

Appendix A
2025 IBEW Yellow Agreement Wage Tables

Administrative Support Associate

Step	Effective 5/18/2025
1	378.50
2	406.00
3	435.00
4	466.50
5	500.00
6	536.00
7	574.50
8	616.00
9	660.00
10	708.00
11	759.00
12	813.50
13	872.00

Customer Solutions Associate

Step	Effective 5/18/2025
1	616.00
2	641.00
3	667.00
4	694.50
5	722.50
6	752.00
7	782.50
8	814.50
9	847.50
10	882.00
11	918.00
12	955.00
13	994.00

Customer Care Associate
Customer Care Associate WFH

Step	Effective 5/18/2025
1	637.00
2	661.00
3	686.00
4	712.00
5	739.00
6	767.00
7	795.50
8	826.00
9	857.00
10	889.50
11	923.00
12	958.00
13	994.00

Customer Resolution Associate

Step	Effective 5/18/2025
1	534.00
2	562.50
3	592.50
4	623.50
5	657.00
6	692.00
7	728.50
8	767.50
9	808.00
10	851.00
11	896.00
12	944.00
13	994.00

Operations Associate

Step	Effective 5/18/2025
1	438.00
2	464.50
3	492.00
4	521.50
5	553.00
6	586.00
7	621.00
8	658.50
9	698.00
10	740.00
11	784.00
12	831.00
13	881.00