

Appendix A
2026 Mobility Black Labor Agreement Wage Tables

Administrative Assistant

Step	Effective 2/08/2026
1	426.00
2	458.50
3	494.00
4	532.00
5	572.50
6	616.50
7	664.00
8	715.00
9	769.50
10	828.50
11	892.50
12	961.00
13	1034.50

Business Customer Service Specialist I
Business Customer Service Specialist I-S

Step	Effective 2/08/2026
1	420.50
2	450.00
3	481.00
4	514.50
5	550.50
6	589.00
7	630.00
8	674.00
9	720.50
10	771.00
11	824.50
12	882.00
13	943.50

Business Customer Service Specialist II
Business Customer Service Specialist II-S

Step	Effective 2/08/2026
1	466.00
2	501.50
3	539.50
4	580.00
5	624.00
6	671.50
7	722.00
8	777.00
9	835.50
10	899.00
11	967.00
12	1040.00
13	1119.00

Business Premier Service Consultant
Business Premier Service Consultant-S

Step	Effective 2/08/2026
1	640.00
2	665.00
3	691.50
4	718.50
5	747.00
6	776.50
7	807.00
8	839.00
9	872.00
10	906.50
11	942.00
12	979.50
13	1018.00

Appendix A
2026 Mobility Black Labor Agreement Wage Tables

Clerk

Step	Effective 2/08/2026
1	378.50
2	407.50
3	438.00
4	471.50
5	507.50
6	546.00
7	587.50
8	632.00
9	680.50
10	732.00
11	787.50
12	847.50
13	912.00

Client Service Specialist
Client Service Specialist WFH

Step	Effective 2/08/2026
1	640.00
2	668.50
3	698.00
4	729.50
5	761.50
6	795.50
7	831.00
8	868.00
9	906.50
10	947.00
11	989.00
12	1033.00
13	1079.00

Coordinator I

Step	Effective 2/08/2026
1	531.50
2	567.50
3	606.00
4	646.50
5	690.50
6	737.00
7	787.00
8	840.00
9	897.00
10	957.50
11	1022.00
12	1091.00
13	1165.00

Coordinator II

Step	Effective 2/08/2026
1	577.00
2	618.00
3	662.50
4	709.50
5	760.50
6	814.50
7	872.50
8	935.00
9	1002.00
10	1073.50
11	1150.00
12	1232.00
13	1320.00

Appendix A
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Customer Service Representative I

Step	Effective 2/08/2026
1	420.50
2	450.00
3	481.00
4	514.50
5	550.50
6	589.00
7	630.00
8	674.00
9	720.50
10	771.00
11	824.50
12	882.00
13	943.50

Customer Service Representative WFH

Step	Effective 2/08/2026
1	420.50
2	450.00
3	481.00
4	514.50
5	550.50
6	589.00
7	630.00
8	674.00
9	720.50
10	771.00
11	824.50
12	882.00
13	943.50

Customer Service Representative II

Step	Effective 2/08/2026
1	434.00
2	469.00
3	506.50
4	547.00
5	591.00
6	638.50
7	689.50
8	745.00
9	805.00
10	869.50
11	939.00
12	1014.50
13	1096.00

Customer Support Specialist
Customer Support Specialist WFH

Step	Effective 2/08/2026
1	534.00
2	564.00
3	596.00
4	629.50
5	665.50
6	703.00
7	742.50
8	784.50
9	829.00
10	875.50
11	925.00
12	977.50
13	1032.50

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Distribution Center Coordinator

Step	Effective 2/08/2026
1	522.00
2	561.50
3	604.00
4	650.00
5	699.00
6	752.00
7	809.00
8	870.50
9	936.50
10	1007.50
11	1083.50
12	1165.50
13	1254.00

Fraud Analyst

Step	Effective 2/08/2026
1	508.50
2	553.50
3	602.00
4	655.00
5	713.00
6	776.00
7	844.50
8	919.00
9	1000.00
10	1088.00
11	1184.00
12	1288.50
13	1402.00

Integrated Sales Support Representative

Step	Effective 2/08/2026
1	919.00
2	947.00
3	976.00
4	1006.00
5	1036.50
6	1068.00
7	1101.00
8	1134.50
9	1169.00
10	1204.50
11	1241.50
12	1279.50
13	1318.50

Premier Service Consultant

Premier Service Consultant WFH & HYB

Step	Effective 2/08/2026
1	640.00
2	665.00
3	691.50
4	718.50
5	747.00
6	776.50
7	807.00
8	839.00
9	872.00
10	906.50
11	942.00
12	979.50
13	1018.00

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Retail Sales Consultant

Step	Effective 2/08/2026
1	542.00
2	570.00
3	599.50
4	630.50
5	663.00
6	697.50
7	733.50
8	771.50
9	811.00
10	853.00
11	897.50
12	943.50
13	992.50

Small Biz Advisor

Step	Effective 2/08/2026
1	530.00
2	561.50
3	595.50
4	631.00
5	668.50
6	708.50
7	751.00
8	796.00
9	843.50
10	894.00
11	947.50
12	1004.50
13	1064.50

Sr In Home Sales Expert

Step	Effective 2/08/2026
1	775.00
2	797.50
3	821.00
4	845.00
5	870.00
6	895.00
7	921.50
8	948.50
9	976.00
10	1004.50
11	1034.00
12	1064.50
13	1095.50

Technician I MSC/RNOC

Step	Effective 2/08/2026
1	663.50
2	720.00
3	781.00
4	847.00
5	919.00
6	997.00
7	1081.50
8	1173.50
9	1273.00
10	1381.00
11	1498.00
12	1625.00
13	1763.00

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Technician II MSC/RNOC

Step	Effective 2/08/2026
1	723.00
2	785.50
3	853.50
4	927.50
5	1007.50
6	1095.00
7	1189.50
8	1292.50
9	1404.50
10	1526.00
11	1658.00
12	1801.50
13	1957.50

Telesales Representative

Step	Effective 2/08/2026
1	445.50
2	476.00
3	508.50
4	543.50
5	580.50
6	620.00
7	662.50
8	708.00
9	756.50
10	808.00
11	863.50
12	922.50
13	985.50

Virtual Sales Expert

Step	Effective 2/08/2026
1	479.50
2	509.50
3	541.50
4	576.00
5	612.00
6	650.50
7	691.50
8	735.00
9	781.00
10	830.50
11	882.50
12	938.00
13	997.00

Wireless Technician

Step	Effective 2/08/2026
1	723.00
2	785.50
3	853.50
4	927.50
5	1007.50
6	1095.00
7	1189.50
8	1292.50
9	1404.50
10	1526.00
11	1658.00
12	1801.50
13	1957.50

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Work Force Administrator

Step	Effective 2/08/2026
1	438.00
2	467.50
3	498.50
4	532.00
5	568.00
6	606.00
7	646.50
8	690.00
9	736.00
10	785.50
11	838.50
12	894.50
13	954.50