



BULLETIN

NABET-CWA/ABC-Disney
Washington DC



2026 Master Agreement Negotiations - Bulletin #1

March 27, 2026

APRIL 1, 2026, WAGE INCREASE

Pursuant to the July 30, 2024, extension agreement between the Union and ABC, Inc., all base wages in the Master Agreement shall be increased by 3.5% for all Groups, in all Units, in all locations, effective on April 1, 2026. The 3.5% increase will also be applied to the daily hire 'travel-only day' pay rate. All other terms and conditions in the current Master Agreement will continue to remain in full force and effect through September 30, 2026.

A copy of the April 1, 2026, minimum wage scales is attached to this bulletin.

2026 MASTER AGREEMENT NEGOTIATIONS

Additionally, as per the July 30, 2024, extension agreement, NABET-CWA and ABC, Inc. are scheduled to commence negotiations in New York City on Monday, March 30, 2026, for a successor contract to the current Master Agreement. The extended Master Agreement expires on September 30, 2026.

Please monitor Sector and Local Union websites and check email notices for updates relating to these negotiations.

In Solidarity,
Your NABET-CWA-ABC Network Negotiating Committee

Local 16: William Bores, President; Jim Joyce, Vice-President/President-Elect

Local 31: Alex Staherski, Vice-President; Bantu Opiotennione, President

Local 41: Stephen Griswold, President; Patrick Keating and Michael Johnson, Executive Board Members

Local 51: Carrie Biggs-Adams, President; Brad Belstock, Vice-President;
Colin Tuttle, Executive Board Member

NABET-CWA Sector: Charlie Braico, NABET-CWA President and Chief Spokesperson;
Judi Chartier, General Counsel;
Steve Rubbinaccio, Sports Agreement Coordinator;
Ron Gabalski, Chief of Staff and Assistant to the President

A Unit Staff Weekly Rates		
Classification	Effective 4/1/2025	Effective 4/1/2026
Group 2	\$ 2,231.50	\$ 2,309.50
Group 5	\$ 2,398.50	\$ 2,482.50
Group 5a	\$ 2,459.50	\$ 2,545.50
Group 7	\$ 2,521.00	\$ 2,609.00
Group 8	\$ 2,701.50	\$ 2,796.00
Group 9	\$ 2,938.50	\$ 3,041.50
Video Tape Librarian	\$ 1,917.00	\$ 1,984.00

A Unit Daily Hire Daily Rates		
Classification	Effective 4/1/2025	Effective 4/1/2026
Field Util 4 hr	\$ 82.00	\$ 85.00
Field Util 6 hr	\$ 122.50	\$ 127.00
Field Util 8 hr	\$ 161.50	\$ 167.00
Field Util 10 hr	\$ 224.50	\$ 232.50
Utility 4 hr	\$ 139.50	\$ 144.50
Utility 6 hr	\$ 208.00	\$ 215.50
Utility 8 hr	\$ 277.50	\$ 287.00
Utility 10 hr	\$ 380.00	\$ 393.50
Group 2 4 hr	\$ 224.50	\$ 232.50
Group 2 6 hr	\$ 335.00	\$ 346.50
Group 2 8 hr	\$ 447.00	\$ 462.50
Group 2 10 hr	\$ 612.00	\$ 633.50
Group 5 4 hr	\$ 238.00	\$ 246.50
Group 5 6 hr	\$ 360.00	\$ 372.50
Group 5 8 hr	\$ 479.50	\$ 496.50
Group 5 10 hr	\$ 660.00	\$ 683.00
Group 5a 8 hr	\$ 493.00	\$ 510.50
Group 7 4 hr	\$ 252.00	\$ 261.00
Group 7 6 hr	\$ 378.50	\$ 391.50
Group 7 8 hr	\$ 504.00	\$ 521.50
Group 7 10 hr	\$ 694.50	\$ 719.00
Group 8 4 hr	\$ 271.50	\$ 281.00
Group 8 6 hr	\$ 405.50	\$ 419.50
Group 8 8 hr	\$ 541.50	\$ 560.50
Group 8 10 hr	\$ 745.00	\$ 771.00
Group 9 4 hr	\$ 294.50	\$ 305.00
Group 9 6 hr	\$ 441.50	\$ 457.00
Group 9 8 hr	\$ 587.00	\$ 607.50
Group 9 10 hr	\$ 807.50	\$ 836.00
VTL 4 hr	\$ 192.00	\$ 198.50
VTL 6 hr	\$ 287.00	\$ 297.00
VTL 8 hr	\$ 384.00	\$ 397.50
Travel-Only Hourly Rate	\$ 37.50	\$ 39.00

A Unit KGO Staff Weekly Rates		
Classification	Effective 4/1/2025	Effective 4/1/2026
Group 1a Staff	\$ 1,913.00	\$ 1,980.00
Group 5 Staff	\$ 2,111.50	\$ 2,185.50
Group 7 Staff	\$ 2,219.00	\$ 2,296.50
Group 8 Staff	\$ 2,378.50	\$ 2,461.50
A Unit KGO Daily Hire Daily Rates		
Classification	Effective 4/1/2025	Effective 4/1/2026
Group 1a DH 4 hr	\$ 190.50	\$ 197.00
Group 1a DH 6 hr	\$ 286.50	\$ 296.50
Group 1a DH 8 hr	\$ 381.50	\$ 395.00
Group 5 DH 4 hr	\$ 209.50	\$ 217.00
Group 5 DH 6 hr	\$ 317.00	\$ 328.00
Group 5 DH 8 hr	\$ 420.00	\$ 434.50
Group 7 DH 4 hr	\$ 222.50	\$ 230.50
Group 7 DH 6 hr	\$ 333.50	\$ 345.00
Group 7 DH 8 hr	\$ 443.50	\$ 459.00
Group 8 DH 4 hr	\$ 236.50	\$ 245.00
Group 8 DH 6 hr	\$ 357.50	\$ 370.00
Group 8 DH 8 hr	\$ 476.00	\$ 492.50

B Unit Weekly Rates		
Classification	Effective 4/1/2025	Effective 4/1/2026
Group 5 0-1 Years	\$ 972.50	\$ 1,006.50
Group 5 1-2 Years	\$ 1,488.00	\$ 1,540.00
Group 5 2-3 Years	\$ 1,703.50	\$ 1,763.00
Group 5 3-4 Years	\$ 1,897.50	\$ 1,964.00
Group 5 4+ Years	\$ 2,398.50	\$ 2,482.50
Group 7 0-1 Years	\$ 1,056.50	\$ 1,093.50
Group 7 1-2 Years	\$ 1,591.50	\$ 1,647.00
Group 7 2-3 Years	\$ 1,820.50	\$ 1,884.00
Group 7 3-4 Years	\$ 2,027.00	\$ 2,098.00
Group 7 4+ Years	\$ 2,521.00	\$ 2,609.00
Sideletter GP	\$ 2,408.50	\$ 2,493.00

D Unit Weekly Rates		
Classification	Effective 4/1/2025	Effective 4/1/2026
0-6 Months	\$ 671.50	\$ 695.00
6-12 Months	\$ 705.50	\$ 730.00
12-18 Months	\$ 836.00	\$ 865.50
18+ Months	\$ 902.00	\$ 933.50
Part-Time Hourly Rate	\$ 22.65	\$ 23.44

F, K, and O Unit Weekly Rates		
Classification	Effective 4/1/2025	Effective 4/1/2026
0-1 Years	\$ 972.50	\$ 1,006.50
1-2 Years	\$ 1,488.00	\$ 1,540.00
2-3 Years	\$ 1,703.50	\$ 1,763.00
3-4 Years	\$ 1,897.50	\$ 1,964.00
4+ Years	\$ 2,398.50	\$ 2,482.50
F and K Unit Desk Assistant Weekly Rates		
Classification	Effective 4/1/2025	Effective 4/1/2026
0-6 Months	\$ 681.00	\$ 705.00
6-12 Months	\$ 705.50	\$ 730.00
12-18 Months	\$ 814.50	\$ 843.00
18+ Months	\$ 902.00	\$ 933.50
Part-Time Hourly Rate	\$ 22.65	\$ 23.44

P Unit Weekly Rates		
Classification	Effective 4/1/2025	Effective 4/1/2026
Building Maintenance		
0-1 year	\$ 919.50	\$ 951.50
1-2 years	\$ 1,019.50	\$ 1,055.00
2-3 years	\$ 1,099.50	\$ 1,138.00
3+ years	\$ 1,251.00	\$ 1,295.00
Gardeners		
0-1 year	\$ 1,031.50	\$ 1,067.50
1-2 years	\$ 1,154.00	\$ 1,194.50
2-3 years	\$ 1,824.50	\$ 1,888.50
3+ years	\$ 1,503.50	\$ 1,556.00
General Maintenance		
0-1 year	\$ 1,031.50	\$ 1,067.50
1-2 years	\$ 1,154.00	\$ 1,194.50
2-3 years	\$ 1,824.50	\$ 1,888.50
3+ years	\$ 1,503.50	\$ 1,556.00
Painters		
0-1 year	\$ 1,299.50	\$ 1,345.00
1-2 years	\$ 1,462.00	\$ 1,513.00
2-3 years	\$ 1,586.50	\$ 1,642.00
3+ years	\$ 1,754.00	\$ 1,815.50
Carpenters		
0-1 year	\$ 1,324.00	\$ 1,370.50
1-2 years	\$ 1,482.50	\$ 1,534.50
2-3 years	\$ 1,614.50	\$ 1,671.00
3+ years	\$ 1,844.00	\$ 1,908.50
Electricians		
0-1 year	\$ 1,388.00	\$ 1,436.50
1-2 years	\$ 1,554.50	\$ 1,609.00
2-3 years	\$ 1,695.00	\$ 1,754.50
3+ years	\$ 1,892.00	\$ 1,958.00
Plumbers		
0-1 year	\$ 1,324.00	\$ 1,370.50
1-2 years	\$ 1,482.50	\$ 1,534.50
2-3 years	\$ 1,614.50	\$ 1,671.00
3+ years	\$ 1,844.00	\$ 1,908.50

Sideletter HE Minimum Rates		
Classification	Effective 4/1/2025	Effective 4/1/2026
Daily Minimum		
4 hour	\$ 144.50	\$ 149.50
6 hour	\$ 216.00	\$ 223.50
8 hour	\$ 288.00	\$ 298.00
Weekly Minimum		
0-12 months	\$ 985.00	\$ 1,019.50
1-2 years	\$ 1,127.00	\$ 1,166.50
Over 2 years	\$ 1,444.00	\$ 1,494.50