30 Mos.	6 Mos.	\$1,004.50	\$129.00	\$999.50	\$128.50
36 Mos.	6 Mos.	\$1,153.00	\$148.50	\$1,146.00	\$146.50
42 Mos.	6 Mos.	\$1,319.00	\$166.00	\$1,316.50	\$170.50
48 Mos.	(Maximum)	\$1,509.00	\$190.00	\$1,509.00	\$192.50
Pension Band		108		108	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 38****AUTOMOTIVE EQUIPMENT TECHNICIAN, BUILDING MECHANIC,
GARAGE MECHANIC**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$801.50	\$0.00	\$655.00	\$0.00	\$588.00	\$0.00
6 Mos.	6 Mos.	\$813.00	\$11.50	\$693.00	\$38.00	\$673.50	\$85.50
12 Mos.	6 Mos.	\$825.00	\$12.00	\$807.50	\$114.50	\$787.50	\$114.00
18 Mos.	6 Mos.	\$959.00	\$134.00	\$943.50	\$136.00	\$922.00	\$134.50
24 Mos.	6 Mos.	\$1,114.50	\$155.50	\$1,103.50	\$160.00	\$1,076.50	\$154.50
30 Mos.	6 Mos.	\$1,297.50	\$183.00	\$1,289.00	\$185.50	\$1,259.50	\$183.00
36 Mos.	6 Mos.	\$1,509.00	\$211.50	\$1,503.00	\$214.00	\$1,473.50	\$214.00
42 Mos.	6 Mos.	\$1,762.00	\$253.00	\$1,755.50	\$252.50	\$1,720.50	\$247.00
48 Mos.	(Maximum)	\$2,049.50	\$287.50	\$2,049.50	\$294.00	\$2,013.00	\$292.50
Pension Band		119		119		119	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 39****SUB-SUPERVISOR-GARAGE**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$800.50	\$0.00	\$657.50	\$0.00	\$588.00	\$0.00
6 Mos.	6 Mos.	\$811.50	\$11.00	\$722.50	\$65.00	\$674.50	\$86.50
12 Mos.	6 Mos.	\$845.00	\$33.50	\$839.00	\$116.50	\$790.00	\$115.50
18 Mos.	6 Mos.	\$979.50	\$134.50	\$976.50	\$137.50	\$925.50	\$135.50
24 Mos.	6 Mos.	\$1,139.00	\$159.50	\$1,136.00	\$159.50	\$1,082.50	\$157.00
30 Mos.	6 Mos.	\$1,325.50	\$186.50	\$1,322.50	\$186.50	\$1,268.00	\$185.50
36 Mos.	6 Mos.	\$1,539.50	\$214.00	\$1,537.00	\$214.50	\$1,484.00	\$216.00
42 Mos.	6 Mos.	\$1,791.50	\$252.00	\$1,788.50	\$251.50	\$1,739.50	\$255.50
48 Mos.	(Maximum)	\$2,081.50	\$290.00	\$2,081.50	\$293.00	\$2,037.00	\$297.50
Pension Band		120		120		119	

WAGE TABLE: 41

WATCH ENGINEER'S HELPER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$775.50	\$0.00	\$631.50	\$0.00	\$576.00	\$0.00
6 Mos.	6 Mos.	\$801.00	\$25.50	\$641.00	\$9.50	\$596.00	\$20.00
12 Mos.	6 Mos.	\$827.00	\$26.00	\$659.50	\$18.50	\$645.00	\$49.00
18 Mos.	6 Mos.	\$853.00	\$26.00	\$756.50	\$97.00	\$742.00	\$97.00
24 Mos.	6 Mos.	\$876.50	\$23.50	\$871.00	\$114.50	\$852.50	\$110.50
30 Mos.	6 Mos.	\$1,005.50	\$129.00	\$999.50	\$128.50	\$977.50	\$125.00
36 Mos.	6 Mos.	\$1,153.00	\$147.50	\$1,145.00	\$145.50	\$1,124.00	\$146.50
42 Mos.	6 Mos.	\$1,318.00	\$165.00	\$1,315.50	\$170.50	\$1,292.50	\$168.50
48 Mos.	(Maximum)	\$1,507.00	\$189.00	\$1,507.00	\$191.50	\$1,483.00	\$190.50
Pension Band		108		108		107	

CWA NEW YORK PLANT

EFFECTIVE JULY 26, 2026

WAGE TABLE: 42

ELEVATOR MECHANIC (ZONE 1 ONLY), WATCH ENGINEER

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$806.50	\$0.00	\$658.50	\$0.00	\$611.00	\$0.00
6 Mos.	6 Mos.	\$820.50	\$14.00	\$676.00	\$17.50	\$658.50	\$47.50
12 Mos.	6 Mos.	\$869.50	\$49.00	\$773.00	\$97.00	\$753.50	\$95.00
18 Mos.	6 Mos.	\$898.00	\$28.50	\$884.50	\$111.50	\$860.50	\$107.00
24 Mos.	6 Mos.	\$1,023.00	\$125.00	\$1,008.00	\$123.50	\$982.00	\$121.50
30 Mos.	6 Mos.	\$1,164.50	\$141.50	\$1,155.50	\$147.50	\$1,124.00	\$142.00
36 Mos.	6 Mos.	\$1,329.50	\$165.00	\$1,317.50	\$162.00	\$1,286.00	\$162.00
42 Mos.	6 Mos.	\$1,516.00	\$186.50	\$1,505.00	\$187.50	\$1,471.00	\$185.00
48 Mos.	6 Mos.	\$1,726.00	\$210.00	\$1,718.50	\$213.50	\$1,682.50	\$211.50
54 Mos.	6 Mos.	\$1,970.00	\$244.00	\$1,965.00	\$246.50	\$1,922.50	\$240.00
60 Mos.	(Maximum)	\$2,245.50	\$275.50	\$2,245.50	\$280.50	\$2,198.50	\$276.00
Pension Band		124		124		123	

WAGE TABLE: 43

ESCORT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$772.00	\$0.00
6 Mos.	6 Mos.	\$778.50	\$6.50
12 Mos.	6 Mos.	\$785.50	\$7.00
18 Mos.	(Maximum)	\$793.00	\$7.50
Pension Band		0	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 44****VIDEO HUB TECHNICIAN**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$2,049.00	\$0.00	\$2,049.00	\$0.00	\$2,009.00	\$0.00
6 Mos.	6 Mos.	\$2,089.50	\$40.50	\$2,089.50	\$40.50	\$2,049.50	\$40.50
12 Mos.	6 Mos.	\$2,132.00	\$42.50	\$2,132.00	\$42.50	\$2,086.00	\$36.50
18 Mos.	6 Mos.	\$2,174.00	\$42.00	\$2,174.00	\$42.00	\$2,129.00	\$43.00
24 Mos.	6 Mos.	\$2,217.00	\$43.00	\$2,217.00	\$43.00	\$2,168.00	\$39.00
30 Mos.	6 Mos.	\$2,259.00	\$42.00	\$2,259.00	\$42.00	\$2,208.00	\$40.00
36 Mos.	(Maximum)	\$2,302.50	\$43.50	\$2,302.50	\$43.50	\$2,248.00	\$40.00
Pension Band		126		126		125	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 45****APPRENTICE TECHNICIAN - BUSINESS/GOVERNMENT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$901.00	\$0.00	\$901.00	\$0.00	\$860.50	\$0.00
6 Mos.	6 Mos.	\$949.00	\$48.00	\$949.00	\$48.00	\$907.00	\$46.50
12 Mos.	6 Mos.	\$997.50	\$48.50	\$997.50	\$48.50	\$952.50	\$45.50
18 Mos.	6 Mos.	\$1,045.00	\$47.50	\$1,045.00	\$47.50	\$999.50	\$47.00
24 Mos.	6 Mos.	\$1,091.00	\$46.00	\$1,091.00	\$46.00	\$1,046.00	\$46.50
30 Mos.	6 Mos.	\$1,139.50	\$48.50	\$1,139.50	\$48.50	\$1,090.00	\$44.00
36 Mos.	6 Mos.	\$1,186.50	\$47.00	\$1,186.50	\$47.00	\$1,136.00	\$46.00
42 Mos.	6 Mos.	\$1,234.50	\$48.00	\$1,234.50	\$48.00	\$1,182.50	\$46.50
48 Mos.	(Maximum)	\$1,283.50	\$49.00	\$1,283.50	\$49.00	\$1,230.00	\$47.50
Pension Band		104		104		103	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 46****TECHNICIAN - BUSINESS/GOVERNMENT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$1,323.00	\$0.00	\$1,323.00	\$0.00	\$1,266.50	\$0.00
6 Mos.	6 Mos.	\$1,394.50	\$71.50	\$1,394.50	\$71.50	\$1,336.00	\$69.50
12 Mos.	6 Mos.	\$1,466.00	\$71.50	\$1,466.00	\$71.50	\$1,402.50	\$66.50
18 Mos.	6 Mos.	\$1,537.00	\$71.00	\$1,537.00	\$71.00	\$1,471.00	\$68.50
24 Mos.	6 Mos.	\$1,608.50	\$71.50	\$1,608.50	\$71.50	\$1,537.50	\$66.50
30 Mos.	6 Mos.	\$1,679.00	\$70.50	\$1,679.00	\$70.50	\$1,606.00	\$68.50
36 Mos.	6 Mos.	\$1,750.50	\$71.50	\$1,750.50	\$71.50	\$1,674.00	\$68.00
42 Mos.	6 Mos.	\$1,821.00	\$70.50	\$1,821.00	\$70.50	\$1,741.00	\$67.00
48 Mos.	(Maximum)	\$1,894.00	\$73.00	\$1,894.00	\$73.00	\$1,809.00	\$68.00
Pension Band		117		117		116	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 47****SENIOR TECHNICIAN - BUSINESS/GOVERNMENT**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$1,721.00	\$0.00	\$1,721.00	\$0.00	\$1,643.50	\$0.00
6 Mos.	6 Mos.	\$1,814.50	\$93.50	\$1,814.50	\$93.50	\$1,732.50	\$89.00
12 Mos.	6 Mos.	\$1,907.00	\$92.50	\$1,907.00	\$92.50	\$1,819.50	\$87.00
18 Mos.	6 Mos.	\$1,999.50	\$92.50	\$1,999.50	\$92.50	\$1,908.50	\$89.00
24 Mos.	6 Mos.	\$2,089.50	\$90.00	\$2,089.50	\$90.00	\$1,998.00	\$89.50
30 Mos.	6 Mos.	\$2,183.00	\$93.50	\$2,183.00	\$93.50	\$2,083.50	\$85.50
36 Mos.	6 Mos.	\$2,274.00	\$91.00	\$2,274.00	\$91.00	\$2,172.00	\$88.50
42 Mos.	6 Mos.	\$2,367.00	\$93.00	\$2,367.00	\$93.00	\$2,262.00	\$90.00
48 Mos.	(Maximum)	\$2,458.00	\$91.00	\$2,458.00	\$91.00	\$2,349.50	\$87.50
Pension Band		130		130		127	

CWA NEW YORK PLANT**EFFECTIVE JULY 26, 2026****WAGE TABLE: 48****MASTER AUTOMOTIVE EQUIPMENT TECHNICIAN**

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT	ZONE1 REMZONE1	INCREASE AMOUNT	ZONE 2	INCREASE AMOUNT
Start	6 Mos.	\$803.50	\$0.00	\$658.50	\$0.00	\$601.50	\$0.00
6 Mos.	6 Mos.	\$816.50	\$13.00	\$724.00	\$65.50	\$702.50	\$101.00
12 Mos.	6 Mos.	\$861.50	\$45.00	\$845.50	\$121.50	\$825.00	\$122.50
18 Mos.	6 Mos.	\$1,003.00	\$141.50	\$986.00	\$140.50	\$964.00	\$139.00
24 Mos.	6 Mos.	\$1,165.50	\$162.50	\$1,154.00	\$168.00	\$1,126.50	\$162.50
30 Mos.	6 Mos.	\$1,359.00	\$193.50	\$1,347.50	\$193.50	\$1,318.00	\$191.50
36 Mos.	6 Mos.	\$1,577.50	\$218.50	\$1,573.00	\$225.50	\$1,539.50	\$221.50
42 Mos.	6 Mos.	\$1,841.50	\$264.00	\$1,836.50	\$263.50	\$1,801.50	\$262.00
48 Mos.	(Maximum)	\$2,142.00	\$300.50	\$2,142.00	\$305.50	\$2,107.00	\$305.50
Pension Band		121		121		121	

WAGE TABLE: 49

ADVANCED TECHNICIAN-NETWORK ENGINEERING & OPERATIONS

WAGE STEP	NEXT INCREASE INTERVAL	ZONE 1 4 BOROUGH (BX, B, M, Q)	INCREASE AMOUNT
Start	6 Mos.	\$1,299.50	\$0.00
6 Mos.	6 Mos.	\$1,343.50	\$44.00
12 Mos.	6 Mos.	\$1,390.00	\$46.50
18 Mos.	6 Mos.	\$1,437.00	\$47.00
24 Mos.	6 Mos.	\$1,487.00	\$50.00
30 Mos.	6 Mos.	\$1,537.50	\$50.50
36 Mos.	6 Mos.	\$1,590.00	\$52.50
42 Mos.	6 Mos.	\$1,645.50	\$55.50
48 Mos.	6 Mos.	\$1,703.00	\$57.50
54 Mos.	6 Mos.	\$1,760.50	\$57.50
60 Mos.	(Maximum)	\$1,821.00	\$60.50
Pension Band		0	