

CBA 48 Core

Wage Schedule I

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$23.25	\$23.60	\$23.95	\$24.31	\$24.67	\$25.04	\$25.42	\$25.93	\$26.32
6 Mo.	\$25.66	\$26.04	\$26.43	\$26.83	\$27.23	\$27.64	\$28.05	\$28.61	\$29.04
12 Mo.	\$27.60	\$28.01	\$28.43	\$28.86	\$29.29	\$29.73	\$30.18	\$30.78	\$31.24
18 Mo.	\$29.72	\$30.17	\$30.62	\$31.08	\$31.55	\$32.02	\$32.50	\$33.15	\$33.65
24 Mo.	\$32.05	\$32.53	\$33.02	\$33.52	\$34.02	\$34.53	\$35.05	\$35.75	\$36.29
30 Mo.	\$34.57	\$35.09	\$35.62	\$36.15	\$36.69	\$37.24	\$37.80	\$38.56	\$39.14
36 Mo.	\$37.27	\$37.83	\$38.40	\$38.98	\$39.56	\$40.15	\$40.75	\$41.57	\$42.19
42 Mo.	\$40.25	\$40.85	\$41.46	\$42.08	\$42.71	\$43.35	\$44.00	\$44.88	\$45.55
Top	\$43.51	\$44.16	\$44.82	\$45.49	\$46.17	\$46.86	\$47.56	\$48.51	\$49.24

Job Titles: **CUSTOMER ENGINEER-DATA APPLICATION**

CBA 48 Core

Wage Schedule HH

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$17.03	\$17.29	\$17.55	\$17.81	\$18.08	\$18.35	\$18.63	\$19.00	\$19.29
6 Mo.	\$19.95	\$20.25	\$20.55	\$20.86	\$21.17	\$21.49	\$21.81	\$22.25	\$22.58
12 Mo.	\$21.73	\$22.06	\$22.39	\$22.73	\$23.07	\$23.42	\$23.77	\$24.25	\$24.61
18 Mo.	\$23.69	\$24.05	\$24.41	\$24.78	\$25.15	\$25.53	\$25.91	\$26.43	\$26.83
24 Mo.	\$25.82	\$26.21	\$26.60	\$27.00	\$27.41	\$27.82	\$28.24	\$28.80	\$29.23
30 Mo.	\$28.12	\$28.54	\$28.97	\$29.40	\$29.84	\$30.29	\$30.74	\$31.35	\$31.82
36 Mo.	\$30.66	\$31.12	\$31.59	\$32.06	\$32.54	\$33.03	\$33.53	\$34.20	\$34.71
42 Mo.	\$33.42	\$33.92	\$34.43	\$34.95	\$35.47	\$36.00	\$36.54	\$37.27	\$37.83
Top	\$36.39	\$36.94	\$37.49	\$38.05	\$38.62	\$39.20	\$39.79	\$40.59	\$41.20

Job Titles: **BUILDING SERVICES SPECIALIST, BUILDING SERVICES TECHNICIAN, CABLE SPLICER, CHIEF GARAGE MECHANIC, CUSTOMER EQUIPMENT TECHNICIAN, CUSTOMER ZONE TECHNICIAN I, EQUIPMENT INSTALLER, EQUIPMENT REPAIR TECHNICIAN, FACILITY ASSIGNER, FIBER NETWORK TECHNICIAN, MONITOR & CONTROL TECHNICIAN, NETWORK ACCESS TESTER, OUTSIDE PLANT TECHNICIAN, VEHICLE MAINTENANCE TECHNICIAN**

CBA 48 Core

Wage Schedule H

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$16.13	\$16.37	\$16.62	\$16.87	\$17.12	\$17.38	\$17.64	\$17.99	\$18.26
6 Mo.	\$18.89	\$19.17	\$19.46	\$19.75	\$20.05	\$20.35	\$20.66	\$21.07	\$21.39
12 Mo.	\$20.59	\$20.90	\$21.21	\$21.53	\$21.85	\$22.18	\$22.51	\$22.96	\$23.30
18 Mo.	\$22.41	\$22.75	\$23.09	\$23.44	\$23.79	\$24.15	\$24.51	\$25.00	\$25.38
24 Mo.	\$24.47	\$24.84	\$25.21	\$25.59	\$25.97	\$26.36	\$26.76	\$27.30	\$27.71
30 Mo.	\$26.63	\$27.03	\$27.44	\$27.85	\$28.27	\$28.69	\$29.12	\$29.70	\$30.15
36 Mo.	\$29.05	\$29.49	\$29.93	\$30.38	\$30.84	\$31.30	\$31.77	\$32.41	\$32.90
42 Mo.	\$31.65	\$32.12	\$32.60	\$33.09	\$33.59	\$34.09	\$34.60	\$35.29	\$35.82
Top	\$34.52	\$35.04	\$35.57	\$36.10	\$36.64	\$37.19	\$37.75	\$38.51	\$39.09

Job Titles: **CUSTOMER ZONE TECHNICIAN II, FIBER NETWORK FIELD TECHNICIAN**

CBA 48 Core

Wage Schedule G

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$16.08	\$16.32	\$16.56	\$16.81	\$17.06	\$17.32	\$17.58	\$17.93	\$18.20
6 Mo.	\$18.74	\$19.02	\$19.31	\$19.60	\$19.89	\$20.19	\$20.49	\$20.90	\$21.21
12 Mo.	\$20.38	\$20.69	\$21.00	\$21.32	\$21.64	\$21.96	\$22.29	\$22.74	\$23.08
18 Mo.	\$22.14	\$22.47	\$22.81	\$23.15	\$23.50	\$23.85	\$24.21	\$24.69	\$25.06
24 Mo.	\$24.07	\$24.43	\$24.80	\$25.17	\$25.55	\$25.93	\$26.32	\$26.85	\$27.25
30 Mo.	\$26.14	\$26.53	\$26.93	\$27.33	\$27.74	\$28.16	\$28.58	\$29.15	\$29.59
36 Mo.	\$28.41	\$28.84	\$29.27	\$29.71	\$30.16	\$30.61	\$31.07	\$31.69	\$32.17
42 Mo.	\$30.82	\$31.28	\$31.75	\$32.23	\$32.71	\$33.20	\$33.70	\$34.37	\$34.89
Top	\$33.56	\$34.06	\$34.57	\$35.09	\$35.62	\$36.15	\$36.69	\$37.42	\$37.98

Job Titles: **LINeworker**

CBA 48 Core

Wage Schedule F

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$15.44	\$15.67	\$15.91	\$16.15	\$16.39	\$16.64	\$16.89	\$17.23	\$17.49
6 Mo.	\$17.95	\$18.22	\$18.49	\$18.77	\$19.05	\$19.34	\$19.63	\$20.02	\$20.32
12 Mo.	\$19.44	\$19.73	\$20.03	\$20.33	\$20.63	\$20.94	\$21.25	\$21.68	\$22.01
18 Mo.	\$20.99	\$21.30	\$21.62	\$21.94	\$22.27	\$22.60	\$22.94	\$23.40	\$23.75
24 Mo.	\$22.66	\$23.00	\$23.35	\$23.70	\$24.06	\$24.42	\$24.79	\$25.29	\$25.67
30 Mo.	\$24.50	\$24.87	\$25.24	\$25.62	\$26.00	\$26.39	\$26.79	\$27.33	\$27.74
36 Mo.	\$26.49	\$26.89	\$27.29	\$27.70	\$28.12	\$28.54	\$28.97	\$29.55	\$29.99
42 Mo.	\$28.62	\$29.05	\$29.49	\$29.93	\$30.38	\$30.84	\$31.30	\$31.93	\$32.41
Top	\$30.92	\$31.38	\$31.85	\$32.33	\$32.81	\$33.30	\$33.80	\$34.48	\$35.00

Job Titles: **ACCESS BILLING REPRESENTATIVE, ACCESS ORDERING REPRESENTATIVE, BUSINESS SALES SUPPORT SPECIALIST, CUSTOMER CARE ADVOCATE, CUSTOMER INQUIRY ADVOCATE, FACILITY PROVISIONING SPECIALIST, FIBER CUSTOMER SUPPORT ANALYST, GARAGE MECHANIC, LANGUAGE ASSISTANCE FIBER CUSTOMER SUPPORT ANALYST, NETWORK ACCESS SPECIALIST, SWITCH PROVISIONING SPECIALIST, VEHICLE MAINTENANCE MECHANIC**

CBA 48 Core

Wage Schedule EE

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$14.28	\$14.49	\$14.71	\$14.93	\$15.15	\$15.38	\$15.61	\$15.92	\$16.16
6 Mo.	\$16.46	\$16.71	\$16.96	\$17.21	\$17.47	\$17.73	\$18.00	\$18.36	\$18.64
12 Mo.	\$17.69	\$17.96	\$18.23	\$18.50	\$18.78	\$19.06	\$19.35	\$19.74	\$20.04
18 Mo.	\$19.07	\$19.36	\$19.65	\$19.94	\$20.24	\$20.54	\$20.85	\$21.27	\$21.59
24 Mo.	\$20.56	\$20.87	\$21.18	\$21.50	\$21.82	\$22.15	\$22.48	\$22.93	\$23.27
30 Mo.	\$22.14	\$22.47	\$22.81	\$23.15	\$23.50	\$23.85	\$24.21	\$24.69	\$25.06
36 Mo.	\$23.88	\$24.24	\$24.60	\$24.97	\$25.34	\$25.72	\$26.11	\$26.63	\$27.03
42 Mo.	\$25.71	\$26.10	\$26.49	\$26.89	\$27.29	\$27.70	\$28.12	\$28.68	\$29.11
Top	\$27.73	\$28.15	\$28.57	\$29.00	\$29.44	\$29.88	\$30.33	\$30.94	\$31.40

Job Titles: **BUSINESS CUSTOMER REPRESENTATIVE**

CBA 48 Core

Wage Schedule E

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$14.34	\$14.56	\$14.78	\$15.00	\$15.23	\$15.46	\$15.69	\$16.00	\$16.24
6 Mo.	\$16.66	\$16.91	\$17.16	\$17.42	\$17.68	\$17.95	\$18.22	\$18.58	\$18.86
12 Mo.	\$17.97	\$18.24	\$18.51	\$18.79	\$19.07	\$19.36	\$19.65	\$20.04	\$20.34
18 Mo.	\$19.45	\$19.74	\$20.04	\$20.34	\$20.65	\$20.96	\$21.27	\$21.70	\$22.03
24 Mo.	\$21.00	\$21.32	\$21.64	\$21.96	\$22.29	\$22.62	\$22.96	\$23.42	\$23.77
30 Mo.	\$22.72	\$23.06	\$23.41	\$23.76	\$24.12	\$24.48	\$24.85	\$25.35	\$25.73
36 Mo.	\$24.52	\$24.89	\$25.26	\$25.64	\$26.02	\$26.41	\$26.81	\$27.35	\$27.76
42 Mo.	\$26.50	\$26.90	\$27.30	\$27.71	\$28.13	\$28.55	\$28.98	\$29.56	\$30.00
Top	\$28.63	\$29.06	\$29.50	\$29.94	\$30.39	\$30.85	\$31.31	\$31.94	\$32.42

Job Titles: **BUSINESS ACCOUNT REPRESENTATIVE, BUSINESS CUSTOMER SERVICE REPRESENTATIVE, COLLECTOR/MAINTAINER, CUSTOMER RELATIONS SPECIALIST, GRAPHICS OPERATOR, NETWORK ASSISTANT, PLANT ASSIGNMENT CLERK, PUBLIC ACCESS SALES TECHNICIAN, SENIOR REMITTANCE CLERK**

CBA 48 Core

Wage Schedule DDD

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$12.55	\$12.74	\$12.93	\$13.12	\$13.32	\$13.52	\$13.72	\$13.99	\$14.20
6 Mo.	\$14.45	\$14.67	\$14.89	\$15.11	\$15.34	\$15.57	\$15.80	\$16.12	\$16.36
12 Mo.	\$15.51	\$15.74	\$15.98	\$16.22	\$16.46	\$16.71	\$16.96	\$17.30	\$17.56
18 Mo.	\$16.73	\$16.98	\$17.23	\$17.49	\$17.75	\$18.02	\$18.29	\$18.66	\$18.94
24 Mo.	\$17.95	\$18.22	\$18.49	\$18.77	\$19.05	\$19.34	\$19.63	\$20.02	\$20.32
30 Mo.	\$19.31	\$19.60	\$19.89	\$20.19	\$20.49	\$20.80	\$21.11	\$21.53	\$21.85
36 Mo.	\$20.76	\$21.07	\$21.39	\$21.71	\$22.04	\$22.37	\$22.71	\$23.16	\$23.51
42 Mo.	\$22.31	\$22.64	\$22.98	\$23.32	\$23.67	\$24.03	\$24.39	\$24.88	\$25.25
Top	\$24.01	\$24.37	\$24.74	\$25.11	\$25.49	\$25.87	\$26.26	\$26.79	\$27.19

Job Titles: **CUSTOMER CONTACT SALES ASSOCIATE**

CBA 48 Core

Wage Schedule DD

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$14.36	\$14.58	\$14.80	\$15.02	\$15.25	\$15.48	\$15.71	\$16.02	\$16.26
6 Mo.	\$16.55	\$16.80	\$17.05	\$17.31	\$17.57	\$17.83	\$18.10	\$18.46	\$18.74
12 Mo.	\$17.82	\$18.09	\$18.36	\$18.64	\$18.92	\$19.20	\$19.49	\$19.88	\$20.18
18 Mo.	\$19.20	\$19.49	\$19.78	\$20.08	\$20.38	\$20.69	\$21.00	\$21.42	\$21.74
24 Mo.	\$20.62	\$20.93	\$21.24	\$21.56	\$21.88	\$22.21	\$22.54	\$22.99	\$23.33
30 Mo.	\$22.16	\$22.49	\$22.83	\$23.17	\$23.52	\$23.87	\$24.23	\$24.71	\$25.08
36 Mo.	\$23.85	\$24.21	\$24.57	\$24.94	\$25.31	\$25.69	\$26.08	\$26.60	\$27.00
42 Mo.	\$25.60	\$25.98	\$26.37	\$26.77	\$27.17	\$27.58	\$27.99	\$28.55	\$28.98
Top	\$27.55	\$27.96	\$28.38	\$28.81	\$29.24	\$29.68	\$30.13	\$30.73	\$31.19

Job Titles: **CONSUMER SALES CONSULTANT**

CBA 48 Core

Wage Schedule D

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$13.82	\$14.03	\$14.24	\$14.45	\$14.67	\$14.89	\$15.11	\$15.41	\$15.64
6 Mo.	\$15.94	\$16.18	\$16.42	\$16.67	\$16.92	\$17.17	\$17.43	\$17.78	\$18.05
12 Mo.	\$17.14	\$17.40	\$17.66	\$17.92	\$18.19	\$18.46	\$18.74	\$19.11	\$19.40
18 Mo.	\$18.48	\$18.76	\$19.04	\$19.33	\$19.62	\$19.91	\$20.21	\$20.61	\$20.92
24 Mo.	\$19.83	\$20.13	\$20.43	\$20.74	\$21.05	\$21.37	\$21.69	\$22.12	\$22.45
30 Mo.	\$21.32	\$21.64	\$21.96	\$22.29	\$22.62	\$22.96	\$23.30	\$23.77	\$24.13
36 Mo.	\$22.94	\$23.28	\$23.63	\$23.98	\$24.34	\$24.71	\$25.08	\$25.58	\$25.96
42 Mo.	\$24.61	\$24.98	\$25.35	\$25.73	\$26.12	\$26.51	\$26.91	\$27.45	\$27.86
Top	\$26.50	\$26.90	\$27.30	\$27.71	\$28.13	\$28.55	\$28.98	\$29.56	\$30.00

Job Titles: **ADMINISTRATIVE CLERK, CABLE SPLICER HELPER, CUSTOMER SERVICE REPRESENTATIVE, CUSTOMER TECHNICIAN INTERN, DISPATCH CLERK-GROUP I, EQUIPMENT INSTALLER HELPER, EQUIPMENT SPECIALIST, FACILITY PROVISIONING ASSISTANT, FRAMEWORKER, GARAGE MECHANIC HELPER, GROUND WORKER, MULTILITH OPERATOR I, SWITCHING SERVICES SUPPORT CLERK**

CBA 48 Core
Wage Schedule C

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$13.33	\$13.53	\$13.73	\$13.94	\$14.15	\$14.36	\$14.58	\$14.87	\$15.09
6 Mo.	\$15.29	\$15.52	\$15.75	\$15.99	\$16.23	\$16.47	\$16.72	\$17.05	\$17.31
12 Mo.	\$16.36	\$16.61	\$16.86	\$17.11	\$17.37	\$17.63	\$17.89	\$18.25	\$18.52
18 Mo.	\$17.50	\$17.76	\$18.03	\$18.30	\$18.57	\$18.85	\$19.13	\$19.51	\$19.80
24 Mo.	\$18.70	\$18.98	\$19.26	\$19.55	\$19.84	\$20.14	\$20.44	\$20.85	\$21.16
30 Mo.	\$19.99	\$20.29	\$20.59	\$20.90	\$21.21	\$21.53	\$21.85	\$22.29	\$22.62
36 Mo.	\$21.41	\$21.73	\$22.06	\$22.39	\$22.73	\$23.07	\$23.42	\$23.89	\$24.25
42 Mo.	\$22.93	\$23.27	\$23.62	\$23.97	\$24.33	\$24.69	\$25.06	\$25.56	\$25.94
Top	\$24.50	\$24.87	\$25.24	\$25.62	\$26.00	\$26.39	\$26.79	\$27.33	\$27.74

Job Titles: **DISPATCH CLERK-GROUP 2, GENERAL CLERK, KEYPUNCH OPERATOR A**CBA 48 Core
Wage Schedule B

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$12.41	\$12.60	\$12.79	\$12.98	\$13.17	\$13.37	\$13.57	\$13.84	\$14.05
6 Mo.	\$14.27	\$14.48	\$14.70	\$14.92	\$15.14	\$15.37	\$15.60	\$15.91	\$16.15
12 Mo.	\$15.26	\$15.49	\$15.72	\$15.96	\$16.20	\$16.44	\$16.69	\$17.02	\$17.28
18 Mo.	\$16.27	\$16.51	\$16.76	\$17.01	\$17.27	\$17.53	\$17.79	\$18.15	\$18.42
24 Mo.	\$17.43	\$17.69	\$17.96	\$18.23	\$18.50	\$18.78	\$19.06	\$19.44	\$19.73
30 Mo.	\$18.62	\$18.90	\$19.18	\$19.47	\$19.76	\$20.06	\$20.36	\$20.77	\$21.08
36 Mo.	\$19.85	\$20.15	\$20.45	\$20.76	\$21.07	\$21.39	\$21.71	\$22.14	\$22.47
42 Mo.	\$21.26	\$21.58	\$21.90	\$22.23	\$22.56	\$22.90	\$23.24	\$23.70	\$24.06
Top	\$22.72	\$23.06	\$23.41	\$23.76	\$24.12	\$24.48	\$24.85	\$25.35	\$25.73

Job Titles: **REPORTS & RECORDS CLERK**

CBA 48 Core

Wage Schedule A

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	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$11.74	\$11.92	\$12.10	\$12.28	\$12.46	\$12.65	\$12.84	\$13.10	\$13.30
6 Mo.	\$13.41	\$13.61	\$13.81	\$14.02	\$14.23	\$14.44	\$14.66	\$14.95	\$15.17
12 Mo.	\$14.29	\$14.50	\$14.72	\$14.94	\$15.16	\$15.39	\$15.62	\$15.93	\$16.17
18 Mo.	\$15.27	\$15.50	\$15.73	\$15.97	\$16.21	\$16.45	\$16.70	\$17.03	\$17.29
24 Mo.	\$16.27	\$16.51	\$16.76	\$17.01	\$17.27	\$17.53	\$17.79	\$18.15	\$18.42
30 Mo.	\$17.34	\$17.60	\$17.86	\$18.13	\$18.40	\$18.68	\$18.96	\$19.34	\$19.63
36 Mo.	\$18.51	\$18.79	\$19.07	\$19.36	\$19.65	\$19.94	\$20.24	\$20.64	\$20.95
42 Mo.	\$19.76	\$20.06	\$20.36	\$20.67	\$20.98	\$21.29	\$21.61	\$22.04	\$22.37
Top	\$21.08	\$21.40	\$21.72	\$22.05	\$22.38	\$22.72	\$23.06	\$23.52	\$23.87

Job Titles: **OFFICE CLERK**

CBA 48 Core

Wage Schedule AU

1.50%

1.50%

1.50%

1.50%

1.50%

1.50%

2.00%

1.50%

	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$11.29	\$11.46	\$11.63	\$11.80	\$11.98	\$12.16	\$12.34	\$12.59	\$12.78
6 Mo.	\$12.63	\$12.82	\$13.01	\$13.21	\$13.41	\$13.61	\$13.81	\$14.09	\$14.30
12 Mo.	\$13.54	\$13.74	\$13.95	\$14.16	\$14.37	\$14.59	\$14.81	\$15.11	\$15.34
18 Mo.	\$14.47	\$14.69	\$14.91	\$15.13	\$15.36	\$15.59	\$15.82	\$16.14	\$16.38
24 Mo.	\$15.53	\$15.76	\$16.00	\$16.24	\$16.48	\$16.73	\$16.98	\$17.32	\$17.58
30 Mo.	\$16.63	\$16.88	\$17.13	\$17.39	\$17.65	\$17.91	\$18.18	\$18.54	\$18.82
36 Mo.	\$17.84	\$18.11	\$18.38	\$18.66	\$18.94	\$19.22	\$19.51	\$19.90	\$20.20
Top	\$19.09	\$19.38	\$19.67	\$19.97	\$20.27	\$20.57	\$20.88	\$21.30	\$21.62

Job Titles: **HOUSE UTILITIES ATTENDANT**

CBA 48 Core

Wage Schedule SC

1.50%

1.50%

1.50%

1.50%

1.50%

1.50%

2.00%

1.50%

	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$10.32	\$10.47	\$10.63	\$10.79	\$10.95	\$11.11	\$11.28	\$11.51	\$11.68
6 Mo.	\$11.35	\$11.52	\$11.69	\$11.87	\$12.05	\$12.23	\$12.41	\$12.66	\$12.85
12 Mo.	\$12.00	\$12.18	\$12.36	\$12.55	\$12.74	\$12.93	\$13.12	\$13.38	\$13.58
18 Mo.	\$12.65	\$12.84	\$13.03	\$13.23	\$13.43	\$13.63	\$13.83	\$14.11	\$14.32
24 Mo.	\$13.39	\$13.59	\$13.79	\$14.00	\$14.21	\$14.42	\$14.64	\$14.93	\$15.15
30 Mo.	\$14.15	\$14.36	\$14.58	\$14.80	\$15.02	\$15.25	\$15.48	\$15.79	\$16.03
36 Mo.	\$14.93	\$15.15	\$15.38	\$15.61	\$15.84	\$16.08	\$16.32	\$16.65	\$16.90
42 Mo.	\$15.77	\$16.01	\$16.25	\$16.49	\$16.74	\$16.99	\$17.24	\$17.58	\$17.84
Top	\$17.46	\$17.72	\$17.99	\$18.26	\$18.53	\$18.81	\$19.09	\$19.47	\$19.76

Job Titles: **LANGUAGE ASSISTANCE RETAIL SALES CONSULTANT, RETAIL SALES CONSULTANT**

CBA 48 Supply Chain Services

Wage Schedule 1

1.50%

1.50%

1.50%

1.50%

1.50%

1.50%

2.00%

1.50%

	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$12.93	\$13.12	\$13.32	\$13.52	\$13.72	\$13.93	\$14.14	\$14.42	\$14.64
6 Mo.	\$13.98	\$14.19	\$14.40	\$14.62	\$14.84	\$15.06	\$15.29	\$15.60	\$15.83
12 Mo.	\$15.08	\$15.31	\$15.54	\$15.77	\$16.01	\$16.25	\$16.49	\$16.82	\$17.07
18 Mo.	\$16.27	\$16.51	\$16.76	\$17.01	\$17.27	\$17.53	\$17.79	\$18.15	\$18.42
24 Mo.	\$17.57	\$17.83	\$18.10	\$18.37	\$18.65	\$18.93	\$19.21	\$19.59	\$19.88

Job Titles: **ASSEMBLER**

CBA 48 Supply Chain Services

Wage Schedule 2 1.50% 1.50% 1.50% 1.50% 1.50% 1.50% 2.00% 1.50%

	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$13.82	\$14.03	\$14.24	\$14.45	\$14.67	\$14.89	\$15.11	\$15.41	\$15.64
6 Mo.	\$15.93	\$16.17	\$16.41	\$16.66	\$16.91	\$17.16	\$17.42	\$17.77	\$18.04
12 Mo.	\$17.14	\$17.40	\$17.66	\$17.92	\$18.19	\$18.46	\$18.74	\$19.11	\$19.40
18 Mo.	\$18.47	\$18.75	\$19.03	\$19.32	\$19.61	\$19.90	\$20.20	\$20.60	\$20.91
24 Mo.	\$19.84	\$20.14	\$20.44	\$20.75	\$21.06	\$21.38	\$21.70	\$22.13	\$22.46
30 Mo.	\$21.31	\$21.63	\$21.95	\$22.28	\$22.61	\$22.95	\$23.29	\$23.76	\$24.12
36 Mo.	\$22.94	\$23.28	\$23.63	\$23.98	\$24.34	\$24.71	\$25.08	\$25.58	\$25.96
42 Mo.	\$24.61	\$24.98	\$25.35	\$25.73	\$26.12	\$26.51	\$26.91	\$27.45	\$27.86
Top	\$26.50	\$26.90	\$27.30	\$27.71	\$28.13	\$28.55	\$28.98	\$29.56	\$30.00

Job Titles: **INVENTORY SUPPORT CLERK, SERVICE ASSOCIATE**

CBA 48 Supply Chain Services

Wage Schedule 3 1.50% 1.50% 1.50% 1.50% 1.50% 1.50% 2.00% 1.50%

	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$14.34	\$14.56	\$14.78	\$15.00	\$15.23	\$15.46	\$15.69	\$16.00	\$16.24
6 Mo.	\$16.66	\$16.91	\$17.16	\$17.42	\$17.68	\$17.95	\$18.22	\$18.58	\$18.86
12 Mo.	\$17.97	\$18.24	\$18.51	\$18.79	\$19.07	\$19.36	\$19.65	\$20.04	\$20.34
18 Mo.	\$19.46	\$19.75	\$20.05	\$20.35	\$20.66	\$20.97	\$21.28	\$21.71	\$22.04
24 Mo.	\$21.02	\$21.34	\$21.66	\$21.98	\$22.31	\$22.64	\$22.98	\$23.44	\$23.79
30 Mo.	\$22.72	\$23.06	\$23.41	\$23.76	\$24.12	\$24.48	\$24.85	\$25.35	\$25.73
36 Mo.	\$24.52	\$24.89	\$25.26	\$25.64	\$26.02	\$26.41	\$26.81	\$27.35	\$27.76
42 Mo.	\$26.50	\$26.90	\$27.30	\$27.71	\$28.13	\$28.55	\$28.98	\$29.56	\$30.00
Top	\$28.65	\$29.08	\$29.52	\$29.96	\$30.41	\$30.87	\$31.33	\$31.96	\$32.44

Job Titles: **ADMINISTRATIVE CLERK, CUSTOMER SERVICE REPRESENTATIVE, INVENTORY CONTROL CLERK**

CBA 48 Supply Chain Services

Wage Schedule 4 1.50% 1.50% 1.50% 1.50% 1.50% 1.50% 2.00% 1.50%

	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$15.44	\$15.67	\$15.91	\$16.15	\$16.39	\$16.64	\$16.89	\$17.23	\$17.49
6 Mo.	\$17.95	\$18.22	\$18.49	\$18.77	\$19.05	\$19.34	\$19.63	\$20.02	\$20.32
12 Mo.	\$19.45	\$19.74	\$20.04	\$20.34	\$20.65	\$20.96	\$21.27	\$21.70	\$22.03
18 Mo.	\$20.96	\$21.27	\$21.59	\$21.91	\$22.24	\$22.57	\$22.91	\$23.37	\$23.72
24 Mo.	\$22.67	\$23.01	\$23.36	\$23.71	\$24.07	\$24.43	\$24.80	\$25.30	\$25.68
30 Mo.	\$24.50	\$24.87	\$25.24	\$25.62	\$26.00	\$26.39	\$26.79	\$27.33	\$27.74
36 Mo.	\$26.49	\$26.89	\$27.29	\$27.70	\$28.12	\$28.54	\$28.97	\$29.55	\$29.99
42 Mo.	\$28.63	\$29.06	\$29.50	\$29.94	\$30.39	\$30.85	\$31.31	\$31.94	\$32.42
Top	\$30.91	\$31.37	\$31.84	\$32.32	\$32.80	\$33.29	\$33.79	\$34.47	\$34.99

Job Titles: **MATERIAL HANDLER, MATERIAL PROCESSOR**

CBA 48 Supply Chain Services

Wage Schedule 5 1.50% 1.50% 1.50% 1.50% 1.50% 1.50% 2.00% 1.50%

	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$16.60	\$16.85	\$17.10	\$17.36	\$17.62	\$17.88	\$18.15	\$18.51	\$18.79
6 Mo.	\$18.05	\$18.32	\$18.59	\$18.87	\$19.15	\$19.44	\$19.73	\$20.12	\$20.42
12 Mo.	\$19.64	\$19.93	\$20.23	\$20.53	\$20.84	\$21.15	\$21.47	\$21.90	\$22.23
18 Mo.	\$21.39	\$21.71	\$22.04	\$22.37	\$22.71	\$23.05	\$23.40	\$23.87	\$24.23
24 Mo.	\$23.28	\$23.63	\$23.98	\$24.34	\$24.71	\$25.08	\$25.46	\$25.97	\$26.36
30 Mo.	\$25.37	\$25.75	\$26.14	\$26.53	\$26.93	\$27.33	\$27.74	\$28.29	\$28.71
36 Mo.	\$27.61	\$28.02	\$28.44	\$28.87	\$29.30	\$29.74	\$30.19	\$30.79	\$31.25
42 Mo.	\$30.05	\$30.50	\$30.96	\$31.42	\$31.89	\$32.37	\$32.86	\$33.52	\$34.02
Top	\$32.73	\$33.22	\$33.72	\$34.23	\$34.74	\$35.26	\$35.79	\$36.51	\$37.06

Job Titles: **ELECTRONIC TECHNICIAN, INTEGR TECHNICIAN**

CBA 48 Supply Chain Services

Wage Schedule 6 1.50% 1.50% 1.50% 1.50% 1.50% 1.50% 2.00% 1.50%

	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$17.07	\$17.33	\$17.59	\$17.85	\$18.12	\$18.39	\$18.67	\$19.04	\$19.33
6 Mo.	\$20.00	\$20.30	\$20.60	\$20.91	\$21.22	\$21.54	\$21.86	\$22.30	\$22.63
12 Mo.	\$21.78	\$22.11	\$22.44	\$22.78	\$23.12	\$23.47	\$23.82	\$24.30	\$24.66
18 Mo.	\$23.76	\$24.12	\$24.48	\$24.85	\$25.22	\$25.60	\$25.98	\$26.50	\$26.90
24 Mo.	\$25.87	\$26.26	\$26.65	\$27.05	\$27.46	\$27.87	\$28.29	\$28.86	\$29.29
30 Mo.	\$28.19	\$28.61	\$29.04	\$29.48	\$29.92	\$30.37	\$30.83	\$31.45	\$31.92
36 Mo.	\$30.74	\$31.20	\$31.67	\$32.15	\$32.63	\$33.12	\$33.62	\$34.29	\$34.80
42 Mo.	\$33.50	\$34.00	\$34.51	\$35.03	\$35.56	\$36.09	\$36.63	\$37.36	\$37.92
Top	\$36.51	\$37.06	\$37.62	\$38.18	\$38.75	\$39.33	\$39.92	\$40.72	\$41.33

Job Titles: **ELECTRONIC TECHNICIAN II, INTEGR TECHNICIAN II, METROLOGY TECHNICIAN**

CBA 48 Supply Chain Services

Wage Schedule 7 1.50% 1.50% 1.50% 1.50% 1.50% 1.50% 2.00% 1.50%

	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$18.50	\$18.78	\$19.06	\$19.35	\$19.64	\$19.93	\$20.23	\$20.63	\$20.94
6 Mo.	\$20.27	\$20.57	\$20.88	\$21.19	\$21.51	\$21.83	\$22.16	\$22.60	\$22.94
12 Mo.	\$22.14	\$22.47	\$22.81	\$23.15	\$23.50	\$23.85	\$24.21	\$24.69	\$25.06
18 Mo.	\$24.23	\$24.59	\$24.96	\$25.33	\$25.71	\$26.10	\$26.49	\$27.02	\$27.43
24 Mo.	\$26.50	\$26.90	\$27.30	\$27.71	\$28.13	\$28.55	\$28.98	\$29.56	\$30.00
30 Mo.	\$29.00	\$29.44	\$29.88	\$30.33	\$30.78	\$31.24	\$31.71	\$32.34	\$32.83
36 Mo.	\$31.69	\$32.17	\$32.65	\$33.14	\$33.64	\$34.14	\$34.65	\$35.34	\$35.87
42 Mo.	\$34.68	\$35.20	\$35.73	\$36.27	\$36.81	\$37.36	\$37.92	\$38.68	\$39.26
Top	\$37.94	\$38.51	\$39.09	\$39.68	\$40.28	\$40.88	\$41.49	\$42.32	\$42.95

Job Titles: **METROLOGY TECHNICIAN II**

CBA 48 Supply Chain Services

Wage Schedule 8

1.50%

1.50%

1.50%

1.50%

1.50%

1.50%

2.00%

1.50%

	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$15.54	\$15.77	\$16.01	\$16.25	\$16.49	\$16.74	\$16.99	\$17.33	\$17.59
6 Mo.	\$17.03	\$17.29	\$17.55	\$17.81	\$18.08	\$18.35	\$18.63	\$19.00	\$19.29
12 Mo.	\$18.66	\$18.94	\$19.22	\$19.51	\$19.80	\$20.10	\$20.40	\$20.81	\$21.12
18 Mo.	\$20.40	\$20.71	\$21.02	\$21.34	\$21.66	\$21.98	\$22.31	\$22.76	\$23.10
24 Mo.	\$22.34	\$22.68	\$23.02	\$23.37	\$23.72	\$24.08	\$24.44	\$24.93	\$25.30
30 Mo.	\$24.47	\$24.84	\$25.21	\$25.59	\$25.97	\$26.36	\$26.76	\$27.30	\$27.71
36 Mo.	\$26.76	\$27.16	\$27.57	\$27.98	\$28.40	\$28.83	\$29.26	\$29.85	\$30.30
42 Mo.	\$29.30	\$29.74	\$30.19	\$30.64	\$31.10	\$31.57	\$32.04	\$32.68	\$33.17
Top	\$32.06	\$32.54	\$33.03	\$33.53	\$34.03	\$34.54	\$35.06	\$35.76	\$36.30

Job Titles: **TRUCK DRIVER**

CBA 48 CPE

Wage Schedule 4

1.50%

1.50%

1.50%

1.50%

1.50%

1.50%

2.00%

1.50%

	Current	Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
Start	\$23.93	\$24.29	\$24.65	\$25.02	\$25.40	\$25.78	\$26.17	\$26.69	\$27.09
6 Mo.	\$25.07	\$25.45	\$25.83	\$26.22	\$26.61	\$27.01	\$27.42	\$27.97	\$28.39
12 Mo.	\$26.32	\$26.71	\$27.11	\$27.52	\$27.93	\$28.35	\$28.78	\$29.36	\$29.80
18 Mo.	\$27.57	\$27.98	\$28.40	\$28.83	\$29.26	\$29.70	\$30.15	\$30.75	\$31.21
24 Mo.	\$28.90	\$29.33	\$29.77	\$30.22	\$30.67	\$31.13	\$31.60	\$32.23	\$32.71
30 Mo.	\$30.29	\$30.74	\$31.20	\$31.67	\$32.15	\$32.63	\$33.12	\$33.78	\$34.29
36 Mo.	\$31.77	\$32.25	\$32.73	\$33.22	\$33.72	\$34.23	\$34.74	\$35.43	\$35.96
42 Mo.	\$33.28	\$33.78	\$34.29	\$34.80	\$35.32	\$35.85	\$36.39	\$37.12	\$37.68
48 Mo.	\$34.88	\$35.40	\$35.93	\$36.47	\$37.02	\$37.58	\$38.14	\$38.90	\$39.48
54 Mo.	\$36.59	\$37.14	\$37.70	\$38.27	\$38.84	\$39.42	\$40.01	\$40.81	\$41.42
Top	\$38.35	\$38.93	\$39.51	\$40.10	\$40.70	\$41.31	\$41.93	\$42.77	\$43.41

Job Titles: **COMMUNICATIONS TECHNICIAN**

CBA 48 CPE

Wage Schedule 5

1.50%

1.50%

1.50%

1.50%

1.50%

1.50%

2.00%

1.50%

		Hourly Rate Effective 8/7/2022	Hourly Rate Effective 2/5/2023	Hourly Rate Effective 8/6/2023	Hourly Rate Effective 2/4/2024	Hourly Rate Effective 8/4/2024	Hourly Rate Effective 2/5/2025	Hourly Rate Effective 8/3/2025	Hourly Rate Effective 2/1/2026
	Current								
Start	\$23.10	\$23.45	\$23.80	\$24.16	\$24.52	\$24.89	\$25.26	\$25.77	\$26.16
6 Mo.	\$24.57	\$24.94	\$25.31	\$25.69	\$26.08	\$26.47	\$26.87	\$27.41	\$27.82
12 Mo.	\$26.15	\$26.54	\$26.94	\$27.34	\$27.75	\$28.17	\$28.59	\$29.16	\$29.60
18 Mo.	\$27.82	\$28.24	\$28.66	\$29.09	\$29.53	\$29.97	\$30.42	\$31.03	\$31.50
24 Mo.	\$29.63	\$30.07	\$30.52	\$30.98	\$31.44	\$31.91	\$32.39	\$33.04	\$33.54
30 Mo.	\$31.53	\$32.00	\$32.48	\$32.97	\$33.46	\$33.96	\$34.47	\$35.16	\$35.69
36 Mo.	\$33.59	\$34.09	\$34.60	\$35.12	\$35.65	\$36.18	\$36.72	\$37.45	\$38.01
42 Mo.	\$35.75	\$36.29	\$36.83	\$37.38	\$37.94	\$38.51	\$39.09	\$39.87	\$40.47
48 Mo.	\$38.06	\$38.63	\$39.21	\$39.80	\$40.40	\$41.01	\$41.63	\$42.46	\$43.10
54 Mo.	\$40.49	\$41.10	\$41.72	\$42.35	\$42.99	\$43.63	\$44.28	\$45.17	\$45.85
Top	\$43.11	\$43.76	\$44.42	\$45.09	\$45.77	\$46.46	\$47.16	\$48.10	\$48.82

Job Titles: **DATA TECHNICIAN**