



January 23, 2023

Dennis G. Trainor  
Vice President  
CWA District 1  
80 Pine Street, 37th Floor  
New York, NY 10005

Dear Dennis:

The Bureau of Labor Statistics released the December 2022 inflation figures on January 12, 2023. The CPI-W amount was 6.3% more than the previous year. Therefore, the COLA adjustment for 2023 is approximately 1.63%, which results in a total General Wage Increase of approximately 4.63% (See attached calculation).

Attached are the revised 2023 Mobility Orange Wage Tables with the Cost-of-Living Adjustment.

Please contact me if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Keith".

Mike Keith  
Vice President  
AT&T Labor Relations

Attachments

Effective February 12, 2023, an adjustment will be made in basic weekly rates in each wage schedule. The amount of the adjustment shall be 0.5 times the increase above three percent (3%) in the U.S. Department of Labor Statistics "CPI-W" (1982-84 = 100) for December 2022 over December 2021. The adjustment will be added to the 2023 general wage increase and applied exponentially with no change to starting wages. However, in no event shall the wage increase for 2023 exceed 5% in total.

Calculation

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December 2021*	273.925	<i>CPI-W</i>
December 2022*	291.051	<i>CPI-W</i>
Percent Change	0.062520763	6.3%
Minus 3%	0.032520763	
Times 0.5	0.016260381	
Adjustment	1.63%	
Original GWI	3%	
GWI w COLA	4.626038%	4.63%

\*From US Bureau of Labor Statistics

APPENDIX A  
2023 MOBILITY ORANGE WAGE TABLES WITH COLA

**Administrative Assistant**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	424.50
2	456.50
3	491.00
4	528.00
5	567.50
6	610.50
7	656.50
8	706.00
9	759.00
10	816.00
11	877.50
12	944.00
13	1015.00

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

<u>Step</u>	<u>Effective 2/12/2023</u>
1	418.00
2	446.50
3	477.00
4	509.50
5	544.00
6	581.00
7	620.50
8	662.50
9	708.00
10	756.00
11	807.50
12	862.50
13	921.00

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

<u>Step</u>	<u>Effective 2/12/2023</u>
1	469.50
2	504.00
3	541.00
4	580.50
5	623.50
6	669.00
7	718.50
8	771.00
9	827.50
10	888.50
11	954.00
12	1024.00
13	1099.00

**Business Premier Service Consultant  
Bus Premier Service Consultant WFH**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	600.00
2	626.00
3	652.50
4	680.50
5	710.00
6	740.50
7	772.50
8	805.50
9	840.00
10	876.00
11	914.00
12	953.00
13	994.00

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**Business Sales Specialist**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	476.00
2	508.50
3	543.50
4	580.50
5	620.00
6	662.50
7	707.50
8	756.00
9	807.50
10	863.00
11	922.00
12	984.50
13	1052.00

**Clerk**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	375.50
2	403.50
3	434.00
4	466.50
5	501.50
6	539.00
7	579.00
8	622.50
9	669.50
10	719.50
11	773.50
12	831.00
13	893.50

**Client Service Specialist**

**Client Service Specialist WFH**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	646.00
2	673.00
3	701.00
4	730.00
5	760.50
6	792.00
7	825.00
8	859.50
9	895.00
10	932.50
11	971.00
12	1011.50
13	1053.50

**Coordinator 1**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	530.50
2	565.00
3	601.50
4	640.50
5	682.50
6	726.50
7	774.00
8	824.00
9	877.50
10	934.50
11	995.50
12	1060.00
13	1129.00

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**Coordinator 2**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	575.50
2	615.00
3	657.00
4	702.50
5	750.50
6	802.00
7	857.00
8	915.50
9	978.50
10	1045.50
11	1117.50
12	1194.00
13	1276.00

**COS Sales Advocate**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	385.00
2	412.00
3	440.50
4	471.50
5	504.50
6	539.50
7	577.00
8	617.50
9	660.50
10	707.00
11	756.00
12	809.00
13	865.50

**Customer Service Representative I**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	418.50
2	447.00
3	477.50
4	509.50
5	544.50
6	581.50
7	621.00
8	663.00
9	708.00
10	756.00
11	807.50
12	862.50
13	921.00

**Customer Service Representative (WFH)**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	418.50
2	447.00
3	477.50
4	509.50
5	544.50
6	581.50
7	621.00
8	663.00
9	708.00
10	756.00
11	807.50
12	862.50
13	921.00

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**Customer Service Representative II**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	433.50
2	467.50
3	504.50
4	544.50
5	587.50
6	634.00
7	684.00
8	737.50
9	796.00
10	858.50
11	926.50
12	999.50
13	1078.50

**Customer Service Representative II - C2**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	575.50
2	611.50
3	649.50
4	690.00
5	732.50
6	778.50
7	826.50
8	878.00
9	933.00
10	991.00
11	1052.50
12	1118.00
13	1187.50

**Customer Support Specialist  
Customer Support Specialist WFH**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	520.00
2	549.50
3	580.50
4	613.00
5	647.50
6	684.00
7	722.50
8	763.50
9	806.50
10	851.50
11	899.50
12	950.50
13	1004.00

**Finance Representative I**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	530.50
2	565.00
3	601.50
4	640.50
5	682.50
6	726.50
7	774.00
8	824.00
9	877.50
10	934.50
11	995.50
12	1060.00
13	1129.00

APPENDIX A  
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**Finance Representative II**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	575.50
2	611.50
3	649.50
4	690.00
5	732.50
6	778.50
7	826.50
8	878.00
9	933.00
10	991.00
11	1052.50
12	1118.00
13	1187.50

**Fraud Analyst**

**Fraud Analyst HYB**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	482.00
2	519.50
3	560.00
4	603.50
5	650.00
6	700.50
7	755.00
8	814.00
9	877.00
10	945.00
11	1018.50
12	1097.50
13	1183.00

**Integrated Sales Support Representative**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	954.00
2	974.50
3	995.00
4	1016.50
5	1038.00
6	1060.50
7	1083.00
8	1106.00
9	1130.00
10	1154.00
11	1178.50
12	1204.00
13	1229.50

**Integrated Solutions Representative**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	756.00
2	776.00
3	796.00
4	817.00
5	838.00
6	860.00
7	882.50
8	905.50
9	929.50
10	953.50
11	978.50
12	1004.00
13	1030.50

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**Information Systems Technician**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	576.50
2	625.50
3	679.00
4	737.00
5	800.00
6	868.00
7	942.00
8	1022.50
9	1109.50
10	1204.50
11	1307.00
12	1418.50
13	1539.50

**Premier Service Consultant  
Premier Service Consultant (WFH) & (HYB)**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	600.00
2	626.00
3	652.50
4	680.50
5	710.00
6	740.50
7	772.50
8	805.50
9	840.00
10	876.00
11	914.00
12	953.00
13	994.00

**Retail Sales Consultant**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	517.00
2	549.50
3	583.00
4	617.00
5	650.00
6	684.00
7	718.00
8	752.00
9	786.50
10	820.50
11	855.00
12	894.00
13	939.50

**Sales Specialist**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	548.00
2	586.50
3	627.50
4	671.50
5	718.50
6	769.00
7	823.00
8	880.50
9	942.50
10	1008.50
11	1079.50
12	1155.00
13	1236.00



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**Sales Support Representative**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	530.50
2	565.00
3	601.50
4	640.50
5	682.50
6	726.50
7	774.00
8	824.00
9	877.50
10	934.50
11	995.50
12	1060.00
13	1129.00

**Service Technician**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	504.00
2	548.50
3	597.50
4	650.50
5	708.00
6	771.00
7	839.50
8	914.00
9	995.00
10	1083.50
11	1179.50
12	1284.00
13	1398.00

**Small Biz Advisor I**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	521.50
2	550.00
3	579.50
4	611.00
5	644.50
6	679.50
7	716.50
8	755.50
9	796.50
10	839.50
11	885.00
12	933.50
13	984.00

**Technical MSC/RNOC**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	720.00
2	782.00
3	849.00
4	922.00
5	1001.50
6	1087.50
7	1181.00
8	1282.50
9	1392.50
10	1512.50
11	1642.50
12	1783.50
13	1937.00

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**Technical Support Specialist**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	720.00
2	771.00
3	825.00
4	883.50
5	945.50
6	1012.50
7	1084.00
8	1160.50
9	1242.00
10	1330.00
11	1423.50
12	1524.00
13	1631.50

**Telesales Representative**

**Telesales Representative WFH**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	439.00
2	467.50
3	497.50
4	529.50
5	563.50
6	600.00
7	638.50
8	680.00
9	723.50
10	770.00
11	820.00
12	872.50
13	929.00

**Wireless Technician**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	720.00
2	782.00
3	849.00
4	922.00
5	1001.50
6	1087.50
7	1181.00
8	1282.50
9	1392.50
10	1512.50
11	1642.50
12	1783.50
13	1937.00

**Work Force Administrator**

<u>Step</u>	<u>Effective 2/12/2023</u>
1	419.00
2	448.00
3	478.50
4	511.50
5	546.50
6	584.00
7	624.00
8	667.00
9	713.00
10	762.00
11	814.50
12	870.00
13	930.00