



**Communications Workers of America, AFL-CIO**

District 6 Arkansas, Kansas, Missouri, Oklahoma, Texas

**Claude Cummings Jr.**  
Vice President

**District 6 Headquarters**

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March 2, 2017

Dear CWA District 6 Members:

I am pleased to announce that CWA has reached a tentative agreement with AT&T Southwest on a four-year contract. We started early negotiations and worked hard to reach an agreement for our 20,000 CWA members in Arkansas, Kansas, Missouri, Oklahoma and Texas at AT&T Southwest. Our Bargaining Committee focused on the needs and bargaining goals of our members and was successful in gaining significant wage increases in each year of the contract, paid parental leave, affordable healthcare, new training and education opportunities, a \$1,000 bonus upon ratification, along with other significant improvements.

In a major breakthrough, AT&T commits to bringing 3,000 jobs to District 6. I began talking with AT&T officials early last fall about the need to bring jobs back home; this is a tremendous gain for working people in the five states.

I am extremely proud of the work accomplished by our Bargaining Committee and very grateful for the job they have done for our members. Your CWA Bargaining Committee is confident that we have negotiated an extremely good settlement that we are proud to present to our members for their approval. We join the Bargaining Committee in recommending this contract for ratification.

Claude Cummings, Jr.  
Vice President

Sylvia J. Ramos  
Assistant to the Vice President

David Van Os  
District 6 Counsel

Mark Franken  
Area Director

Judy Graves  
Area Director – Organizing

Michael Neumann, Bargaining Committee Chair  
Jeff Hayes, Vice President – Local 6360  
Marc LaRousse, President – Local 6139  
Gerald Murray, President – Local 6507  
Luke Pavone, President – Local 6316  
Jason Peavler, President – Local 6132  
Glynne Stanley, President – Local 6214

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## **CWA/AT&T – SOUTHWEST – TENTATIVE AGREEMENT**

The following tentative agreement has been reached after the Communications Workers of America District 6 and AT&T Southwest agreed to enter into early bargaining. Negotiations began on February 1, 2017 to reach an agreement with AT&T before the expiration of the 2013 Labor Agreement. As a Committee, we strongly believe this agreement is a result of hard work, dedication and a strong commitment to address every critical proposal that was submitted by our members. The CWA Committee believes that there are key improvements in this agreement that were achieved because of early bargaining, that would not have otherwise been possible during traditional bargaining. For these reasons, the CWA District 6 Bargaining Committee unanimously recommends this agreement for ratification.

In Unity,  
Mike Neumann  
Jason Peavler  
Marc LaRousse

Glynne Stanley  
Jeff Hayes

Gerald Murray  
Luke Pavone

### **Duration**

Four-year contract: April 9, 2017 to April 10, 2021.

### **Wages and Other Compensation**

**Early Ratification Payment:** If the agreement is ratified on or before April 7, 2017, a ratification bonus of \$1000 will be paid to each eligible member.

#### **Guaranteed Annual Wage Increases:**

Compounded Wage increase 11.1%:

May 7, 2017 – 3.0%  
May 6, 2018 – 2.5%  
May 5, 2019 – 3.0%  
May 3, 2020 – 2.25%

COLA: Suspended effective April 9, 2017 through April 10, 2021.

#### **Success Sharing Plan:**

Based on the Union's and Company's desire to have employees share in the success of AT&T, Inc. (AT&T), the parties agreed to a Success Sharing Plan (SSP). There are two components of the Success Sharing Plan and eligible employees may receive annual lump sum payment based on AT&T stock appreciation and AT&T dividend rate. Employees will be awarded 150 success units at the beginning of each award year (October 2, 2017, October 1, 2018, October 1, 2019 and October 1, 2020). The success unit is only used as a multiplier in the payout calculation and is not a share of stock nor has any other value. For award year 2018, the stock price used will be the closing AT&T stock price on the New York Stock Exchange on October 2, 2017, and September 28, 2018. For award years 2019, 2020 and 2021, the stock price used will be the closing AT&T stock price on the New York Stock Exchange on October 1 of each year and September 30 of the following year. The increase in stock during those two periods will be multiplied by 150 units for the payout amount. The dividend rate value will be determined by adding each AT&T declared quarterly dividend during the award year and multiplying this total by 150 success units. The payment of the award will be made as soon as practicable after conclusion of the award year and will normally occur the payday of the last full pay period of November. Employees will receive a total payout based on the difference between the ending award value and the beginning award value for the award year multiplied by 150 success units plus the dividend rate value.

#### **Wage Credits:**

When the Company invokes a "Tight Labor Market" to authorize blanket wage credit, notification will be given to the Union.

### **Pension Benefits**

#### **Lump Sum Pension Option preserved through life of the agreement**

Current Employees who continue to participate in the Southwest Program will be eligible for the following pension band increases:

- 1.0% effective January 1, 2018
- 1.0% effective January 1, 2019
- 1.0% effective January 1, 2020

- 1.0% effective January 1, 2021

**Bargained Cash Balance Program #2 (BCB2):**

2017 New Hires classified as Regular Employees shall participate in the:

- AT&T Retirement Savings Plan
- BCB2 Plan

**Savings and Security 401(k) Plan:**

Effective January 1, 2018 the AT&T Savings and Security Plan will incorporate new weekly bands for maximum amounts. The new bands are as follows:

<u>Weekly Compensation</u>	<u>Maximum Week Amount</u>
\$1,600 - \$1,699	\$85
\$1,700 - \$1,799	\$90
\$1,800 & Over	\$95

**Health Care**

Future Retirees: Applicable to the term of the Agreement to Eligible Retired Employees who terminate during the term of the Agreement. Eligible Retired Employees shall be eligible to participate in the same plan as a similarly situated active Current Employee.

Our Bargaining Committee requested to bargain for current retirees, but AT&T was very consistent with their response that they were not willing to bargain for current retirees, as current retiree benefits are not a mandatory subject of bargaining.

Future retirees under the 2013 Agreement are those that retired from April 7, 2013 to April 8, 2017, they will become Current Retirees under the new Agreement effective 1/1/2018. Future retirees for the 2017 Agreement are those that will retire from April 9, 2017 until April 10, 2021.

**Medicare Part B Premium Reimbursement**

No changes from current plan

**Parental Leave:**

Two (2) weeks paid leave for Mother or Father to bond with newborn or adopted child; first ever in AT&T contract.

**Current Employees, 2009 New Hires, 2013 New Hires:**

	<u>Monthly Contribution Amounts</u>			
<u>Option 1</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Individual	\$105	\$113	\$126	\$131
Family	\$264	\$296	\$330	\$345

	<u>Monthly Contribution Amounts</u>			
<u>Option 2</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Individual	\$46	\$59	\$72	\$78
Family	\$121	\$154	\$189	\$205

**2017 New Hires:**

	<u>Monthly Contribution Amounts</u>			
<u>Option 1</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Individual	\$138	\$144	\$150	\$158
Family	\$362	\$377	\$394	\$414

	<u>Monthly Contribution Amounts</u>			
<u>Option 2</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Individual	\$84	\$90	\$97	\$104
Family	\$220	\$236	\$254	\$273

**Annual Deductibles:**

2017 New Hires, 2013 New Hires, 2009 New Hires, and Current Employees:

**Option 1**

	2018		2019		2020		2021	
	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>
Individual	\$650	\$2,275	\$700	\$2,450	\$750	\$2,625	\$800	\$2,800
Family	\$1,300	\$4,550	\$1,400	\$4,900	\$1,500	\$5,250	\$1,600	\$5,600

**Annual Deductible Provisions:**

No change from Current Program.

**Note:** The Annual Deductibles will be included in the Out of Pocket Maximums.**Option 2**

	2018		2019		2020		2021	
	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>
Individual	\$1,450	\$4,350	\$1,500	\$4,500	\$1,550	\$4,650	\$1,600	\$4,800
Family	\$2,900	\$8,700	\$3,000	\$9,000	\$3,100	\$9,300	\$3,200	\$9,600

**Annual Deductible Provisions:**

No change from Current Program except as provided below:

- If the coverage tier is Family, no individual can receive benefits until the Family Annual Deductible has been met. The Family Annual Deductible can be met by one or a combination of covered family members.
- The following costs paid by the participant also apply toward the applicable Network/ONA or Non-Network Deductible amounts:
  - Outpatient prescription drug allowable charges of eligible expenses.

**Note:** The Annual Deductibles are included in the Out of Pocket Maximums.**Annual Out of Pocket Maximums:  
(Including Annual Deductible)**

2017 New Hires, 2013 New Hires, 2009 New Hires, and Current Employees:

**Option 1**

	2018		2019		2020		2021	
	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>
Ind	\$3,250	\$9,750	\$3,500	\$10,500	\$3,750	\$11,250	\$4,000	\$12,000
Family	\$6,500	\$19,500	\$7,000	\$21,000	\$7,500	\$22,500	\$8,000	\$24,000

(Integrated Med/Surg. MH/SA)

**Out-of-Pocket Max provisions:**

No change from current program, except as provided below:

The following additional costs paid by the participant apply toward the applicable Network/ONA or Non-Network Out-of-Pocket Maximum amounts:

- Deductibles

**Option 2**

	2018		2019		2020		2021	
	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>	<u>Network &amp; ONA</u>	<u>Non-Network</u>
Ind	\$6,550	\$19,650	\$6,550	\$19,650	\$6,550	\$19,650	\$6,550	\$19,650
Family	\$13,100	\$39,300	\$13,100	\$39,300	\$13,100	\$39,300	\$13,100	\$39,300

(Integrated with Med/Surg, Rx, MH/SA, CarePlus)

Out-of-Pocket Maximum provisions:

If the coverage tier is Family, the applicable Family Out-of-Pocket maximum must be met before the Program pays 100% of the Allowable Charges for Eligible Expenses, except that the Program will pay 100% of the Allowable Charges for Eligible Expenses for Network/ONA Services for an individual family member once the individual meets the Network/ONA Individual Out-of-Pocket Maximum, even if the Family Out-of-Pocket Maximum has not been met.

The following additional costs paid by the participant apply toward the applicable Network/ONA or Non-Network Out-of-Pocket Maximum amounts:

- Deductibles
- Outpatient prescription drug allowable charges for eligible expenses.

**Healthcare Co-Pays:** No change from current plan

2017 New hires, 2013 New Hires, 2009 New Hires, and Current Employees:

<b><u>Copay/Coinsurance</u></b>	<b><u>Network &amp; ONA</u></b>	<b><u>Non-Network</u></b>
<b><u>General-Preventative</u></b>		
Option 1	\$0/0% Deductible waived	No Benefit
Option 2	\$0/0% Deductible waived	No Benefit
<b><u>General-Sickness/Illness</u></b>		
Option 1	\$0/10% after Deductible	\$0/50% after Deductible
Option 2	\$0/10% after Deductible	\$0/50% after Deductible
<b><u>Office Visit-Preventative</u></b>		
Option 1	\$0/0% Deductible waived	No Benefit
Option 2	\$0/0% Deductible waived	No Benefit
<b><u>Office Visit-Sickness/Illness</u></b>		
Option 1	\$0/10% after Deductible	\$0/50% after Deductible
Option 2	\$0/10% after Deductible	\$0/50% after Deductible
<b><u>Tests-Preventative</u></b>		
Option 1	\$0/0% Deductible waived	No Benefit
Option 2	\$0/0% Deductible waived	No Benefit
<b><u>Tests-Sickness/Illness</u></b>		
Option 1	\$0/10% after Deductible	\$0/50% after Deductible
Option 2	\$0/10% after Deductible	\$0/50% after Deductible
<b><u>Urgent Care</u></b>		
Option 1	\$0/10% after Deductible	\$0/50% after Deductible
Option 2	\$0/10% after Deductible	\$0/50% after Deductible
<b><u>Hospital In-patient/Out-patient</u></b>		
Option 1	\$0/10% after Deductible	\$0/50% after Deductible
Option 2	\$0/10% after Deductible	\$0/50% after Deductible
<b><u>Mental Health/Substance Abuse-Preventative</u></b>		
Option 1	\$0/0% Deductible waived	No Benefit
Option 2	\$0/0% Deductible waived	No Benefit
<b><u>Mental Health/Substance Abuse-Sickness/Illness</u></b>		
Option 1	\$0/10% after Deductible	\$0/50% after Deductible
Option 2	\$0/10% after Deductible	\$0/50% after Deductible
<b><u>Emergency Room</u></b>		
Option 1	\$0/10% after Deductible	\$0/50% after Deductible
Option 2	\$0/10% after Deductible	\$0/50% after Deductible

**Prescription Drug Program**

2017 New Hires, 2013 New Hires, 2009 New Hires, and Current Employees:

**Option 1:**

**Deductibles** – None

**Out-of-Pocket Maximum:**

	<u>2018 – 2021</u>
Individual	\$ 1,200
Family	\$ 2,400

**Retail – Network Copays:**

(Up to 30-day supply, limited to 2 fills for maintenance)

	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Generic	\$10	\$10	\$10	\$10
Preferred	\$35	\$35	\$35	\$35
Non-Preferred	\$60	\$70	\$80	\$80

**Retail - Non-Network Copay:**

Participant pays the greater of the applicable Network copay or balance remaining after the program pays 75% of network retail cost.

**Mail Order Copays:**

(Up to 90-day supply)

	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Generic	\$20	\$20	\$20	\$20
Preferred	\$70	\$70	\$70	\$70
Non-Preferred	\$120	\$140	\$160	\$160

**Option 2:**Deductible: Integrated with Med/Surg, MH/SA, CarePlus

Out-of-Pocket Maximum: Integrated with Med/Surg, MH/SA, CarePlus

**Retail – Network Copays:**

(Up to 30-day supply, limited to 2 fills for maintenance)

	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Generic	\$9	\$9	\$9	\$9
Preferred	\$35	\$35	\$35	\$35
Non-Preferred	\$70	\$70	\$70	\$70

**Retail Non-Network Copays:**

Participant pays the greater of the applicable Network copay or balance remaining after the program pays 75% of network retail cost.

**Mail order Copays:**

(Up to 90-day supply)

	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Generic	\$18	\$18	\$18	\$18
Preferred	\$70	\$70	\$70	\$70
Non-Preferred	\$140	\$140	\$140	\$140

The following provisions will continue to apply to Option 1 and Option 2:

- Mandatory mail order for maintenance Rx – Applies after second fill at retail.
- Specialty pharmacy program
- Personal Choice – 100% participant-paid
- Mandatory Generic
- Compound medication limitation

The following provisions also apply to Option 1 and Option 2:

- Advanced Control Specialty Formulary
- New Standard Prescriptions Drug Formulary
- Generic Step Therapy
- 

**Dental**

2017 New Hires, 2013 New Hires, 2009 New Hires, and Current Employees:

**Monthly Contributions**

	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Individual	\$7	\$7	\$7	\$8
Individual +1	\$14	\$14	\$14	\$17
Family	\$23	\$23	\$23	\$27

**Deductible**

Network and ONA: \$25 per individual per year  
 Non-Network: \$50 per individual per year

**Annual Maximum Benefit**

Network and ONA: \$1,750 per individual  
 Non-Network: \$1,300 per individual

**Orthodontic Lifetime Maximum**

Network and ONA: \$2,000 per individual  
 Non-Network: \$1,400 per individual

**Coverage Levels****Diagnostic/Preventative**

Network and ONA 100% deductible waived  
 Non-Network 100% deductible waived

**Basic Restorative**

Network and ONA 90% after deductible  
 Non-Network 70% after deductible

**Major Restorative**

Network and ONA 80% after deductible  
 Non-Network 50% after deductible

**Orthodontia**

Network and ONA 80% after deductible  
 Non-Network 50% after deductible

**Vision**

2017 New Hires, 2013 New Hires, 2009 New Hires, and Current Employees:

**Monthly Contributions**

	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Individual	\$2	\$2	\$2	\$2.50
Individual +1	\$5	\$5	\$5	\$5.50
Family	\$8	\$8	\$8	\$9

**Coverage Levels**

Exam: 1 exam per 12 months  
 Network: \$0 copay  
 Non-Network: \$28 allowance

Frame Allowance: 1 pair per 12 months  
 Network: \$130 allowance  
 Non-Network: \$30 allowance

Lenses Allowance: 1 set per 12 months

- Network \$0/0% Copay/Coinsurance
- Covers standard, plastic lenses: single, Bi-focal, Tri-focal, Lenticular, Progressive + Polycarbonate at 100%
- Non-Network \$30-\$80 allowance

Contact Lenses Allowance: Allowance per 12 months  
 Network: \$150 allowance  
 Non-Network: \$150 allowance

2nd Pair Benefit: Allows for a 2nd pair of glasses or contact lenses allowance after the first pair benefit is utilized, per 24 months.

## Other Items

### Night Tours

The definition of "Night Tours" and language for Night Tour Differential will remain the same as stated in the 2013 Labor Agreement until 2021. Effective April 11, 2021, a night tour shall be one which falls wholly or partially between the hours of 7 p.m. and 6 a.m. This change will be subject to 2021 negotiations.

### Contracting Work

- Extend notification to Union leadership at least (30) days prior to contracting work which is not being or has not recently been performed by contractors.
- Continue the ad hoc committee to review work which is being contracted out, and explore alternatives and suggest recommendations to restore work to the Bargaining Unit.

### Service Emergency

Any declaration of a Service Emergency must be approved by a Vice President or equivalent.

### CWA Benefit Representative

Amend to 1 Benefit Representative position. When vacated, replacement will remain in their current job title and be paid current rate of pay with a 10% differential.

### Retired Local Presidents

Will be reimbursed for travel and associated expenses related to meetings held under the auspices of Strategic Alliance and Common Interest Forums for the life of the agreement.

### Overtime

Extend the 2-hour notification committee for the duration of the 2017 Labor Agreements.

### Attendance/FMLA

There are changes in the incidental absences (Illness under Article XI Absences from Duty). There are no changes to the FMLA absences.

Employees with (1) or more years of Net Credited Service (NCS) will have a maximum of (10) paid illness days per calendar year. There is no change to the day(s) in waiting for employees. The only exception is if an employee is absent (5) or fewer paid illness days during the previous calendar year, the employee may be paid up to an additional (5) paid illness days in the next calendar year for the sole purpose of providing paid illness days for the (5) day period leading up to an approved disability benefit absence after the initial (10) days absence have been exhausted. Except as provided above, there is not roll over of paid illness days. Employees hired on or after April 9, 2017, with (1) or more years of Net Credited Service (NCS) will have a maximum of (5) paid illness days per calendar year.

### Short Term Disability Income Plan

Current Employee, 2009 New Hires, 2013 New Hires, no changes to plan

### 2017 New Hires

Effective April 9, 2017 the following table shall apply:

<u>Term of Employment</u>	<u>100%</u>	<u>% of Pay</u>	<u>60%</u>
6 months < 2 years	0 weeks		26 weeks
2 years < 5 years	4 weeks		22 weeks
5 years < 15 years	13 weeks		13 weeks
15 years or more	26 weeks		0 weeks

### Employment Security

Extended and modified the Employee Security Commitment (ESC) with Job Offer Guarantee through the life of the 2017 Labor Agreement. The amended agreement will continue to apply to regular employees who were on the payroll prior to April 6, 2013. Employees on JOG during the 2013 Labor Agreement shall be grandfathered and have the same terms as the 2013 Labor Agreement. The terms of the Employment Security Commitment MOA contained in the 2013 Settlement Agreement will continue to apply to any regular employee on JOG as of April 8, 2017. The Company agrees not to suspend the ESC through April 10, 2021.

### Severance

- Involuntary Severance Payment Table increased by 3% effective January 1, 2019.
- Reassignment Pay Protection Plan (RPPP) table increased by 3% effective January 1, 2019.

### Training

- Changes and enhancements to AT&T Tuition Assistance Program
- Nano Degrees now eligible under new Program



### **Separation of Service**

Continued Lump Sum Pension for employees who retire on Service Pensions between January 1, 2018 and December 31, 2021.

### **Service Representative Title**

If a Surplus Service Representative (excluding a Service Representative on ESC JOG) declines a job offer to a Leveraged Service Representative position, it will not be considered a lateral declination.

### **Leveraged Service Representative Title**

- Quota Relief for Union Paid/Union Unpaid Time for discipline purposes only.
- Retained LSR Sales Committee and added Service Level discussion.

### **Incentive Plans**

The Company proposes to renew the Incentive Plans agreement, effective April 9, 2017 through April 10, 2021.

## **The following Committee Recommendations were extended:**

### **Revenue Management Representative**

Extend the Recommendations of the Revenue Management Representative Agreement for the life of the 2017 Labor Agreement.

### **Communications Consultant**

Extend the Recommendations of the Communications Consultant Joint Leadership Forum for life of the 2017 Labor Agreement.

### **Service Representatives**

- Extended the Joint Agreement of the Service Representative Review Committee Agreement for the life of the 2017 Labor Agreement.
- The prohibition against Decision Making Leaves (DMLs) and dismissals of Service Representatives solely for sales and/or adherence performance will remain in effect for the life of the 2017 Labor Agreement.

### **GPS**

Renamed the committee and renewed the recommendations of the GPS committee for the life of the 2017 Labor Agreement.

### **Operators and Console Operators**

Extend the Recommendations of the Operator Services Task Force Agreement for the life of the 2017 Labor Agreement.

### **Appendix J**

- Added Warehouse Assistant, Office Coordinator, and Administrative Support Assistant to Appendix J.
- Add wage progression schedules for Warehouse Assistant, Office Coordinator, and Administrative Support Assistant to Appendix J.
- Renew the Premises Technician Best Practice Committee.
- Decreased mandatory overtime to (14) fourteen hours per week.
- Increased the Meal Allowance pay to \$37 per day.
- Premises Technician layoff in inverse seniority.
- Add Supplemental Statement 19 to Appendix J, Home Dispatch, the Company has sole discretion to assign Appendix J employees to participate in the AT&T Home Dispatch Program.
- Premises Technician Layoff Allowance Improved:

<b><u>Length of Service</u></b>	<b><u>Layoff Allowance</u></b>
0-12 months	1 week pay
13-24 months	2 weeks pay
25-47 months	3 weeks pay
48-71 months	4 weeks pay
72-95 months	5 weeks pay
96 months or more	6 weeks pay

### **Appendix J Protected Customer Services Technician**

- Renew CST in TFS (excluding CST in Business Services) who is declared surplus in an exchange where Premises Technician have a regular place of reporting and accepts or displaces a Premises Technician will remain on the Group 1 Craft Wage Schedule and receive the applicable general wage increase.
- Renew for Force Adjustment purposes, the Premises Technician is considered a lateral job offer for CST title for these employees.

- Renew CST may elect to displace the least senior Premises Technician who is junior to the CST in the same exchange.

### **Successorship Clause**

Renewed

### **Vacations**

The Company agrees to instruct its managers to continue to make available vacation weeks/days originally offered but not selected in the initial or subsequent interview, or selected but vacated during the vacation year, force requirements permitting.

## **Memoranda of Agreement**

### **The following Memoranda of Agreements were extended:**

- CWA Internal Appeals Process with modifications
- Employment Security Commitment (ESC) with modifications
- Expedited Arbitration
- Facilities Locate Work
- Four Day Work Week
- Hometown Job Security Commitment (HJSC) with modifications
- Informal Surplus
- Monitoring
- Motor Vehicle Usage Program
- National Transfer Plan (NTP) to include DirecTV, LLC.
- Part-time Employees
- Presidential Council
- Recovery of Wage Benefits Overpayment
- Regarding Neutrality and Card Check Recognition
- Service Leader
- Statement of Renewed Commitment to the Principals of Cooperative Union-Management Relations
- Strategic Alliance
- Uniform Services Leave of Absence - Executive Order for Operation Freedom's Sentinel

### **Travel Reimbursement**

Same day travel allowance less than 60 odometer miles increased to 93 cents effective January 1, 2018; 94 cents per odometer mile effective January 1, 2019; 95 cents per odometer mile effective January 1, 2020; 96 cents per odometer mile effective January 1, 2021.

Same day travel allowance more than 60 odometer miles, increased to \$1.31 effective January 1, 2018; \$1.32 effective January 1, 2019; \$1.33 effective January 1, 2020; \$1.34 effective January 1, 2021.

### **Overnight Temporary Assignment**

- Full Day Per Diem allowance within the 5-state region increased to \$46 effective January 1, 2018 and \$47 effective January 1, 2019.
- Per Diem Allowance in Dallas, Fort Worth, Houston, Kansas City, St. Louis, and San Antonio increased to \$56 effective January 1, 2018 and \$57 effective January 1, 2019.
- Parking within the 5-state region at the home city's public transportation terminal increased to \$12 per day effective January 1, 2018.
- Laundry Allowance increased to \$5.25 per day effective January 1, 2018.
- Partial Per Diem Allowances increased on travel days on January 1, 2018 and January 1, 2019.
- Overnight Travel Allowance increased to \$48 per day effective January 1, 2018.

### **National Transfer Plan**

The Company agrees to extend the IMF and CWA Surplus Exchange process with the following modifications:

#### **Add:**

- DirecTV, LLC.
- AT&T Mobility Puerto Rico
- Teleport Communications America, LLC.

**Removed:**

- AT&T Laboratories, Inc.
- AT&T Operations, Inc.
- SBC Internet Services, Inc.
- SNET Diversified Group, Inc.
- Southern New England Telephone
- TC Systems, Inc.
- TCG Carolinas
- TCG New Jersey
- TCG New Jersey, Inc.
- TCG Rhode Island
- TCG Services, Inc.

**Temporary Employees**

Changed maximum length of Temporary Employees from 18 months to 24 months

**INVOLUNTARY SEVERANCE PAYMENT TABLE**

<b>Completed Years of Net Credited Service</b>	<b>Pension Band Up to 107 7A8-707</b>	<b>Pension Band 108-109 708-709</b>	<b>Pension Band 110-111 710-711</b>	<b>Pension Band 112-114 712+</b>	<b>Pension Band 115-118</b>	<b>Pension Band 119-120</b>	<b>Pension Band 121 +</b>
1-3	\$1,920	\$1,990	\$2,180	\$2,340	\$2,660	\$2,720	\$2,900
4-5	\$3,790	\$3,980	\$4,330	\$4,710	\$5,300	\$5,430	\$5,840
6-7	\$6,310	\$6,630	\$7,230	\$7,820	\$8,800	\$9,090	\$9,680
8-9	\$8,800	\$9,270	\$10,140	\$10,950	\$12,340	\$12,710	\$13,500
10-11	\$12,600	\$13,250	\$14,460	\$15,650	\$17,630	\$18,140	\$19,340
12-13	\$17,040	\$17,890	\$19,470	\$21,150	\$23,790	\$24,510	\$26,100
14-15	\$22,050	\$23,200	\$25,310	\$27,350	\$30,890	\$31,810	\$33,870
16-17	\$27,100	\$28,490	\$31,080	\$33,600	\$37,890	\$39,030	\$41,610
18-19	\$32,150	\$33,790	\$36,850	\$39,890	\$44,930	\$46,320	\$49,390
20	\$34,650	\$36,500	\$39,750	\$43,070	\$48,460	\$49,940	\$53,230
21	\$37,170	\$39,220	\$42,660	\$46,270	\$52,040	\$53,610	\$57,120
22	\$39,700	\$41,940	\$45,600	\$49,440	\$55,570	\$57,240	\$60,990
23	\$42,220	\$44,650	\$48,490	\$52,590	\$59,100	\$60,890	\$64,870
24	\$44,750	\$47,400	\$51,430	\$55,780	\$62,670	\$64,520	\$68,750
25	\$47,250	\$50,110	\$54,340	\$58,980	\$66,210	\$68,190	\$72,640
26	\$49,770	\$52,820	\$57,240	\$62,170	\$69,730	\$71,810	\$76,480
27	\$52,290	\$55,530	\$60,160	\$65,340	\$73,280	\$75,470	\$80,360
28	\$54,810	\$58,260	\$63,070	\$68,510	\$76,830	\$79,100	\$84,240
29 and over	\$57,330	\$60,960	\$66,010	\$71,690	\$80,360	\$82,760	\$88,130

**Wage Progression Treatment**

If on Step 12 through 24 months, the employee shall receive 50% of Table Amount

If on Step 30 through 36 months, the employee shall receive 75% of Table Amount

If on Step 42 months and over, the employee shall receive 100% of Table Amount

**RPPP PAYOUT TABLE**  
**ASSIGNMENT TO LOWER WAGE RATE**

**Years of Net Credited Service**

Weekly Difference		<10	10<15	15<25	25+
\$ 0.50	\$ 4.50	80	140	670	790
5.00	9.50	100	360	1,410	1,700
10.00	14.50	130	520	2,140	2,590
15.00	19.50	240	730	2,880	3,470
20.00	24.50	260	910	3,620	4,350
25.00	29.50	320	1,090	4,360	5,240
30.00	34.50	360	1,290	5,110	6,130
35.00	39.50	400	1,460	5,850	7,010
40.00	44.50	460	1,650	6,590	7,910
45.00	49.50	500	1,830	7,320	8,800
50.00	54.50	580	2,020	8,060	9,680
55.00	59.50	630	2,200	8,810	10,580
60.00	64.50	670	2,390	9,540	11,450
65.00	69.50	730	2,590	10,290	12,350
70.00	74.50	760	2,760	11,020	13,230
75.00	79.50	820	2,950	11,760	14,130
80.00	84.50	870	3,130	12,500	15,020
85.00	89.50	950	3,320	13,240	15,900
90.00	94.50	980	3,490	13,990	16,790
95.00	99.50	1,040	3,690	14,730	17,690
100.00	104.50	1,080	3,860	15,470	18,550
105.00	109.50	1,140	4,060	16,220	19,460
110.00	114.50	1,180	4,230	16,950	20,350
115.00	119.50	1,230	4,440	17,700	21,240
120.00	124.50	1,300	4,600	18,430	22,120
125.00	129.50	1,350	4,800	19,180	23,000
130.00	134.50	1,400	4,970	19,920	23,920
135.00	139.50	1,450	5,170	20,650	24,790
140.00	144.50	1,480	5,340	21,400	25,690
145.00	149.50	1,560	5,540	22,130	26,560
150.00	154.50	1,600	5,720	22,880	27,450
155.00	159.50	1,670	5,910	23,630	28,350
160.00	164.50	1,710	6,090	24,360	29,230
165.00	169.50	1,760	6,280	25,100	30,130
170.00	174.50	1,810	6,460	25,830	31,010
175.00	179.50	1,860	6,640	26,570	31,890
180.00	184.50	1,900	6,830	27,320	32,800
185.00	189.50	1,970	7,010	28,050	33,670
190.00	194.50	2,020	7,190	28,800	34,570
195.00	199.50	2,080	7,400	29,540	35,440
200.00	204.50	2,120	7,560	30,280	36,340
205.00	209.50	2,180	7,770	31,020	37,230
210.00	214.50	2,220	7,930	31,750	38,120
215.00	219.50	2,270	8,140	32,500	39,010
220.00	224.50	2,330	8,300	33,240	39,900
225.00+		2,390	8,500	33,980	40,770

**Pension Band Tables**

**MONTHLY BENEFIT TABLE A  
FOR PENSION EFFECTIVE  
DATES ON OR AFTER JANUARY  
1, 2018 AND BEFORE JANUARY  
1, 2019**

<b>Increase =</b>	<b>1%</b>
<b>PENSION BAND NUMBERS</b>	<b>ANY AGE</b>
94	\$27.27
95	\$28.91
96	\$30.53
97	\$32.14
98	\$33.76
99	\$35.38
100	\$37.02
101	\$38.64
102	\$40.26
103	\$41.94
104	\$43.56
105	\$45.16
106	\$46.77
107	\$48.46
108	\$50.11
109	\$51.73
110	\$53.34
111	\$54.98
112	\$56.55
113	\$58.27
114	\$59.86
115	\$61.45
116	\$63.11
117	\$64.71
118	\$66.38
119	\$67.99
120	\$69.64
121	\$71.26
122	\$72.91
123	\$74.52
124	\$76.16
125	\$77.80
126	\$79.40
127	\$81.06
128	\$82.67
129	\$84.32
130	\$85.91
131	\$87.60
132	\$89.19
133	\$90.80
134	\$92.48
135	\$94.07

**MONTHLY BENEFIT TABLE B  
FOR PENSION EFFECTIVE  
DATES ON OR AFTER  
JANUARY 1, 2019 AND  
BEFORE JANUARY 1, 2020**

<b>Increase =</b>	<b>1%</b>
<b>PENSION BAND NUMBERS</b>	<b>ANY AGE</b>
94	\$27.54
95	\$29.20
96	\$30.84
97	\$32.46
98	\$34.10
99	\$35.73
100	\$37.39
101	\$39.03
102	\$40.66
103	\$42.36
104	\$44.00
105	\$45.61
106	\$47.24
107	\$48.94
108	\$50.61
109	\$52.25
110	\$53.87
111	\$55.53
112	\$57.12
113	\$58.85
114	\$60.46
115	\$62.06
116	\$63.74
117	\$65.36
118	\$67.04
119	\$68.67
120	\$70.34
121	\$71.97
122	\$73.64
123	\$75.27
124	\$76.92
125	\$78.58
126	\$80.19
127	\$81.87
128	\$83.50
129	\$85.16
130	\$86.77
131	\$88.48
132	\$90.08
133	\$91.71
134	\$93.40
135	\$95.01

**MONTHLY BENEFIT TABLE C  
FOR PENSION EFFECTIVE DATES  
ON OR AFTER JANUARY 1, 2020  
AND BEFORE JANUARY 1, 2021**

Increase = 1%

PENSION BAND NUMBERS	ANY AGE
94	\$27.82
95	\$29.49
96	\$31.15
97	\$32.78
98	\$34.44
99	\$36.09
100	\$37.76
101	\$39.42
102	\$41.07
103	\$42.78
104	\$44.44
105	\$46.07
106	\$47.71
107	\$49.43
108	\$51.12
109	\$52.77
110	\$54.41
111	\$56.09
112	\$57.69
113	\$59.44
114	\$61.06
115	\$62.68
116	\$64.38
117	\$66.01
118	\$67.71
119	\$69.36
120	\$71.04
121	\$72.69
122	\$74.38
123	\$76.02
124	\$77.69
125	\$79.37
126	\$80.99
127	\$82.69
128	\$84.34
129	\$86.01
130	\$87.64
131	\$89.36
132	\$90.98
133	\$92.63
134	\$94.33
135	\$95.96

**MONTHLY BENEFIT TABLE D  
FOR PENSION EFFECTIVE  
DATES ON OR AFTER  
JANUARY 1, 2021**

Increase = 1%

PENSION BAND NUMBERS	ANY AGE
94	\$28.10
95	\$29.78
96	\$31.46
97	\$33.11
98	\$34.78
99	\$36.45
100	\$38.14
101	\$39.81
102	\$41.48
103	\$43.21
104	\$44.88
105	\$46.53
106	\$48.19
107	\$49.92
108	\$51.63
109	\$53.30
110	\$54.95
111	\$56.65
112	\$58.27
113	\$60.03
114	\$61.67
115	\$63.31
116	\$65.02
117	\$66.67
118	\$68.39
119	\$70.05
120	\$71.75
121	\$73.42
122	\$75.12
123	\$76.78
124	\$78.47
125	\$80.16
126	\$81.80
127	\$83.52
128	\$85.18
129	\$86.87
130	\$88.52
131	\$90.25
132	\$91.89
133	\$93.56
134	\$95.27
135	\$96.92

**MONTHLY BENEFIT TABLE E  
FOR PENSION EFFECTIVE DATES  
ON OR AFTER JANUARY 1, 2018  
AND BEFORE JANUARY 1, 2019**

<b>Increase =</b>	<b>1%</b>
PENSION BAND NUMBERS	ANY AGE
7A8	\$33.76
7A9	\$35.38
700	\$37.02
701	\$38.64
702	\$40.26
703	\$41.94
704	\$43.56
705	\$45.16
706	\$46.77
707	\$48.46
708	\$50.11
709	\$51.73
710	\$53.34
711	\$54.98
712	\$56.55

**MONTHLY BENEFIT TABLE F  
FOR PENSION EFFECTIVE  
DATES ON OR AFTER  
JANUARY 1, 2019 AND  
BEFORE JANUARY 1, 2020**

<b>Increase =</b>	<b>1%</b>
PENSION BAND NUMBERS	ANY AGE
7A8	\$34.10
7A9	\$35.73
700	\$37.39
701	\$39.03
702	\$40.66
703	\$42.36
704	\$44.00
705	\$45.61
706	\$47.24
707	\$48.94
708	\$50.61
709	\$52.25
710	\$53.87
711	\$55.53
712	\$57.12

**MONTHLY BENEFIT TABLE G  
FOR PENSION EFFECTIVE DATES  
ON OR AFTER JANUARY 1, 2020  
AND BEFORE JANUARY 1, 2021**

<b>Increase =</b>	<b>1%</b>
PENSION BAND NUMBERS	ANY AGE
7A8	\$34.44
7A9	\$36.09
700	\$37.76
701	\$39.42
702	\$41.07
703	\$42.78
704	\$44.44
705	\$46.07
706	\$47.71
707	\$49.43
708	\$51.12
709	\$52.77
710	\$54.41
711	\$56.09
712	\$57.69

**MONTHLY BENEFIT TABLE H  
FOR PENSION EFFECTIVE  
DATES ON OR AFTER  
JANUARY 1, 2021**

<b>Increase =</b>	<b>1%</b>
PENSION BAND NUMBERS	ANY AGE
7A8	\$34.78
7A9	\$36.45
700	\$38.14
701	\$39.81
702	\$41.48
703	\$43.21
704	\$44.88
705	\$46.53
706	\$48.19
707	\$49.92
708	\$51.63
709	\$53.30
710	\$54.95
711	\$56.65
712	\$58.27

**APPENDIX A  
WAGE PROGRESSION SCHEDULES  
GRAPHICS AND DRAFTING CLASSIFICATION**

**Basic Wage Rates for Normal Work Week**

**GRAPHICS SPECIALIST - A**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$288.50	\$289.50	\$290.00	\$291.50	\$292.00
" 12 "	\$347.50	\$350.50	\$352.50	\$355.00	\$357.00
" 18 "	\$419.50	\$424.00	\$428.00	\$432.50	\$436.50
" 24 "	\$506.00	\$513.50	\$519.50	\$527.50	\$533.50
" 30 "	\$610.00	\$621.50	\$631.00	\$643.00	\$652.00
" 36 "	\$736.00	\$752.50	\$766.50	\$783.50	\$796.50
" 42 "	\$887.50	\$910.50	\$930.50	\$955.00	\$973.50
" 48 "	\$1,070.50	\$1,102.50	\$1,130.00	\$1,164.00	\$1,190.00
Pension Band	108	108	108	108	108

Present -- Effective 5/1/2016



**APPENDIX B  
WAGE PROGRESSION SCHEDULES  
CONTACT CLASSIFICATIONS**

**Basic Wage Rates for Normal Work Week  
BUSINESS REPRESENTATIVE GROUP**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$290.00	\$290.00	\$290.00	\$290.00	\$290.00
After 6 Months	\$340.50	\$341.50	\$342.00	\$343.00	\$344.00
" 12 "	\$399.50	\$401.50	\$403.50	\$406.00	\$408.00
" 18 "	\$468.50	\$472.50	\$476.50	\$480.50	\$483.50
" 24 "	\$550.00	\$556.50	\$562.00	\$568.50	\$573.50
" 30 "	\$645.00	\$655.00	\$663.00	\$673.00	\$680.50
" 36 "	\$757.00	\$770.50	\$782.00	\$796.00	\$807.00
" 42 "	\$888.50	\$907.00	\$923.00	\$942.00	\$957.00
" 48 "	\$1,042.50	\$1,067.50	\$1,088.50	\$1,115.00	\$1,135.00
" 54 "	\$1,223.50	\$1,256.50	\$1,284.50	\$1,319.00	\$1,346.00
" 60 "	\$1,435.50	\$1,478.50	\$1,515.50	\$1,561.00	\$1,596.00
Pension Band	119	119	119	119	119

**COIN COUNTER**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$273.50	\$273.50	\$273.50	\$273.50	\$273.50
After 6 Months	\$320.50	\$321.50	\$322.50	\$323.50	\$324.00
" 12 "	\$376.00	\$378.00	\$380.00	\$382.00	\$384.00
" 18 "	\$440.50	\$444.50	\$448.00	\$452.00	\$455.00
" 24 "	\$516.50	\$522.50	\$528.00	\$534.00	\$539.00
" 30 "	\$605.50	\$614.50	\$622.00	\$631.50	\$638.50
" 36 "	\$710.00	\$722.50	\$733.50	\$746.50	\$756.50
" 42 "	\$832.50	\$849.50	\$864.50	\$882.50	\$896.50
" 48 "	\$975.50	\$999.00	\$1,019.00	\$1,043.50	\$1,062.00
" 54 "	\$1,144.00	\$1,174.50	\$1,201.00	\$1,233.50	\$1,258.50
" 60 "	\$1,341.00	\$1,381.00	\$1,415.50	\$1,458.00	\$1,491.00
Pension Band	116	116	116	116	116

**COMMUNICATIONS CONSULTANT**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$303.00	\$303.00	\$303.00	\$303.00	\$303.00
After 6 Months	\$357.50	\$358.50	\$359.50	\$360.50	\$361.50
" 12 "	\$422.00	\$424.50	\$426.50	\$429.00	\$431.00
" 18 "	\$498.00	\$502.00	\$506.00	\$510.50	\$514.00
" 24 "	\$587.50	\$594.50	\$600.50	\$607.50	\$613.00
" 30 "	\$693.00	\$703.50	\$712.00	\$723.00	\$731.00
" 36 "	\$818.00	\$832.50	\$845.00	\$860.00	\$871.50
" 42 "	\$965.00	\$985.00	\$1,002.50	\$1,023.50	\$1,039.50
" 48 "	\$1,138.50	\$1,166.00	\$1,189.50	\$1,217.50	\$1,239.50
" 54 "	\$1,343.50	\$1,380.00	\$1,411.00	\$1,449.00	\$1,478.50
" 60 "	\$1,585.50	\$1,633.00	\$1,674.00	\$1,724.00	\$1,763.00
Pension Band	123	123	123	123	123

(Continued on next page)

Present -- Effective 5/1/2016

**APPENDIX B**

**CUSTOMER CLERK**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$287.00	\$288.00	\$288.50	\$290.00	\$290.50
" 12 "	\$344.00	\$346.50	\$349.00	\$351.50	\$353.50
" 18 "	\$413.00	\$417.50	\$421.50	\$426.00	\$429.50
" 24 "	\$495.50	\$503.00	\$509.00	\$516.50	\$522.50
" 30 "	\$594.50	\$605.50	\$615.00	\$626.50	\$635.00
" 36 "	\$713.50	\$729.50	\$743.00	\$759.50	\$772.50
" 42 "	\$856.00	\$878.50	\$897.50	\$921.00	\$939.00
" 48 "	\$1,027.00	\$1,058.00	\$1,084.50	\$1,117.00	\$1,142.00
Pension Band	107	107	107	107	107

**CUSTOMER REPRESENTATIVE GROUP**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$295.50	\$295.50	\$295.50	\$295.50	\$295.50
After 6 Months	\$347.50	\$348.50	\$349.50	\$350.50	\$351.00
" 12 "	\$408.50	\$411.00	\$413.00	\$415.50	\$417.50
" 18 "	\$480.50	\$485.00	\$488.50	\$493.00	\$496.00
" 24 "	\$565.50	\$572.00	\$578.00	\$584.50	\$590.00
" 30 "	\$665.00	\$675.00	\$683.00	\$693.50	\$701.00
" 36 "	\$782.00	\$796.00	\$808.00	\$822.50	\$833.50
" 42 "	\$919.50	\$939.00	\$955.50	\$975.50	\$990.50
" 48 "	\$1,081.50	\$1,107.50	\$1,129.50	\$1,156.50	\$1,177.50
" 54 "	\$1,272.00	\$1,306.50	\$1,335.50	\$1,372.00	\$1,399.50
" 60 "	\$1,496.00	\$1,541.00	\$1,579.50	\$1,627.00	\$1,663.50
Pension Band	120	120	120	120	120

**CUSTOMER SERVICE REPRESENTATIVE II**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$276.50	\$276.50	\$276.50	\$276.50	\$276.50
After 6 Months	\$327.50	\$328.50	\$329.00	\$330.00	\$331.00
" 12 "	\$387.50	\$389.50	\$391.50	\$394.00	\$395.50
" 18 "	\$458.50	\$462.50	\$466.00	\$470.00	\$473.50
" 24 "	\$542.50	\$549.00	\$554.50	\$561.50	\$566.50
" 30 "	\$642.50	\$652.00	\$660.00	\$670.00	\$677.50
" 36 "	\$760.50	\$774.00	\$785.50	\$799.50	\$810.50
" 42 "	\$900.00	\$919.00	\$935.00	\$954.50	\$969.50
" 48 "	\$1,065.50	\$1,091.00	\$1,112.50	\$1,139.50	\$1,160.00
" 54 "	\$1,261.00	\$1,295.00	\$1,324.50	\$1,360.00	\$1,387.50
" 60 "	\$1,492.50	\$1,537.50	\$1,576.00	\$1,623.50	\$1,660.00
Pension Band	120	120	120	120	120

(Continued on next page)

Present -- Effective 5/1/2016

**APPENDIX B  
CUSTOMER SERVICES SPECIALIST**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$245.00	\$245.00	\$245.00	\$245.00	\$245.00
After 6 Months	\$296.00	\$297.50	\$298.00	\$299.50	\$300.00
" 12 "	\$358.00	\$360.50	\$363.00	\$365.50	\$367.50
" 18 "	\$433.00	\$437.50	\$442.00	\$446.50	\$450.50
" 24 "	\$523.00	\$531.00	\$537.50	\$545.50	\$552.00
" 30 "	\$632.50	\$644.50	\$654.50	\$666.50	\$676.00
" 36 "	\$764.50	\$782.00	\$796.50	\$814.50	\$828.00
" 42 "	\$924.50	\$948.50	\$969.50	\$995.00	\$1,014.50
" 48 "	\$1,117.50	\$1,151.00	\$1,180.00	\$1,215.50	\$1,243.00
Pension Band	110	110	110	110	110

**HEAD SERVICE REPRESENTATIVE**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$274.00	\$274.00	\$274.00	\$274.00	\$274.00
After 6 Months	\$333.00	\$334.50	\$335.50	\$336.50	\$337.50
" 12 "	\$405.00	\$408.00	\$410.50	\$413.50	\$416.00
" 18 "	\$492.00	\$497.50	\$502.50	\$508.00	\$512.00
" 24 "	\$598.50	\$607.00	\$614.50	\$624.00	\$631.00
" 30 "	\$727.50	\$741.00	\$752.50	\$766.50	\$777.00
" 36 "	\$884.00	\$904.00	\$920.50	\$941.50	\$957.00
" 42 "	\$1,075.00	\$1,103.00	\$1,127.00	\$1,156.50	\$1,179.00
" 48 "	\$1,306.50	\$1,345.50	\$1,379.00	\$1,420.50	\$1,452.50
Pension Band	115	115	115	115	115

**LEVERAGED SERVICE REPRESENTATIVE**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$400.00	\$400.00	\$400.00	\$400.00	\$400.00
After 6 Months	\$444.00	\$446.00	\$448.00	\$450.00	\$451.50
" 12 "	\$492.50	\$497.50	\$501.50	\$506.50	\$510.00
" 18 "	\$546.50	\$554.50	\$561.00	\$569.50	\$576.00
" 24 "	\$606.00	\$618.00	\$628.50	\$641.00	\$650.00
" 30 "	\$672.50	\$689.50	\$703.50	\$721.00	\$734.00
" 36 "	\$746.00	\$768.50	\$787.50	\$811.00	\$829.00
Pension Band	113	113	113	113	113

**MARKETING OPERATIONS GROUP**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$310.00	\$310.00	\$310.00	\$310.00	\$310.00
After 6 Months	\$362.50	\$363.50	\$364.50	\$366.00	\$367.00
" 12 "	\$423.50	\$426.50	\$429.00	\$432.50	\$434.50
" 18 "	\$494.50	\$500.00	\$505.00	\$510.50	\$515.00
" 24 "	\$578.00	\$586.50	\$594.00	\$603.00	\$609.50
" 30 "	\$675.50	\$688.00	\$699.00	\$712.00	\$722.00
" 36 "	\$789.50	\$807.00	\$822.50	\$841.00	\$855.00
" 42 "	\$922.50	\$947.00	\$967.50	\$993.00	\$1,012.50
" 48 "	\$1,078.00	\$1,110.50	\$1,138.50	\$1,172.50	\$1,199.00
Pension Band	109	109	109	109	109

(Continued on next page)

Present -- Effective 5/1/2016

**APPENDIX B**

**MARKETING OPERATIONS GROUP**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$310.00	\$310.00	\$310.00	\$310.00	\$310.00
After 6 Months	\$362.50	\$363.50	\$364.50	\$366.00	\$367.00
" 12 "	\$423.50	\$426.50	\$429.00	\$432.50	\$434.50
" 18 "	\$494.50	\$500.00	\$505.00	\$510.50	\$515.00
" 24 "	\$578.00	\$586.50	\$594.00	\$603.00	\$609.50
" 30 "	\$675.50	\$688.00	\$699.00	\$712.00	\$722.00
" 36 "	\$789.50	\$807.00	\$822.50	\$841.00	\$855.00
" 42 "	\$922.50	\$947.00	\$967.50	\$993.00	\$1,012.50
" 48 "	\$1,078.00	\$1,110.50	\$1,138.50	\$1,172.50	\$1,199.00
Pension Band	109	109	109	109	109

**REVENUE MANAGEMENT REPRESENTATIVE**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$290.00	\$291.00	\$292.00	\$293.00	\$294.00
" 12 "	\$351.50	\$354.50	\$356.50	\$359.00	\$361.00
" 18 "	\$426.50	\$431.50	\$435.50	\$440.50	\$444.00
" 24 "	\$517.50	\$525.50	\$532.00	\$540.00	\$546.00
" 30 "	\$628.00	\$639.50	\$649.50	\$661.50	\$671.00
" 36 "	\$761.50	\$778.50	\$793.50	\$811.00	\$825.00
" 42 "	\$924.00	\$948.00	\$969.00	\$994.50	\$1,014.00
" 48 "	\$1,121.00	\$1,154.50	\$1,183.50	\$1,219.00	\$1,246.50
Pension Band	110	110	110	110	110

**SALES CLERK**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$270.00	\$271.00	\$272.00	\$273.00	\$273.50
" 12 "	\$305.00	\$307.50	\$309.00	\$311.50	\$313.00
" 18 "	\$344.50	\$348.50	\$351.50	\$355.50	\$358.50
" 24 "	\$389.50	\$395.00	\$400.00	\$406.00	\$410.50
" 30 "	\$439.50	\$448.00	\$455.00	\$463.50	\$470.00
" 36 "	\$497.00	\$508.00	\$517.50	\$529.00	\$538.00
" 42 "	\$561.00	\$576.00	\$588.50	\$604.00	\$616.00
" 48 "	\$634.00	\$653.00	\$669.50	\$689.50	\$705.00
Pension Band	96	96	96	96	96

(Continued on next page)

Present -- Effective 5/1/2016

**APPENDIX B**

**SERVICE REPRESENTATIVE GROUP**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$250.50	\$250.50	\$250.50	\$250.50	\$250.50
After 6 Months	\$306.00	\$307.00	\$308.00	\$309.50	\$310.00
" 12 "	\$374.00	\$376.50	\$379.00	\$382.00	\$384.00
" 18 "	\$457.00	\$462.00	\$466.50	\$471.50	\$475.50
" 24 "	\$558.00	\$566.50	\$573.50	\$582.00	\$588.50
" 30 "	\$682.00	\$695.00	\$705.50	\$719.00	\$729.00
" 36 "	\$833.50	\$852.00	\$868.00	\$887.50	\$902.50
" 42 "	\$1,018.00	\$1,045.00	\$1,068.00	\$1,096.00	\$1,117.50
" 48 "	\$1,244.00	\$1,281.50	\$1,313.50	\$1,353.00	\$1,383.50
Pension Band	113	113	113	113	113

**TELLER**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$287.00	\$288.00	\$288.50	\$290.00	\$290.50
" 12 "	\$344.00	\$346.50	\$349.00	\$351.50	\$353.50
" 18 "	\$413.00	\$417.50	\$421.50	\$426.00	\$429.50
" 24 "	\$495.50	\$503.00	\$509.00	\$516.50	\$522.50
" 30 "	\$594.50	\$605.50	\$615.00	\$626.50	\$635.00
" 36 "	\$713.50	\$729.50	\$743.00	\$759.50	\$772.50
" 42 "	\$856.00	\$878.50	\$897.50	\$921.00	\$939.00
" 48 "	\$1,027.00	\$1,058.00	\$1,084.50	\$1,117.00	\$1,142.00
Pension Band	107	107	107	107	107

**WAGE PROGRESSION SCHEDULES  
GRAPHICS AND DRAFTING CLASSIFICATION**

**Basic Wage Rates for Normal Work Week**

**GRAPHICS SPECIALIST - B**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$288.50	\$289.50	\$290.00	\$291.50	\$292.00
" 12 "	\$347.50	\$350.50	\$352.50	\$355.00	\$357.00
" 18 "	\$419.50	\$424.00	\$428.00	\$432.50	\$436.50
" 24 "	\$506.00	\$513.50	\$519.50	\$527.50	\$533.50
" 30 "	\$610.00	\$621.50	\$631.00	\$643.00	\$652.00
" 36 "	\$736.00	\$752.50	\$766.50	\$783.50	\$796.50
" 42 "	\$887.50	\$910.50	\$930.50	\$955.00	\$973.50
" 48 "	\$1,070.50	\$1,102.50	\$1,130.00	\$1,164.00	\$1,190.00
Pension Band	108	108	108	108	108

Present -- Effective 5/1/2016

**APPENDIX C  
WAGE PROGRESSION SCHEDULES  
CRAFT CLASSIFICATIONS**

**Basic Wage Rates for Normal Work Week**

**GROUP 1**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$276.50	\$276.50	\$276.50	\$276.50	\$276.50
After 6 Months	\$327.50	\$328.50	\$329.00	\$330.00	\$331.00
" 12 "	\$387.50	\$389.50	\$391.50	\$394.00	\$395.50
" 18 "	\$458.50	\$462.50	\$466.00	\$470.00	\$473.50
" 24 "	\$542.50	\$549.00	\$554.50	\$561.50	\$566.50
" 30 "	\$642.50	\$652.00	\$660.00	\$670.00	\$677.50
" 36 "	\$760.50	\$774.00	\$785.50	\$799.50	\$810.50
" 42 "	\$900.00	\$919.00	\$935.00	\$954.50	\$969.50
" 48 "	\$1,065.50	\$1,091.00	\$1,112.50	\$1,139.50	\$1,160.00
" 54 "	\$1,261.00	\$1,295.00	\$1,324.50	\$1,360.00	\$1,387.50
" 60 "	\$1,492.50	\$1,537.50	\$1,576.00	\$1,623.50	\$1,660.00
Pension Band	120	120	120	120	120

**GROUP 2**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$276.50	\$276.50	\$276.50	\$276.50	\$276.50
After 6 Months	\$326.00	\$327.00	\$328.00	\$329.00	\$329.50
" 12 "	\$384.50	\$387.00	\$389.00	\$391.00	\$393.00
" 18 "	\$453.50	\$457.50	\$461.00	\$465.00	\$468.50
" 24 "	\$535.00	\$541.50	\$547.00	\$553.50	\$558.00
" 30 "	\$631.00	\$640.50	\$648.50	\$658.00	\$665.50
" 36 "	\$744.50	\$758.00	\$769.00	\$783.00	\$793.00
" 42 "	\$878.00	\$896.50	\$912.00	\$931.00	\$945.50
" 48 "	\$1,036.00	\$1,060.50	\$1,081.50	\$1,107.50	\$1,127.00
" 54 "	\$1,221.50	\$1,254.50	\$1,282.50	\$1,317.00	\$1,343.50
" 60 "	\$1,441.00	\$1,484.00	\$1,521.00	\$1,566.50	\$1,601.50
Pension Band	119	119	119	119	119

**GROUP 2A**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$276.50	\$276.50	\$276.50	\$276.50	\$276.50
After 6 Months	\$327.50	\$329.00	\$329.50	\$331.00	\$331.50
" 12 "	\$388.50	\$391.00	\$393.00	\$396.00	\$398.00
" 18 "	\$460.50	\$465.00	\$469.00	\$473.50	\$477.00
" 24 "	\$546.00	\$553.00	\$559.00	\$566.50	\$572.00
" 30 "	\$647.00	\$657.50	\$667.00	\$678.00	\$686.50
" 36 "	\$767.00	\$782.00	\$795.00	\$811.00	\$823.00
" 42 "	\$909.00	\$930.00	\$948.50	\$970.50	\$987.50
" 48 "	\$1,077.50	\$1,106.00	\$1,131.00	\$1,161.00	\$1,184.50
" 54 "	\$1,277.00	\$1,315.50	\$1,348.50	\$1,389.00	\$1,420.50
Pension Band	114	114	114	114	114

(Continued on next page)

Present -- Effective 5/1/2016

**APPENDIX C**

**WAGE PROGRESSION SCHEDULES  
NONCRAFT CALSSIFICATIONS**

**Basic Wage Rates for Normal Work Week**

**AIR CONDITIONING SPECIALIST AND  
MOTOR EQUIPMENT INSPECTOR MAINTAINER**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$276.50	\$276.50	\$276.50	\$276.50	\$276.50
After 6 Months	\$327.00	\$328.00	\$329.00	\$330.00	\$330.50
" 12 "	\$386.50	\$389.00	\$391.00	\$393.50	\$395.00
" 18 "	\$457.50	\$461.50	\$465.00	\$469.00	\$472.00
" 24 "	\$541.00	\$547.50	\$553.00	\$559.50	\$564.50
" 30 "	\$639.50	\$649.00	\$657.50	\$667.00	\$674.50
" 36 "	\$756.50	\$770.00	\$781.50	\$795.50	\$806.00
" 42 "	\$894.50	\$913.50	\$929.50	\$949.00	\$963.50
" 48 "	\$1,058.00	\$1,083.50	\$1,105.00	\$1,131.50	\$1,152.00
" 54 "	\$1,251.50	\$1,285.00	\$1,314.00	\$1,349.50	\$1,376.50
" 60 "	\$1,480.00	\$1,524.50	\$1,562.50	\$1,609.50	\$1,645.50
Pension Band	120	120	120	120	120

**ASSISTANT CUSTOMER SERVICE TECHNICIAN**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$261.50	\$261.50	\$261.50	\$261.50	\$261.50
After 6 Months	\$304.50	\$305.50	\$306.50	\$308.00	\$308.50
" 12 "	\$354.50	\$357.50	\$359.50	\$362.50	\$364.50
" 18 "	\$413.00	\$418.00	\$421.50	\$426.50	\$430.00
" 24 "	\$481.00	\$488.50	\$494.50	\$502.00	\$507.50
" 30 "	\$560.50	\$571.00	\$580.00	\$590.50	\$599.00
" 36 "	\$653.00	\$667.50	\$680.00	\$695.00	\$707.00
" 42 "	\$760.50	\$780.00	\$797.50	\$818.00	\$834.00
" 48 "	\$885.50	\$912.00	\$935.00	\$963.00	\$984.50
Pension Band	103	103	103	103	103

**BUILDING MAINTAINER AND GARAGE ATTENDANT**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$282.50	\$284.00	\$284.50	\$285.50	\$286.50
" 12 "	\$334.50	\$337.00	\$339.00	\$341.50	\$343.50
" 18 "	\$395.50	\$400.00	\$404.00	\$408.50	\$412.00
" 24 "	\$468.00	\$475.00	\$481.00	\$488.00	\$493.50
" 30 "	\$554.00	\$564.00	\$573.00	\$583.50	\$592.00
" 36 "	\$655.00	\$670.00	\$682.50	\$697.50	\$709.50
" 42 "	\$775.00	\$795.50	\$812.50	\$834.00	\$850.50
" 48 "	\$917.00	\$944.50	\$968.00	\$997.00	\$1,019.50
Pension Band	104	104	104	104	104

(Continued on next page)

Present -- Effective 5/1/2016

**APPENDIX C****BUILDING MECHANIC**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$273.00	\$273.00	\$273.00	\$273.00	\$273.00
After 6 Months	\$321.00	\$322.00	\$323.00	\$324.00	\$324.50
" 12 "	\$377.50	\$380.00	\$382.00	\$384.00	\$386.00
" 18 "	\$444.00	\$448.00	\$451.50	\$455.50	\$458.50
" 24 "	\$522.50	\$528.50	\$534.00	\$540.50	\$545.00
" 30 "	\$614.50	\$623.50	\$631.50	\$641.00	\$648.00
" 36 "	\$722.50	\$735.50	\$746.50	\$760.00	\$770.50
" 42 "	\$850.00	\$868.00	\$883.00	\$901.50	\$915.50
" 48 "	\$999.50	\$1,023.50	\$1,044.00	\$1,069.00	\$1,088.50
" 54 "	\$1,176.00	\$1,207.50	\$1,234.50	\$1,268.00	\$1,294.00
" 60 "	\$1,383.00	\$1,424.50	\$1,460.00	\$1,504.00	\$1,538.00
Pension Band	117	117	117	117	117

**CAD TECHNICAL SPECIALIST**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$289.00	\$290.50	\$291.00	\$292.50	\$293.00
" 12 "	\$350.00	\$352.50	\$355.00	\$357.50	\$359.50
" 18 "	\$423.50	\$428.00	\$432.50	\$437.00	\$441.00
" 24 "	\$512.50	\$520.00	\$526.50	\$534.50	\$540.50
" 30 "	\$620.00	\$632.00	\$641.50	\$653.50	\$663.00
" 36 "	\$750.50	\$767.50	\$782.00	\$799.50	\$813.00
" 42 "	\$908.00	\$932.00	\$952.50	\$977.50	\$997.00
" 48 "	\$1,099.00	\$1,132.00	\$1,160.50	\$1,195.50	\$1,222.50
Pension Band	109	109	109	109	109

**CUSTOMER SERVICES REPRESENTATIVE****CIRCUIT DESIGN SPECIALIST****FACILITIES SPECIALIST**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$249.00	\$249.00	\$249.00	\$249.00	\$249.00
After 6 Months	\$302.00	\$303.00	\$304.00	\$305.00	\$306.00
" 12 "	\$366.00	\$368.50	\$371.00	\$374.00	\$376.00
" 18 "	\$443.50	\$448.50	\$453.00	\$458.00	\$462.00
" 24 "	\$538.00	\$546.00	\$552.50	\$561.00	\$567.50
" 30 "	\$652.00	\$664.50	\$674.50	\$687.50	\$697.00
" 36 "	\$790.50	\$808.50	\$823.50	\$842.00	\$856.50
" 42 "	\$958.50	\$983.50	\$1,005.00	\$1,031.50	\$1,052.00
" 48 "	\$1,162.00	\$1,197.00	\$1,227.00	\$1,264.00	\$1,292.50
Pension Band	111	111	111	111	111

(Continued on next page)

Present -- Effective 5/1/2016



**APPENDIX C**

**DRIVER-TRACTOR TRAILER**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Pension Band	111	111	111	111	111

**HOUSE SERVICE ATTENDANT**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$280.00	\$281.00	\$282.00	\$283.00	\$284.00
" 12 "	\$328.00	\$330.50	\$332.50	\$335.00	\$337.00
" 18 "	\$384.50	\$388.50	\$392.50	\$397.00	\$400.00
" 24 "	\$450.50	\$457.00	\$463.00	\$470.00	\$475.00
" 30 "	\$528.00	\$537.50	\$546.00	\$556.50	\$564.00
" 36 "	\$618.50	\$632.50	\$644.00	\$658.50	\$670.00
" 42 "	\$724.50	\$743.50	\$760.00	\$780.00	\$795.50
" 48 "	\$849.00	\$874.50	\$896.50	\$923.50	\$944.50
Pension Band	102	102	102	102	102

**HOUSE SERVICE MAINTAINER**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$282.00	\$283.00	\$284.00	\$285.00	\$286.00
" 12 "	\$332.50	\$335.00	\$337.50	\$340.00	\$341.50
" 18 "	\$392.50	\$397.00	\$400.50	\$405.00	\$408.50
" 24 "	\$463.50	\$470.00	\$476.00	\$483.00	\$488.50
" 30 "	\$546.50	\$557.00	\$565.50	\$576.00	\$584.00
" 36 "	\$645.00	\$659.50	\$671.50	\$687.00	\$698.50
" 42 "	\$761.00	\$781.00	\$798.00	\$819.00	\$835.00
" 48 "	\$898.00	\$925.00	\$948.00	\$976.50	\$998.50
Pension Band	104	104	104	104	104

**INSTALLATION COORDINATOR**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$310.00	\$310.00	\$310.00	\$310.00	\$310.00
After 6 Months	\$362.50	\$363.50	\$364.50	\$366.00	\$367.00
" 12 "	\$423.50	\$426.50	\$429.00	\$432.50	\$434.50
" 18 "	\$494.50	\$500.00	\$505.00	\$510.50	\$515.00
" 24 "	\$578.00	\$586.50	\$594.00	\$603.00	\$609.50
" 30 "	\$675.50	\$688.00	\$699.00	\$712.00	\$722.00
" 36 "	\$789.50	\$807.00	\$822.50	\$841.00	\$855.00
" 42 "	\$922.50	\$947.00	\$967.50	\$993.00	\$1,012.50
" 48 "	\$1,078.00	\$1,110.50	\$1,138.50	\$1,172.50	\$1,199.00
Pension Band	109	109	109	109	109

(Continued on next page)

Present -- Effective 5/1/2016

**APPENDIX C**

**CENTRAL OFFICE TRANSLATION SPECIALIST  
LINE TRANSLATIONS SPECIALIST**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$250.50	\$250.50	\$250.50	\$250.50	\$250.50
After 6 Months	\$304.50	\$305.50	\$306.50	\$308.00	\$308.50
" 12 "	\$370.50	\$373.00	\$375.50	\$378.00	\$380.50
" 18 "	\$450.50	\$455.50	\$459.50	\$465.00	\$468.50
" 24 "	\$547.50	\$556.00	\$562.50	\$571.00	\$577.50
" 30 "	\$666.00	\$678.50	\$689.00	\$702.00	\$711.50
" 36 "	\$809.50	\$828.00	\$843.50	\$862.50	\$877.00
" 42 "	\$984.50	\$1,010.50	\$1,032.50	\$1,059.50	\$1,080.50
" 48 "	\$1,197.00	\$1,233.00	\$1,264.00	\$1,302.00	\$1,331.50
Pension Band	112	112	112	112	112

**PAY TELEPHONE TECHNICIAN**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$273.50	\$273.50	\$273.50	\$273.50	\$273.50
After 6 Months	\$322.00	\$322.50	\$323.50	\$324.50	\$325.00
" 12 "	\$378.50	\$381.00	\$382.50	\$385.00	\$386.50
" 18 "	\$445.50	\$449.50	\$452.50	\$456.50	\$460.00
" 24 "	\$524.00	\$530.00	\$535.50	\$542.00	\$546.50
" 30 "	\$616.50	\$625.50	\$633.50	\$643.00	\$650.00
" 36 "	\$725.50	\$738.00	\$749.50	\$762.50	\$773.00
" 42 "	\$853.50	\$871.00	\$886.50	\$905.00	\$919.00
" 48 "	\$1,004.00	\$1,028.00	\$1,048.50	\$1,073.50	\$1,093.00
" 54 "	\$1,181.00	\$1,213.00	\$1,240.00	\$1,273.50	\$1,299.50
" 60 "	\$1,389.50	\$1,431.00	\$1,467.00	\$1,511.00	\$1,545.00
Pension Band	117	117	117	117	117

**SUPPLIES ATTENDANT**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$290.00	\$291.00	\$291.50	\$293.00	\$293.50
" 12 "	\$351.50	\$354.00	\$356.00	\$358.50	\$360.50
" 18 "	\$426.00	\$430.50	\$434.50	\$439.50	\$443.00
" 24 "	\$516.50	\$524.00	\$530.50	\$538.50	\$544.50
" 30 "	\$626.00	\$637.50	\$647.50	\$659.50	\$669.00
" 36 "	\$759.00	\$776.00	\$790.50	\$808.00	\$822.00
" 42 "	\$920.00	\$944.00	\$964.50	\$990.00	\$1,009.50
" 48 "	\$1,115.50	\$1,149.00	\$1,177.50	\$1,213.00	\$1,240.50
Pension Band	110	110	110	110	110

(Continued on next page)

Present -- Effective 5/1/2016

**APPENDIX C**

**TECHNICAL ASSOCIATE**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$289.00	\$290.50	\$291.00	\$292.50	\$293.00
" 12 "	\$350.00	\$352.50	\$355.00	\$357.50	\$359.50
" 18 "	\$423.50	\$428.00	\$432.50	\$437.00	\$441.00
" 24 "	\$512.50	\$520.00	\$526.50	\$534.50	\$540.50
" 30 "	\$620.00	\$632.00	\$641.50	\$653.50	\$663.00
" 36 "	\$750.50	\$767.50	\$782.00	\$799.50	\$813.00
" 42 "	\$908.00	\$932.00	\$952.50	\$977.50	\$997.00
" 48 "	\$1,099.00	\$1,132.00	\$1,160.50	\$1,195.50	\$1,222.50
Pension Band	109	109	109	109	109

Present -- Effective 5/1/2016

**APPENDIX D**

**WAGE PROGRESSION SCHEDULES  
CENTRAL OFFICE ASSISTANT CLASSIFICATION**

**Basic Wage Rates for Normal Work Week  
CENTRAL OFFICE ASSISTANT**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$245.00	\$245.00	\$245.00	\$245.00	\$245.00
After 6 Months	\$297.00	\$298.00	\$299.00	\$300.50	\$301.50
" 12 "	\$359.50	\$362.50	\$365.00	\$368.00	\$370.50
" 18 "	\$435.50	\$441.00	\$445.50	\$451.50	\$455.50
" 24 "	\$527.50	\$536.50	\$544.00	\$553.00	\$560.50
" 30 "	\$639.00	\$652.50	\$664.00	\$678.00	\$689.00
" 36 "	\$774.00	\$793.50	\$810.50	\$831.50	\$847.50
" 42 "	\$937.50	\$965.50	\$989.50	\$1,019.00	\$1,042.00
Pension Band	105	105	105	105	105

**WAGE PROGRESSION SCHEDULES  
CONSOLE OPERATOR CLASSIFICATION**

**Basic Wage Rates for Normal Work Week  
CONSOLE OPERATOR**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$287.50	\$289.00	\$290.00	\$291.00	\$292.00
" 12 "	\$346.00	\$349.00	\$351.50	\$354.50	\$356.50
" 18 "	\$416.50	\$421.50	\$426.00	\$431.50	\$435.50
" 24 "	\$501.00	\$509.50	\$517.00	\$525.50	\$532.50
" 30 "	\$603.00	\$615.50	\$626.50	\$640.00	\$650.50
" 36 "	\$725.50	\$744.00	\$760.00	\$779.50	\$794.50
" 42 "	\$873.00	\$899.00	\$921.50	\$949.00	\$970.50
Pension Band	103	103	103	103	103

**WAGE PROGRESSION SCHEDULES  
CONTACT CLASSIFICATION**

**Basic Wage Rates for Normal Work Week  
BUSINESS SERVICES INSTRUCTOR**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$261.50	\$261.50	\$261.50	\$261.50	\$261.50
After 6 Months	\$314.50	\$315.50	\$316.50	\$317.50	\$318.50
" 12 "	\$378.00	\$380.50	\$383.00	\$386.00	\$388.00
" 18 "	\$454.50	\$459.50	\$463.50	\$469.00	\$473.00
" 24 "	\$546.00	\$554.50	\$561.00	\$569.50	\$576.00
" 30 "	\$656.50	\$669.00	\$679.50	\$692.00	\$701.50
" 36 "	\$789.50	\$807.00	\$822.00	\$840.50	\$854.50
" 42 "	\$949.00	\$974.00	\$995.00	\$1,021.00	\$1,041.50
" 48 "	\$1,141.00	\$1,175.00	\$1,204.50	\$1,240.50	\$1,268.50
Pension Band	110	110	110	110	110

Present -- Effective 5/1/2016

**APPENDIX D**

**WAGE PROGRESSION SCHEDULES  
OPERATING CLASSIFICATION**

**Basic Wage Rates for Normal Work Week**

**CENTRAL OFFICE CLERK**

**SERVICE ASSISTANT**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$249.00	\$249.00	\$249.00	\$249.00	\$249.00
After 6 Months	\$299.00	\$300.50	\$301.50	\$302.50	\$303.00
" 12 "	\$359.50	\$362.50	\$364.50	\$367.50	\$369.50
" 18 "	\$432.00	\$437.00	\$441.00	\$446.00	\$450.00
" 24 "	\$519.50	\$527.00	\$533.50	\$541.50	\$548.00
" 30 "	\$624.00	\$636.00	\$646.00	\$658.00	\$667.00
" 36 "	\$750.00	\$767.00	\$781.50	\$799.00	\$812.50
" 42 "	\$901.50	\$925.00	\$945.50	\$970.50	\$989.50
" 48 "	\$1,083.50	\$1,116.00	\$1,144.00	\$1,178.50	\$1,205.00
Pension Band	109	109	109	109	109

**OPERATOR**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$287.50	\$288.50	\$289.50	\$290.50	\$291.50
" 12 "	\$346.00	\$348.50	\$350.50	\$353.00	\$355.00
" 18 "	\$416.00	\$421.00	\$424.50	\$429.50	\$433.00
" 24 "	\$500.50	\$508.00	\$514.50	\$522.00	\$528.00
" 30 "	\$602.50	\$613.50	\$623.00	\$634.50	\$643.50
" 36 "	\$724.50	\$741.00	\$755.00	\$771.50	\$784.50
" 42 "	\$872.00	\$895.00	\$914.50	\$938.00	\$956.50
" 48 "	\$1,049.00	\$1,080.50	\$1,107.50	\$1,140.50	\$1,166.00
Pension Band	108	108	108	108	108

Present -- Effective 5/1/2016

**APPENDIX E**

**WAGE PROGRESSION SCHEDULES  
CLERICAL CLASSIFICATION**

**APPENDICES A, B, C, D, and H**

**Basic Wage Rates for Normal Work Week**

**E-1 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$280.50	\$281.50	\$282.50	\$283.50	\$284.50
" 12 "	\$329.50	\$332.00	\$334.00	\$336.50	\$338.50
" 18 "	\$387.00	\$391.50	\$395.00	\$399.50	\$403.00
" 24 "	\$454.50	\$461.50	\$467.50	\$474.00	\$479.50
" 30 "	\$534.00	\$544.00	\$552.50	\$563.00	\$570.50
" 36 "	\$627.00	\$641.00	\$653.50	\$668.00	\$679.00
" 42 "	\$736.50	\$756.00	\$772.50	\$793.00	\$808.50
" 48 "	\$865.00	\$891.00	\$913.50	\$941.00	\$962.00
Pension Band	103	103	103	103	103

**E-2 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$285.50	\$286.50	\$287.50	\$288.50	\$289.50
" 12 "	\$341.50	\$344.00	\$346.00	\$348.50	\$350.50
" 18 "	\$408.00	\$412.50	\$416.50	\$421.00	\$424.50
" 24 "	\$487.50	\$494.50	\$501.00	\$508.50	\$514.00
" 30 "	\$582.50	\$593.50	\$602.50	\$614.00	\$622.50
" 36 "	\$696.00	\$711.50	\$725.00	\$741.50	\$754.00
" 42 "	\$832.00	\$853.50	\$872.50	\$895.00	\$913.00
" 48 "	\$994.00	\$1,024.00	\$1,049.50	\$1,081.00	\$1,105.50
Pension Band	106	106	106	106	106

**E-3 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$287.00	\$288.00	\$288.50	\$290.00	\$290.50
" 12 "	\$344.00	\$346.50	\$349.00	\$351.50	\$353.50
" 18 "	\$413.00	\$417.50	\$421.50	\$426.00	\$429.50
" 24 "	\$495.50	\$503.00	\$509.00	\$516.50	\$522.50
" 30 "	\$594.50	\$605.50	\$615.00	\$626.50	\$635.00
" 36 "	\$713.50	\$729.50	\$743.00	\$759.50	\$772.50
" 42 "	\$856.00	\$878.50	\$897.50	\$921.00	\$939.00
" 48 "	\$1,027.00	\$1,058.00	\$1,084.50	\$1,117.00	\$1,142.00
Pension Band	107	107	107	107	107

(Continued on next page)

Present -- Effective 5/1/2016

**APPENDIX E**

**SS-1 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$287.50	\$288.50	\$289.50	\$290.50	\$291.50
" 12 "	\$346.00	\$349.00	\$351.00	\$353.50	\$355.50
" 18 "	\$416.50	\$421.50	\$425.00	\$430.00	\$433.50
" 24 "	\$501.50	\$509.00	\$515.50	\$523.00	\$529.00
" 30 "	\$603.50	\$615.00	\$624.50	\$636.00	\$645.00
" 36 "	\$726.50	\$743.00	\$756.50	\$773.50	\$787.00
" 42 "	\$874.50	\$897.50	\$917.00	\$941.00	\$959.50
" 48 "	\$1,052.50	\$1,084.00	\$1,111.00	\$1,144.50	\$1,170.50
Pension Band	108	108	108	108	108

**SS-2 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$289.00	\$290.00	\$291.00	\$292.00	\$292.50
" 12 "	\$349.00	\$351.50	\$354.00	\$356.50	\$358.50
" 18 "	\$422.00	\$426.50	\$430.50	\$435.50	\$439.00
" 24 "	\$510.00	\$517.50	\$524.00	\$531.50	\$537.50
" 30 "	\$616.00	\$627.50	\$637.50	\$649.00	\$658.50
" 36 "	\$744.50	\$761.00	\$775.50	\$793.00	\$806.00
" 42 "	\$900.00	\$923.50	\$943.50	\$968.50	\$987.00
" 48 "	\$1,087.50	\$1,120.00	\$1,148.00	\$1,182.50	\$1,209.00
Pension Band	109	109	109	109	109

**S-1 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$245.00	\$245.00	\$245.00	\$245.00	\$245.00
After 6 Months	\$296.00	\$297.50	\$298.00	\$299.50	\$300.00
" 12 "	\$358.00	\$360.50	\$363.00	\$365.50	\$367.50
" 18 "	\$433.00	\$437.50	\$442.00	\$446.50	\$450.50
" 24 "	\$523.00	\$531.00	\$537.50	\$545.50	\$552.00
" 30 "	\$632.50	\$644.50	\$654.50	\$666.50	\$676.00
" 36 "	\$764.50	\$782.00	\$796.50	\$814.50	\$828.00
" 42 "	\$924.50	\$948.50	\$969.50	\$995.00	\$1,014.50
" 48 "	\$1,117.50	\$1,151.00	\$1,180.00	\$1,215.50	\$1,243.00
Pension Band	110	110	110	110	110

**S-2 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$254.50	\$254.50	\$254.50	\$254.50	\$254.50
After 6 Months	\$307.50	\$308.50	\$309.50	\$310.50	\$311.50
" 12 "	\$371.50	\$374.00	\$376.50	\$379.50	\$381.50
" 18 "	\$448.50	\$453.50	\$458.00	\$463.00	\$467.00
" 24 "	\$542.00	\$550.00	\$557.00	\$565.00	\$571.50
" 30 "	\$655.00	\$667.00	\$677.50	\$690.00	\$699.50
" 36 "	\$791.00	\$808.50	\$823.50	\$842.00	\$856.00
" 42 "	\$955.50	\$980.50	\$1,002.00	\$1,028.00	\$1,048.00
" 48 "	\$1,154.50	\$1,189.00	\$1,218.50	\$1,255.00	\$1,283.00
Pension Band	111	111	111	111	111

Present -- Effective 5/1/2016

**APPENDIX I**

**WAGE PROGRESSION SCHEDULES  
CLERICAL CLASSIFICATION**

**Basic Wage Rates for Normal Work Week**

**E-1 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$280.50	\$281.50	\$282.50	\$283.50	\$284.00
" 12 "	\$329.00	\$331.50	\$333.50	\$336.00	\$338.00
" 18 "	\$386.50	\$390.50	\$394.50	\$398.50	\$402.00
" 24 "	\$453.50	\$460.00	\$466.00	\$472.50	\$478.00
" 30 "	\$532.00	\$542.00	\$550.50	\$560.50	\$568.50
" 36 "	\$624.50	\$638.50	\$650.50	\$665.00	\$676.00
" 42 "	\$733.00	\$752.00	\$768.50	\$788.50	\$804.00
" 48 "	\$860.00	\$886.00	\$908.00	\$935.00	\$956.00
Pension Band	703	703	703	703	703

**E-2 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$285.50	\$286.50	\$287.50	\$288.50	\$289.00
" 12 "	\$340.50	\$343.00	\$345.50	\$348.00	\$349.50
" 18 "	\$406.50	\$411.00	\$415.00	\$419.50	\$423.00
" 24 "	\$485.50	\$492.50	\$499.00	\$506.00	\$512.00
" 30 "	\$579.50	\$590.50	\$599.50	\$610.50	\$619.00
" 36 "	\$692.00	\$707.50	\$720.50	\$736.50	\$749.00
" 42 "	\$826.00	\$847.50	\$866.00	\$888.50	\$906.00
" 48 "	\$986.00	\$1,015.50	\$1,041.00	\$1,072.00	\$1,096.00
Pension Band	706	706	706	706	706

**E-3 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$286.50	\$287.50	\$288.50	\$289.50	\$290.50
" 12 "	\$343.50	\$346.00	\$348.50	\$351.00	\$353.00
" 18 "	\$412.00	\$416.50	\$420.50	\$425.00	\$428.50
" 24 "	\$494.00	\$501.00	\$507.50	\$515.00	\$521.00
" 30 "	\$592.00	\$603.00	\$612.50	\$624.00	\$633.00
" 36 "	\$710.00	\$726.00	\$739.50	\$756.00	\$769.00
" 42 "	\$851.00	\$873.50	\$892.50	\$916.00	\$934.00
" 48 "	\$1,020.50	\$1,051.00	\$1,077.50	\$1,110.00	\$1,135.00
Pension Band	707	707	707	707	707

(Continued on next page)

Present -- Effective 5/1/2016



**APPENDIX I**

**SS-1 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$287.50	\$288.50	\$289.50	\$290.50	\$291.50
" 12 "	\$345.50	\$348.00	\$350.50	\$353.00	\$355.00
" 18 "	\$415.50	\$420.50	\$424.00	\$429.00	\$432.50
" 24 "	\$500.00	\$507.50	\$513.50	\$521.50	\$527.00
" 30 "	\$601.00	\$612.50	\$622.00	\$633.50	\$642.50
" 36 "	\$723.00	\$739.00	\$753.00	\$770.00	\$783.00
" 42 "	\$869.50	\$892.50	\$912.00	\$935.50	\$954.00
" 48 "	\$1,045.50	\$1,077.00	\$1,104.00	\$1,137.00	\$1,162.50
Pension Band	708	708	708	708	708

**SS-2 CLERICAL**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$239.00	\$239.00	\$239.00	\$239.00	\$239.00
After 6 Months	\$288.50	\$289.50	\$290.50	\$291.50	\$292.50
" 12 "	\$348.50	\$351.00	\$353.50	\$356.00	\$358.00
" 18 "	\$421.00	\$425.50	\$429.50	\$434.50	\$438.00
" 24 "	\$508.00	\$516.00	\$522.00	\$530.00	\$536.00
" 30 "	\$613.50	\$625.00	\$635.00	\$646.50	\$655.50
" 36 "	\$741.00	\$757.50	\$772.00	\$789.00	\$802.50
" 42 "	\$895.00	\$918.50	\$938.50	\$963.00	\$982.00
" 48 "	\$1,080.50	\$1,113.00	\$1,141.00	\$1,175.00	\$1,201.50
Pension Band	709	709	709	709	709

**WAGE PROGRESSION SCHEDULES  
CONTACT CLASSIFICATION**

**Basic Wage Rates for Normal Work Week**

**SALES AGENT**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$279.50	\$279.50	\$279.50	\$279.50	\$279.50
After 6 Months	\$313.50	\$315.00	\$316.00	\$317.00	\$318.00
" 12 "	\$352.00	\$354.50	\$357.00	\$359.50	\$361.50
" 18 "	\$395.00	\$399.50	\$403.00	\$407.50	\$411.00
" 24 "	\$443.50	\$450.00	\$455.50	\$462.50	\$467.50
" 30 "	\$497.50	\$506.50	\$514.50	\$524.00	\$531.50
" 36 "	\$558.00	\$570.50	\$581.50	\$594.50	\$604.50
" 42 "	\$626.50	\$643.00	\$657.00	\$674.00	\$687.00
" 48 "	\$703.00	\$724.00	\$742.00	\$764.50	\$781.50
Pension Band	7A8	7A8	7A8	7A8	7A8

(Continued on next page)

Present -- Effective 5/1/2016

**APPENDIX I**

**SALES AND SERVICE CONSULTANT**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$302.50	\$302.50	\$302.50	\$302.50	\$302.50
After 6 Months	\$340.00	\$341.00	\$342.00	\$343.50	\$344.50
" 12 "	\$382.00	\$385.00	\$387.00	\$390.00	\$392.50
" 18 "	\$429.00	\$434.00	\$438.00	\$443.00	\$446.50
" 24 "	\$482.50	\$489.50	\$495.50	\$503.00	\$508.50
" 30 "	\$542.00	\$552.00	\$560.50	\$571.00	\$579.50
" 36 "	\$609.00	\$622.50	\$634.50	\$648.50	\$659.50
" 42 "	\$684.50	\$702.00	\$717.50	\$736.50	\$751.00
" 48 "	\$769.00	\$792.00	\$812.00	\$836.50	\$855.50
Pension Band	700	700	700	700	700

**SENIOR CONSULTANT**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$250.50	\$250.50	\$250.50	\$250.50	\$250.50
After 6 Months	\$304.50	\$305.50	\$306.50	\$307.50	\$308.50
" 12 "	\$370.00	\$372.50	\$375.00	\$377.50	\$379.50
" 18 "	\$449.50	\$454.50	\$458.50	\$463.50	\$467.50
" 24 "	\$546.00	\$554.00	\$561.00	\$569.00	\$575.50
" 30 "	\$663.00	\$675.50	\$686.00	\$698.50	\$708.50
" 36 "	\$806.00	\$824.00	\$839.00	\$858.00	\$872.00
" 42 "	\$979.00	\$1,004.50	\$1,026.50	\$1,053.00	\$1,074.00
" 48 "	\$1,189.50	\$1,225.00	\$1,255.50	\$1,293.00	\$1,322.00
Pension Band	712	712	712	712	712

Present -- Effective 5/1/2016

**APPENDIX J**

**WAGE PROGRESSION SCHEDULES**

**Basic Wage Rates for Normal Work Week**

**PREMISES TECHNICIAN**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$514.00	\$514.00	\$514.00	\$514.00	\$514.00
After 6 Months	\$546.00	\$547.50	\$549.00	\$550.50	\$551.50
" 12 "	\$580.00	\$583.50	\$586.00	\$589.50	\$592.00
" 18 "	\$616.00	\$621.50	\$626.00	\$631.50	\$635.50
" 24 "	\$654.00	\$662.00	\$668.50	\$676.00	\$682.50
" 30 "	\$694.50	\$705.00	\$713.50	\$724.00	\$732.50
" 36 "	\$738.00	\$751.00	\$762.00	\$775.50	\$786.00
" 42 "	\$783.50	\$800.00	\$814.00	\$830.50	\$844.00
" 48 "	\$832.50	\$852.00	\$869.00	\$889.50	\$905.50
" 54 "	\$884.00	\$908.00	\$928.00	\$953.00	\$972.00
" 60 "	\$939.00	\$967.00	\$991.00	\$1,020.50	\$1,043.50

**WAREHOUSE ASSISTANT**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$490.50	\$490.50	\$490.50	\$490.50	\$490.50
After 6 Months	\$507.50	\$509.00	\$510.50	\$512.00	\$513.00
" 12 "	\$525.50	\$528.50	\$531.50	\$534.50	\$537.00
" 18 "	\$544.00	\$549.00	\$553.00	\$558.00	\$561.50
" 24 "	\$563.00	\$570.00	\$575.50	\$582.50	\$587.50
" 30 "	\$583.00	\$591.50	\$599.00	\$608.00	\$615.00
" 36 "	\$603.50	\$614.00	\$623.50	\$634.50	\$643.00
" 42 "	\$624.50	\$637.50	\$649.00	\$662.50	\$673.00
" 48 "	\$646.50	\$662.00	\$675.50	\$691.50	\$704.00
" 54 "	\$669.00	\$687.50	\$703.00	\$722.00	\$736.50
" 60 "	\$692.50	\$713.50	\$731.50	\$753.50	\$770.50

**OFFICE COORDINATOR**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00
After 6 Months	\$516.50	\$518.00	\$519.50	\$521.00	\$522.00
" 12 "	\$533.50	\$537.00	\$539.50	\$542.50	\$545.00
" 18 "	\$551.50	\$556.50	\$560.50	\$565.50	\$569.50
" 24 "	\$569.50	\$576.50	\$582.00	\$589.00	\$594.50
" 30 "	\$588.50	\$597.50	\$605.00	\$614.00	\$620.50
" 36 "	\$608.00	\$619.00	\$628.00	\$639.50	\$648.00
" 42 "	\$628.00	\$641.50	\$652.50	\$666.50	\$677.00
" 48 "	\$649.00	\$664.50	\$678.00	\$694.00	\$706.50
" 54 "	\$670.50	\$688.50	\$704.00	\$723.00	\$738.00
" 60 "	\$692.50	\$713.50	\$731.50	\$753.50	\$770.50

(Continued on next page)

Present -- Effective 5/1/2016

**APPENDIX J**

**ADMINISTRATIVE SUPPORT ASSISTANT**

Wage Length of Service	Effective Dates				
	Present	5/7/2017	5/6/2018	5/5/2019	5/3/2020
Minimum	\$449.50	\$449.50	\$449.50	\$449.50	\$449.50
After 6 Months	\$461.50	\$463.00	\$464.00	\$465.50	\$466.50
" 12 "	\$474.00	\$477.00	\$479.00	\$482.00	\$484.00
" 18 "	\$487.00	\$491.00	\$495.00	\$499.00	\$502.50
" 24 "	\$500.00	\$506.00	\$511.00	\$517.00	\$521.50
" 30 "	\$513.50	\$521.00	\$527.50	\$535.50	\$541.50
" 36 "	\$527.50	\$536.50	\$544.50	\$554.50	\$562.00
" 42 "	\$541.50	\$553.00	\$562.50	\$574.00	\$583.00
" 48 "	\$556.00	\$569.50	\$580.50	\$594.50	\$605.50
" 54 "	\$571.00	\$586.50	\$599.50	\$615.50	\$628.00
" 60 "	\$586.50	\$604.00	\$619.00	\$637.50	\$652.00

Present -- Effective 5/1/2016