

**APPENDIX A
GRAPHICS SPECIALIST - A**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$239.00
After 6 Months	\$281.00
" 12 "	\$330.00
" 18 "	\$386.50
" 24 "	\$453.50
" 30 "	\$532.50
" 36 "	\$625.50
" 42 "	\$734.50
" 48 "	\$862.00

**APPENDIX B
COIN COUNTER GROUP**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$273.50
After 6 Months	\$313.00
" 12 "	\$360.00
" 18 "	\$413.50
" 24 "	\$473.50
" 30 "	\$542.50
" 36 "	\$623.50
" 42 "	\$714.50
" 48 "	\$820.50
" 54 "	\$940.00
" 60 "	\$1,079.00

**APPENDIX B
COMMUNICATIONS CONSULTANT**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$303.00
After 6 Months	\$349.00
" 12 "	\$403.00
" 18 "	\$465.00
" 24 "	\$538.00
" 30 "	\$621.50
" 36 "	\$716.50
" 42 "	\$828.00
" 48 "	\$957.00
" 54 "	\$1,105.50
" 60 "	\$1,276.50

**APPENDIX B
CUSTOMER REPRESENTATIVE GROUP**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$295.50
After 6 Months	\$340.00
" 12 "	\$392.50
" 18 "	\$450.50
" 24 "	\$518.50
" 30 "	\$597.00
" 36 "	\$687.50
" 42 "	\$790.50
" 48 "	\$910.00
" 54 "	\$1,047.00
" 60 "	\$1,204.50

**APPENDIX B
CUSTOMER SERVICE REPRESENTATIVE II**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$276.50
After 6 Months	\$320.00
" 12 "	\$371.50
" 18 "	\$429.50
" 24 "	\$498.00
" 30 "	\$576.00
" 36 "	\$667.50
" 42 "	\$774.00
" 48 "	\$895.00
" 54 "	\$1,036.50
" 60 "	\$1,201.00

**APPENDIX B
CUSTOMER SERVICES SPECIALIST**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$245.00
After 6 Months	\$288.00
" 12 "	\$338.50
" 18 "	\$399.00
" 24 "	\$470.00
" 30 "	\$552.00
" 36 "	\$650.00
" 42 "	\$764.50
" 48 "	\$899.50

**APPENDIX B
MARKETING OPERATIONS GROUP**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$310.00
After 6 Months	\$352.50
" 12 "	\$401.00
" 18 "	\$455.50
" 24 "	\$518.00
" 30 "	\$589.00
" 36 "	\$671.00
" 42 "	\$762.50
" 48 "	\$867.00

**APPENDIX B
REVENUE MANAGEMENT REPRESENTATIVE**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$239.00
After 6 Months	\$282.50
" 12 "	\$333.50
" 18 "	\$393.50
" 24 "	\$464.00
" 30 "	\$548.50
" 36 "	\$647.50
" 42 "	\$764.50
" 48 "	\$902.50

**APPENDIX B
SERVICE REPRESENTATIVE GROUP**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$250.50
After 6 Months	\$297.00
" 12 "	\$353.50
" 18 "	\$421.00
" 24 "	\$500.50
" 30 "	\$596.00
" 36 "	\$709.00
" 42 "	\$843.00
" 48 "	\$1,002.00

**APPENDIX B
GRAPHICS SPECIALIST - B**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$239.00
After 6 Months	\$281.00
" 12 "	\$330.00
" 18 "	\$386.50
" 24 "	\$453.50
" 30 "	\$532.50
" 36 "	\$625.50
" 42 "	\$734.50
" 48 "	\$862.00

**APPENDIX C
GROUP 1**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$276.50
After 6 Months	\$320.00
" 12 "	\$371.50
" 18 "	\$429.50
" 24 "	\$498.00
" 30 "	\$576.00
" 36 "	\$667.50
" 42 "	\$774.00
" 48 "	\$895.00
" 54 "	\$1,036.50
" 60 "	\$1,201.00

**APPENDIX C
GROUP 2**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$276.50
After 6 Months	\$319.00
" 12 "	\$368.50
" 18 "	\$425.50
" 24 "	\$490.50
" 30 "	\$566.00
" 36 "	\$653.50
" 42 "	\$755.00
" 48 "	\$870.50
" 54 "	\$1,004.50
" 60 "	\$1,159.50

APPENDIX C

GROUP 2-A

<u>Wage Length of Service</u>	<u>Effective Date</u>
Minimum	\$276.50
After 6 Months	\$319.00
" 12 "	\$368.50
" 18 "	\$425.50
" 24 "	\$490.50
" 30 "	\$566.00
" 36 "	\$653.50
" 42 "	\$755.00
" 48 "	\$870.50
" 54 "	\$1,027.50

APPENDIX C

AIR CONDITIONING SPECIALIST

MOTOR EQUIPMENT INSPECTOR/MAINTAINER

<u>Wage Length of Service</u>	<u>Effective Date</u>
Minimum	\$276.50
After 6 Months	\$319.50
" 12 "	\$371.00
" 18 "	\$428.50
" 24 "	\$496.00
" 30 "	\$574.00
" 36 "	\$665.00
" 42 "	\$768.50
" 48 "	\$890.00
" 54 "	\$1,029.50
" 60 "	\$1,191.50

APPENDIX C

ASSISTANT CUSTOMER SERVICE TECHNICIAN

<u>Wage Length of Service</u>	<u>Effective Date</u>
Minimum	\$261.50
After 6 Months	\$295.50
" 12 "	\$335.50
" 18 "	\$380.00
" 24 "	\$431.00
" 30 "	\$488.50
" 36 "	\$554.00
" 42 "	\$628.00
" 48 "	\$712.00

**APPENDIX C
BUILDING MAINTAINER AND GARAGE ATTENDANT**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$239.00
After 6 Months	\$275.50
" 12 "	\$317.00
" 18 "	\$364.50
" 24 "	\$420.00
" 30 "	\$484.00
" 36 "	\$557.50
" 42 "	\$641.50
" 48 "	\$738.50

**APPENDIX C
BUILDING MECHANIC**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$273.00
After 6 Months	\$313.00
" 12 "	\$361.50
" 18 "	\$416.00
" 24 "	\$478.00
" 30 "	\$551.00
" 36 "	\$633.00
" 42 "	\$730.00
" 48 "	\$840.50
" 54 "	\$966.00
" 60 "	\$1,112.50

**APPENDIX C
CAD TECHNICAL SPECIALIST**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$239.00
After 6 Months	\$282.00
" 12 "	\$331.50
" 18 "	\$391.00
" 24 "	\$460.00
" 30 "	\$541.00
" 36 "	\$637.50
" 42 "	\$750.50
" 48 "	\$884.00

APPENDIX C
CUSTOMER SERVICES REPRESENTATIVE
CIRCUIT DESIGN SPECIALIST
FACILITIES SPECIALIST

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$249.00
After 6 Months	\$294.00
" 12 "	\$347.50
" 18 "	\$408.50
" 24 "	\$483.00
" 30 "	\$570.00
" 36 "	\$672.00
" 42 "	\$793.00
" 48 "	\$935.00

APPENDIX C
INSTALLATION COORDINATOR

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$310.00
After 6 Months	\$352.50
" 12 "	\$401.00
" 18 "	\$455.50
" 24 "	\$518.00
" 30 "	\$589.00
" 36 "	\$671.00
" 42 "	\$762.50
" 48 "	\$867.00

APPENDIX C
CENTRAL OFFICE TRANSLATIONS SPECIALIST
LINE TRANSLATIONS SPECIALIST

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$250.50
After 6 Months	\$296.00
" 12 "	\$350.50
" 18 "	\$415.50
" 24 "	\$491.00
" 30 "	\$581.00
" 36 "	\$688.00
" 42 "	\$814.50
" 48 "	\$963.00

**APPENDIX C
PAY TELEPHONE TECHNICIAN**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$273.50
After 6 Months	\$314.50
" 12 "	\$362.00
" 18 "	\$417.50
" 24 "	\$480.50
" 30 "	\$553.00
" 36 "	\$637.00
" 42 "	\$734.00
" 48 "	\$845.00
" 54 "	\$973.00
" 60 "	\$1,119.00

**APPENDIX C
SUPPLIES ATTENDANT**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$239.00
After 6 Months	\$282.50
" 12 "	\$333.00
" 18 "	\$393.00
" 24 "	\$463.00
" 30 "	\$547.00
" 36 "	\$645.50
" 42 "	\$761.50
" 48 "	\$898.00

**APPENDIX C
TECHNICAL ASSOCIATE**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$239.00
After 6 Months	\$282.00
" 12 "	\$331.50
" 18 "	\$391.00
" 24 "	\$460.00
" 30 "	\$541.00
" 36 "	\$637.50
" 42 "	\$750.50
" 48 "	\$884.00

**APPENDIX D
CENTRAL OFFICE ASSISTANT**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$245.00
After 6 Months	\$287.50
" 12 "	\$337.50
" 18 "	\$396.50
" 24 "	\$465.00
" 30 "	\$547.00
" 36 "	\$642.50
" 42 "	\$754.50

**APPENDIX D
CONSOLE OPERATOR**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$239.00
After 6 Months	\$279.50
" 12 "	\$325.50
" 18 "	\$379.00
" 24 "	\$443.00
" 30 "	\$516.50
" 36 "	\$602.50
" 42 "	\$703.50

**APPENDIX D
CENTRAL OFFICE CLERK
SERVICE ASSISTANT**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$249.00
After 6 Months	\$291.00
" 12 "	\$340.50
" 18 "	\$399.00
" 24 "	\$465.50
" 30 "	\$544.50
" 36 "	\$638.00
" 42 "	\$745.00
" 48 "	\$872.50

**APPENDIX D
OPERATOR**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$239.00
After 6 Months	\$280.50
" 12 "	\$328.50
" 18 "	\$383.00
" 24 "	\$449.00
" 30 "	\$526.00
" 36 "	\$615.50
" 42 "	\$720.00
" 48 "	\$844.00

**APPENDIX E
E-3 CLERICAL**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$239.00
After 6 Months	\$279.50
" 12 "	\$326.00
" 18 "	\$380.00
" 24 "	\$444.50
" 30 "	\$518.50
" 36 "	\$605.50
" 42 "	\$708.50
" 48 "	\$826.50

**APPENDIX E
SS-1 CLERICAL**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$239.00
After 6 Months	\$280.50
" 12 "	\$328.50
" 18 "	\$384.50
" 24 "	\$450.00
" 30 "	\$527.50
" 36 "	\$617.50
" 42 "	\$722.00
" 48 "	\$847.00

**APPENDIX E
SS-2 CLERICAL**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$239.00
After 6 Months	\$281.50
" 12 "	\$331.00
" 18 "	\$389.00
" 24 "	\$458.00
" 30 "	\$538.50
" 36 "	\$632.00
" 42 "	\$743.50
" 48 "	\$875.50

**APPENDIX E
S-1 CLERICAL**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$245.00
After 6 Months	\$288.00
" 12 "	\$338.50
" 18 "	\$399.00
" 24 "	\$470.00
" 30 "	\$552.00
" 36 "	\$650.00
" 42 "	\$764.50
" 48 "	\$899.50

**APPENDIX E
S-2 CLERICAL**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$254.50
After 6 Months	\$300.00
" 12 "	\$352.00
" 18 "	\$414.50
" 24 "	\$486.50
" 30 "	\$572.00
" 36 "	\$672.00
" 42 "	\$789.50
" 48 "	\$929.50

**APPENDIX I
E-3 CLERICAL**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$239.00
After 6 Months	\$279.50
" 12 "	\$325.50
" 18 "	\$379.00
" 24 "	\$443.50
" 30 "	\$517.00
" 36 "	\$603.00
" 42 "	\$704.50
" 48 "	\$822.00

**APPENDIX I
SS-1 CLERICAL**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$239.00
After 6 Months	\$280.50
" 12 "	\$328.00
" 18 "	\$382.50
" 24 "	\$448.50
" 30 "	\$525.00
" 36 "	\$615.00
" 42 "	\$719.00
" 48 "	\$842.00

**APPENDIX I
SS-2 CLERICAL**

Wage Length of Service	Effective Date 4/06/08
Minimum	\$239.00
After 6 Months	\$281.50
" 12 "	\$330.50
" 18 "	\$388.00
" 24 "	\$455.50
" 30 "	\$535.50
" 36 "	\$629.00
" 42 "	\$739.50
" 48 "	\$869.50

**APPENDIX I
SALES AGENT**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$279.50
After 6 Months	\$305.00
" 12 "	\$333.00
" 18 "	\$363.50
" 24 "	\$397.00
" 30 "	\$433.00
" 36 "	\$474.00
" 42 "	\$517.50
" 48 "	\$565.50

**APPENDIX I
SALES AND SERVICE CONSULTANT**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$302.50
After 6 Months	\$330.50
" 12 "	\$361.50
" 18 "	\$395.00
" 24 "	\$432.00
" 30 "	\$473.00
" 36 "	\$517.50
" 42 "	\$566.00
" 48 "	\$619.50

**APPENDIX I
SENIOR CONSULTANT**

Wage Length of Service	<u>Effective Date</u> 4/06/08
Minimum	\$250.50
After 6 Months	\$295.50
" 12 "	\$350.00
" 18 "	\$415.00
" 24 "	\$490.00
" 30 "	\$579.50
" 36 "	\$684.50
" 42 "	\$809.00
" 48 "	\$958.00