


<p style="text-align: center;">CWA District 6</p> <h1 style="text-align: center;">Negotiating Report</h1>  <p style="text-align: center;">Status of the 2013 negotiations with AT&T Southwest</p>	<p>TO: Local Officers Stewards and District 6 Staff</p> <p>FROM: Claude Cummings Vice President of District 6</p> <hr/> <p style="text-align: center;">CWA District 6 4801 Southwest Parkway, Suite 145 Austin, TX 78735</p>
--	---

December 21, 2012

On December 21, 2012 District 6 Vice President Claude Cummings, Jr. and the CWA Bargaining Committee reached an agreement with AT&T Southwest on a proposed new four-year contract. This agreement improves our members' Standard of Living and provides numerous protections and safeguards in the areas of job security, working conditions and income.

This agreement includes wage increases compounding over 10% during the life of the agreement, Health Care contributions that are below the other three Regional negotiated agreements, negotiated language that requires AT&T to add 2000 jobs over the life of the new 2013 Labor Agreement, improved RPPP payout, renewed Success Sharing Plan, \$1,000 ratification bonus if the contract is ratified by January 31, 2013, a platform to discuss CRIFT issues and concerns at the Alliance Executive Council and improvements in travel and severance provisions. Premises Technician wages and benefits were increased along with improvements in working conditions. The Service Representative Task Force Agreement was renewed. The Successorship clause was returned to the Labor Agreement. Other major Memorandums of Agreement including the Job Offer Guarantee under the Employment Security Commitment were maintained.

Pension Band Increases and continuation of the Lump Sum Pension Option are also part of the settlement as well as an improved National Transfer Plan.

The committee believes that there are major improvements in this agreement which were achieved through early bargaining and the Communications Workers of America Bargaining Committee unanimously recommends ratification of this contract.

INDEX

A

	<u>Page</u>
Agreement of General Application	20
Appendix A	27
Appendix B	12, 28
Appendix C	36
Appendix D	14, 45
Appendix E	49
Appendix H	15
Appendix I	53
Appendix J (Premises Technician)	15, 58
Arbitration	
CWA Internal Appeal Process	24, 112
Modified Procedures for Expedited Arbitration	24, 110
Assigned Overtime	5, 22

B

Bargained Cash Balance Program #2	2, 62
Basis of Compensation	4
Benefit Agreements	2, 59
Benefit Committee	119
Benefit Representatives for CWA	22

C

Card Check Agreement	24, 103
CarePlus	60, 71, 72
Common Interest Forums	24
Communications Consultant Joint Leadership Forum	24
Console Operators	14, 25
Contracting	22
Contributions	67, 69, 70, 72, 73
Cooperative Union-Management Relations	24, 114
Cost-of-Living Allowance	4
CWA Internal Appeal Process	24, 112
CWA NETT	24

D

Deductibles67
Dental Plan.....22, 60, 69, 72
Departmental Agreement2

E

Effective Date of Labor Agreements.....1
Employee Assistance Plan (EAP)60, 68
Employee Involvement.....114, 117
Employment Security Commitment (ESC)23, 81
Employment Security Committee119
Extended Employment Opportunity Period23, 84

F

Facilities Locate Work25, 128
Force Adjustment.....9
 Informal Surplus.....24, 101
 Reassignment Pay Protection Plan (RPPP).....9
Four-Day Work Week.....24, 121

G

General Benefit Agreements59
Global Positioning System25

H

Hometown Job Security Commitment (HJSC)23, 95
Hours of Work4

I

Illness Days.....6
Incentive Plans.....2, 80
Informal Surplus24, 101
Internal Appeal Process24, 112
Involuntary Severance.....11

J

Job Offer Guarantee.....23, 81, 84
Joint Standing Committees117

L

Leave(s) of Absence25, 127
Leveraged Service Representative12
Leveraged Service Representative Sales Committee13

M

Medical and Group Life Insurance Plan (MGLIP) ñ CustomCare60
Memoranda of Agreement
 Active Military Duty.....22
 CWA Internal Appeal Process.....24, 112
 Employment Security Commitment.....23, 81
 Extended Employment Opportunity Period23, 84
 Facilities Locate Work.....25, 128
 Four-Day Work Week.....24, 121
 Hometown Job Security Commitment.....23, 95
 Surplus Leave of Absence95
 Informal Surplus.....24, 101
 Modified Procedures for Expedited Arbitration.....24, 110
 Monitoring25, 132
 National Transfer Plan23, 87
 Presidential Council24, 113
 Regarding Neutrality and Card Check Recognition.....24, 103
 Recovery of Wage or Benefit Overpayments25, 130
 Service Leader.....25, 126
 Uniform Services Leave of Absence ñ Executive Order.....25, 127
Modified Procedures for Expedited Arbitrations24, 110
Monitoring25, 132
Motor Vehicle Usage Program22

N

National Transfer Plan.....23, 87
Night Differentials4
Night Tours.....4

O

Operator Services Task Force	25
Operators	14, 25
Out-of-Pocket Maximums.....	68
Overnight Temporary Assignment.....	7
Overtime, Assigned.....	5, 22

P

Part-Time Employees MOU	21
Partial Per Diem	9
Pay Treatment	
Joint Company-Union Committee Meetings.....	120
Pension Bands	2, 62
Pension Tables	74
Per Diem	7
PMEI	114, 117
Premises Technician	15
Prescription Drug Program.....	68
Presidential Council.....	24, 113

R

Ratification Bonus	1
Reassignment Pay Protection Plan (RPPP).....	9
Recovery of Wage or Benefits Overpayments	25, 130
Retired Local Presidents' Expenses.....	24
Revenue Management Representative Working Group.....	25

S

Safety and Health Committee119
Same Day Temporary Assignment6
Same Day Travel Allowance7
Savings Plan61
Scheduling (Vacation)6
Service Emergencies5
Service Leader25, 126
Service Representative (Adherence).....25
Service Representative, Leveraged12
Service Representative Review Committee25
Severance Payments11
Statement of Renewed Commitment to the Principles of
 Cooperative Union-Management Relations24, 114
Strategic Alliance24, 117
Success Sharing Plan2, 77
Successorship.....23
Summary Plan Descriptions59
Supplementary Group Life Insurance.....73
Surplus Leave of Absence95

T

Task Forces
 Communications Consultant Joint Leadership Forum.....24
 Global Positioning System25
 Operator Services Task Force25
 Revenue Management Representative Working Group.....25
 Service Representative Review Committee25
 Two Hour Notification.....22
Technology Change Committee119
Tight Labor Market Wage Credit4
Training Advisory Board (TAB).....119
Travel
 Laundry9
 Overnight Temporary Assignment.....7
 Overnight Travel Allowance9
 Parking.....8
 Partial Per Diem9
 Per Diem7
 Same Day Temporary Assignment6
 Same Day Travel Allowance7
Two-hour Notification22

U

Uniform Services Leave of Absence ñ Executive Order25, 127

V

Vacations

 Accrued5
 Vacated Days/Weeks6
Vision Plan60, 70, 73

W

Wage Increases1
Wage Progression Schedules27

2013 SETTLEMENT AGREEMENT
CWA & AT&T SOUTHWEST

This Agreement is entered into as of December 21, 2012 between Communications Workers of America ("CWA" or "the Union") and Southwestern Bell Telephone Company, SBC Advanced Solutions, Inc., AT&T DataComm, Inc., AT&T Operations, Inc., AT&T Services, Inc., and SBC Telecom, Inc. (collectively "the Company" or "Management").

1. This Agreement shall become effective April 7, 2013, subject to receipt by the Company of written notification from an authorized representative of the Union that this Agreement has been duly ratified by the employees represented by the Union and approved by the President of Communications Workers of America, provided said notification is received by the Company on or before 5:00 p.m., January 31, 2013. If such notification is not received on or before 5:00 p.m., January 31, 2013, this Agreement shall have no force or effect, and all proposals made by the Company up to that time are withdrawn.

2. In recognition of the mutual efforts by the parties to reach an agreement in early bargaining, the Company will provide an early ratification bonus in the amount of \$1,000.00 to employees on the Company payroll as of the date of ratification, provided ratification occurs on or before January 31, 2013. The Company will pay this bonus as soon as practicable, within 30 days of ratification, subject to normal wage withholdings and deductions.

3. The basic wage schedules set forth in the 2009 Departmental Agreement, shall be superseded on the effective dates of May 5, 2013, May 4, 2014, May 3, 2015, and May 1, 2016 as set forth below and in **ATTACHMENT A** hereto:

- A. 2.25% increase to base wages effective May 5, 2013. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.
- B. 2.5% increase to base wages effective May 4, 2014. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.
- C. 2.75% increase to base wages effective May 3, 2015. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.
- D. 3% increase to base wages effective May 1, 2016. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.

All adjustments in basic wages resulting from this Agreement:

- A. shall be applied by the “exponential” method;
- B. shall not affect progression intervals under the new wage schedules;
- C. shall not in any way affect or be affected by the amount of any applicable differential payments or that portion of any other wage rate arrived at by adding a fixed amount to a wage schedule rate; and
- D. shall be effective as of May 5, 2013, May 4, 2014, May 3, 2015, and May 1, 2016, respectively, and shall be applied before any other changes in payroll status which may be effective on the same date.

Except where otherwise specifically provided herein, no employee’s wage rate resulting from any wage adjustments shall exceed the maximum rate provided by the basic wage schedule or basic wage table applicable to an employee’s occupation and location, plus the amount of any applicable differentials.

No wage adjustments resulting from this Agreement shall become effective:

- A. during a period of total disability which is continuous for eight (8) days or more; or
- B. during a period of leave of absence.

Such wage adjustments are not retroactive and shall become effective upon return to active duty.

4. The Company will provide the health and welfare, pension and savings benefits as set forth in **ATTACHMENT B** hereto. This agreement supersedes all other benefit agreements, plans or programs.

5. The parties agree to renew and amend the Success Sharing Plan as set forth in **ATTACHMENT C** hereto.

6. The parties agree to renew the Incentive Plans agreement, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT D** hereto.

7. The parties agree to renew the 2009 Departmental Agreement, as modified by the parties in 2013 Collective Bargaining, effective April 7, 2013 through April 8, 2017.

- A. The 2013 Departmental Agreement shall include the following articles:

<u>Article</u>	<u>Title</u>
I.	RECOGNITION AND ESTABLISHMENT OF THE UNIT
II.	CLASSIFICATION OF EMPLOYEES
III.	NEW JOB TITLES
IV.	BASIS OF COMPENSATION
V.	COST-OF-LIVING ALLOWANCE
VI.	HOURS OF WORK
VII.	WORK SCHEDULES
VIII.	HOLIDAYS
IX.	VACATIONS
X.	EXCUSED WORK DAYS
XI.	ABSENCES FROM DUTY
XII.	SENIORITY
XIII.	JOB VACANCY
XIV.	PROMOTIONAL PAY TREATMENT
XV.	TEMPORARY WORK IN HIGHER POSITIONS
XVI.	TRAVEL
XVII.	FORCE ADJUSTMENT
XVIII.	SEVERANCE PAYMENTS
XIX.	GRIEVANCES
XX.	UNION REPRESENTATION
XXI.	AGENCY SHOP

- XXII. DEDUCTION OF UNION DUES
- XXIII. NOTICE OF PROMOTIONS AND TRANSFERS OF UNION OFFICERS, ELECTED STEWARDS, AND DESIGNATED REPRESENTATIVES
- XXIV. SAFETY AND HEALTH
- XXV. CONTRACT WORK
- XXVI. PRIOR AGREEMENTS
- XXVII. DURATION

B. Amend Article IV, **Basis of Compensation**, as follows:

Effective April 9, 2017, Section 6, **Night Differentials**, paragraph a is amended to read as follows:

- “a. A night differential shall be paid to employees* for each scheduled night tour worked in the amount of ten percent (10%) of the employee’s basic day’s pay. An hourly night differential shall also be paid to employees* for each hour, or fraction thereof, worked on a scheduled tour that ends after 6 p.m. but not later than 7 p.m., in the amount of ten percent (10%) of the employee’s basic hourly rate.

*Except for Cable Splicing Technicians, Operating employees, employees in Appendix I, and certain part-time employees identified in paragraph d., below.”

As a supplement to Article IV, **Basis of Compensation**, the Company will continue notifying the Vice President of the Union in writing whenever Tight Labor Market Wage Credit is authorized. Notification will include job title, the Exchange, the amount of wage credit authorized, and the expected duration. The Company also agrees to continue to discuss with the Union what impact, if any, such authorization has on incumbent employees in the same job title and Exchange.

C. Article V, **Cost-of-Living Allowance**, is suspended effective April 7, 2013 through April 8, 2017.

D. Amend Article VI, **Hours of Work**, as follows:

Section 3, paragraph d, **Night Tours**, is amended to read as follows:

"d. Night Tours.* A night tour shall be one which falls wholly or partially between the hours of 6 p.m. and 6 a.m.

*Effective April 9, 2017, a night tour shall be one which falls wholly or partially between the hours of 7 p.m. and 6 a.m."

As a supplement to Section 9, Assigned Overtime, Vice President or equivalent approval is required to declare a service emergency.

E. Effective July 1, 2013, Article IX, Vacations, is amended as follows:

Replace Section 3, Separations Prior to Vacation Through Dismissal, Layoff, Resignation, Retirement, or Death, with the following:

"If, before receiving the vacation to which he or she has accrued, an employee is dismissed (except for reason of misconduct) or resigns, such employee shall be entitled to an allowance in cash equal to and in lieu of such vacation.

Payment for unused accrued vacation will be computed based on the chart below. To determine the number of "accrued" current year vacation hours for employees who have completed at least six months of service and who are eligible to be paid in lieu of, see the following chart:

Month Employee Leaves Company or (Credited Months)	Annual Eligible Vacation Hours (See eligibility above for number of eligible weeks)				
	5 Days or 1 Week (40 Hrs)	10 Days or 2 Weeks (80 Hrs)	15 Days or 3 Weeks (120 Hrs)	20 Days or 4 Weeks (160 Hrs)	25 Days or 5 Weeks (200 Hrs)
	Number of "Earned" Current Year Vacation Hours				
Jan. (1)	3	7	10	13	17
Feb. (2)	7	13	20	27	33
Mar. (3)	10	20	30	40	50
Apr. (4)	13	27	40	53	67
May (5)	17	33	50	67	83
Jun. (6)	20	40	60	80	100
Jul. (7)	23	47	70	93	117
Aug. (8)	27	53	80	107	133
Sep. (9)	30	60	90	120	150
Oct. (10)	33	67	100	133	167
Nov. (11)	37	73	110	147	183
Dec. (12)	40	80	120	160	200

In cases of layoff, retirement or death, payment in lieu of vacation shall be made to either the employee or the employee's estate as if the employee had accrued vacation for the entire year."

As a supplement to Article IX, **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.

As a further supplement to Article IX, **Vacations**, the Company agrees to instruct its managers to continue to make available vacated weeks/days, force requirements permitting. Vacated weeks are previously selected vacation weeks/days that are vacated due to transfers out of or separations from the work group.

- F. Effective January 1, 2014, Article XI, **Absences From Duty**, Section 5, **Illness**, is amended as follows:
1. Insert the following parenthetical before paragraph a:

“(Effective January 1, 2014. For illness absences prior to January 1, 2014, refer to Article XI, Absences From Duty, of the 2009 Departmental Agreement)”
 2. Add the following paragraph after the chart in paragraph a:

“Employees having one (1) or more years of Net Credited Service shall be paid at the basic rate for illness absences on scheduled workdays, up to a maximum of ten (10) paid illness days per calendar year, except that if an employee is absent five (5) or fewer paid illness days during the previous calendar year, that employee may be paid up to an additional five (5) paid illness days in the next calendar year for the sole purpose of providing paid illness days for the five (5) day period leading up to an approved disability benefits absence after the initial ten (10) days absence has been exhausted. Nothing in this paragraph shall be interpreted to provide for paid illness days in excess of ten (10) days in a calendar year except as provided above.”
- G. Amend Article XVI, **Travel**, as follows:
1. Amend the parenthetical below the Article title from “January 1, 2010” to “January 1, 2014.”
 2. Amend the Note below the parenthetical from “January 1, 2010” to “January 1, 2014” and from “2004” to “2009.”
 3. Amend Section 3, **Same Day Temporary Assignment**, as follows:

a. In the first sentence replace “seventy-five (75)” with “eighty-four (84).”

b. Amend the second sentence as follows:

“Effective January 1, 2014, the Same Day Travel Allowance will be increased to eighty-six (86) cents per odometer mile; effective January 1, 2015 it will be increased to eighty-eight (88) cents per odometer mile; effective January 1, 2016 it will be increased to ninety (90) cents per odometer mile; and effective January 1, 2017 it will be increased to ninety-two (92) cents per odometer mile.”

4. Amend Section 4, Overnight Temporary Assignment, as follows:

a. Replace subparagraph a(1)(a) with the following:

“If the Overnight Temporary Assignment location is within the five-state Company operating area, an amount equal to the IRS maximum Meals & Incidental Expenses (M&IE) Allowances but not to exceed forty-three (43) dollars. The Overnight Temporary Assignment Allowance will be increased from forty-three (43) dollars to forty-four (44) dollars effective January 1, 2014 and to forty-five (45) dollars effective January 1, 2015.”

b. Replace the Note following subparagraph a(1)(a) with the following:

“The Per Diem Allowance in the Dallas (Dallas County), Fort Worth (Tarrant County), Houston (Harris County), Kansas City, Kansas (Johnson and Wyandotte Counties), Kansas City, Missouri (Clay, Jackson, and Platte Counties), San Antonio (Bexar County) and St. Louis (St. Charles and St. Louis Counties) Exchanges will be the IRS maximum, but not to exceed fifty-three (53) dollars. The Per Diem Allowance will be increased from fifty-three (53) dollars to fifty-four (54) dollars effective January 1, 2014 and to fifty-five (55) dollars effective January 1, 2015.”

- c. Amend the language in the brackets of subparagraph a(2)(d) as follows:

“[to be reimbursed at the Same Day Travel Allowance rate of eighty-three (83) cents per odometer mile if the distance is sixty (60) odometer miles or less, and at the rate of one dollar and twenty-two cents (\$1.22) per odometer mile if the distance is more than sixty (60) odometer miles];”

- d. The Notes following subparagraph a(2)(d) are amended as follows:

- 1) Note 1 is amended as follows:

“Effective January 1, 2014, the Same Day Travel Allowance, if the distance is sixty (60) odometer miles or less, will be increased to eighty-six (86) cents per odometer mile; effective January 1, 2015 it will be increased to eighty-eight (88) cents per odometer mile; effective January 1, 2016 it will be increased to ninety (90) cents per odometer mile; and effective January 1, 2017 it will be increased to ninety-two (92) cents per odometer mile.”

- 2) Note 2 is amended as follows:

“Effective January 1, 2014, the Same Day Travel Allowance, if the distance is more than sixty (60) odometer miles, will be increased to one dollar and twenty-four cents (\$1.24) per odometer mile; effective January 1, 2015 it will be increased to one dollar and twenty-six cents (\$1.26) per odometer mile; effective January 1, 2016 it will be increased to one dollar and twenty-eight cents (\$1.28) per odometer mile; and effective January 1, 2017 it will be increased to one dollar and thirty cents (\$1.30) per odometer mile.”

- e. The first sentence in subparagraph a(2)(e) is amended as follows:

Replace “ten (10)” with “eleven (11).”

- f. The first sentence in subparagraph a(2)(f) is amended as follows:

Replace “four dollars and twenty-five cents (\$4.25)” with “four dollars and seventy-five cents (\$4.75).”

- g. Replace the table in paragraph b, Partial Per Diem Allowance, with the following:

	<u>Traveling To Temporary Location (Departure Time)</u>		
	Current	1/1/2014	1/1/2015
Departure: 12 a.m. - 6:59 a.m.	\$43	\$44	\$45
Departure: 7 a.m. - 10:59 a.m.	\$34	\$35	\$36
Departure: 11 a.m. - 11:59 p.m.	\$22	\$23	\$23
	<u>Returning To Home Location (Arrival Time)</u>		
	Current	1/1/2014	1/1/2015
Arrival: 12 a.m. - 10:59 a.m.	\$9	\$9	\$9
Arrival: 11 a.m. - 4:59 p.m.	\$21	\$21	\$22
Arrival: 5 p.m. - 11:59 p.m.	\$43	\$44	\$45

- h. Amend the last sentence in paragraph c, Overnight Travel Allowance, subparagraph (1) as follows:

Replace “forty-one (41)” with “forty-six (46).”

- H. Effective January 1, 2015, Article XVII, Force Adjustment, is amended as follows:
1. Amend Section 4, Wage Treatment, subparagraph a(2) to increase the Reassignment Pay Protection Plan (RPPP) Payout Table by 3%.
 2. Replace the parenthetical before the RPPP Payout Table with the following:

“(Effective January 1, 2015. For RPPP Payout provisions applicable prior to January 1, 2015, refer to Article XVII, Force Adjustment, of the 2009 Departmental Agreement. RPPP Payouts that began before January 1, 2015 are not changed by the new table.)”

RPPP PAYOUT TABLE
ASSIGNMENT TO LOWER WAGE RATE

Weekly Difference		Years Of Net Credited Service			
		<10	10<15	15<25	25+
\$ 0.50	\$ 4.50	80	140	650	770
5.00	9.50	100	350	1,370	1,650
10.00	14.50	130	500	2,080	2,510
15.00	19.50	230	710	2,800	3,370
20.00	24.50	250	880	3,510	4,220
25.00	29.50	310	1,060	4,230	5,090
30.00	34.50	350	1,250	4,960	5,950
35.00	39.50	390	1,420	5,680	6,810
40.00	44.50	450	1,600	6,400	7,680
45.00	49.50	490	1,780	7,110	8,540
50.00	54.50	560	1,960	7,830	9,400
55.00	59.50	610	2,140	8,550	10,270
60.00	64.50	650	2,320	9,260	11,120
65.00	69.50	710	2,510	9,990	11,990
70.00	74.50	740	2,680	10,700	12,840
75.00	79.50	800	2,860	11,420	13,720
80.00	84.50	840	3,040	12,140	14,580
85.00	89.50	920	3,220	12,850	15,440
90.00	94.50	950	3,390	13,580	16,300
95.00	99.50	1,010	3,580	14,300	17,170
100.00	104.50	1,050	3,750	15,020	18,010
105.00	109.50	1,110	3,940	15,750	18,890
110.00	114.50	1,150	4,110	16,460	19,760
115.00	119.50	1,190	4,310	17,180	20,620
120.00	124.50	1,260	4,470	17,890	21,480
125.00	129.50	1,310	4,660	18,620	22,330
130.00	134.50	1,360	4,830	19,340	23,220
135.00	139.50	1,410	5,020	20,050	24,070
140.00	144.50	1,440	5,180	20,780	24,940
145.00	149.50	1,510	5,380	21,490	25,790
150.00	154.50	1,550	5,550	22,210	26,650
155.00	159.50	1,620	5,740	22,940	27,520
160.00	164.50	1,660	5,910	23,650	28,380
165.00	169.50	1,710	6,100	24,370	29,250
170.00	174.50	1,760	6,270	25,080	30,110
175.00	179.50	1,810	6,450	25,800	30,960
180.00	184.50	1,840	6,630	26,520	31,840
185.00	189.50	1,910	6,810	27,230	32,690
190.00	194.50	1,960	6,980	27,960	33,560
195.00	199.50	2,020	7,180	28,680	34,410
200.00	204.50	2,060	7,340	29,400	35,280
205.00	209.50	2,120	7,540	30,120	36,150
210.00	214.50	2,160	7,700	30,830	37,010
215.00	219.50	2,200	7,900	31,550	37,870
220.00	224.50	2,260	8,060	32,270	38,740
225.00 +		2,320	8,250	32,990	39,580

- I. Effective January 1, 2015, Article XVIII, **Severance Payments**, is amended as follows:
1. Amend Section 2, **Amount of Severance Payment**, paragraph a to increase the Involuntary Severance Payment Table by 3%.
 2. Replace the parenthetical before the Involuntary Severance Payment Table with the following:
“(Effective January 1, 2015. For Involuntary Severance Payment provisions applicable prior to January 1, 2015, refer to Article XVIII, Severance Payments, of the 2009 Departmental Agreement.)”

INVOLUNTARY SEVERANCE PAYMENT TABLE

Completed Years of Net Credited Service	Pension Band Up to 107 7A8-707	Pension Band 108-109 708-709	Pension Band 110-111 710-711	Pension Band 112-114 712+	Pension Band 115-118	Pension Band 119-120	Pension Band 121 +
1-3	\$1,860	\$1,930	\$2,120	\$2,270	\$2,580	\$2,640	\$2,820
4-5	\$3,680	\$3,860	\$4,200	\$4,570	\$5,150	\$5,270	\$5,670
6-7	\$6,130	\$6,440	\$7,020	\$7,590	\$8,540	\$8,830	\$9,400
8-9	\$8,540	\$9,000	\$9,840	\$10,630	\$11,980	\$12,340	\$13,110
10-11	\$12,230	\$12,860	\$14,040	\$15,190	\$17,120	\$17,610	\$18,780
12-13	\$16,540	\$17,370	\$18,900	\$20,530	\$23,100	\$23,800	\$25,340
14-15	\$21,410	\$22,520	\$24,570	\$26,550	\$29,990	\$30,880	\$32,880
16-17	\$26,310	\$27,660	\$30,170	\$32,620	\$36,790	\$37,890	\$40,400
18-19	\$31,210	\$32,810	\$35,780	\$38,730	\$43,620	\$44,970	\$47,950
20	\$33,640	\$35,440	\$38,590	\$41,820	\$47,050	\$48,490	\$51,680
21	\$36,090	\$38,080	\$41,420	\$44,920	\$50,520	\$52,050	\$55,460
22	\$38,540	\$40,720	\$44,270	\$48,000	\$53,950	\$55,570	\$59,210
23	\$40,990	\$43,350	\$47,080	\$51,060	\$57,380	\$59,120	\$62,980
24	\$43,450	\$46,020	\$49,930	\$54,160	\$60,840	\$62,640	\$66,750
25	\$45,870	\$48,650	\$52,760	\$57,260	\$64,280	\$66,200	\$70,520
26	\$48,320	\$51,280	\$55,570	\$60,360	\$67,700	\$69,720	\$74,250
27	\$50,770	\$53,910	\$58,410	\$63,440	\$71,150	\$73,270	\$78,020
28	\$53,210	\$56,560	\$61,230	\$66,510	\$74,590	\$76,800	\$81,790
29 and over	\$55,660	\$59,180	\$64,090	\$69,600	\$78,020	\$80,350	\$85,560

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

8. Appendices A, B, C, D, E, F, G, I, and J of the 2009 Departmental Agreement shall continue in force and effect as Appendices A, B, C, D, E, F, G, I and J, respectively, to the 2013 Departmental Agreement, except for the changes and modifications set forth below:

- A. Appendix B, relating to the Leveraged Service Representative title, is amended as follows:
 - 1. Compensation of a leveraged job title, Leveraged Service Representative, in Appendix B for the Consumer and Business organizations, will be paid under a leveraged compensation plan consisting of base pay and incentive pay. The Company may establish, modify and/or discontinue target incentive compensation plans, provided that any such plan shall be consistent with this agreement. The maximum wage rate of the Leveraged Service Representative will be 60% of the maximum base wage rate of the Service Representative job title. The Leveraged Service Representative title will have a 36 month wage schedule with six month wage progression steps. In addition to base wages, employees in the Leveraged Service Representative title will be eligible for compensation under a target incentive compensation plan once they exceed 50% of their established targets. The target incentive dollar amount will be considered eligible compensation under any benefit plans for which the employee is eligible. The dollar basis upon which target incentives are initially created may be adjusted. Annually, the target incentive amount will be increased in accordance with the general wage increases. The target incentive compensation plan will be capped at 300% of target incentive. Employees in initial training will be eligible to receive 100% of the target incentive amount during initial training and will be eligible to participate in the target incentive compensation plan beginning on the first of the next full month following release from initial training.
 - 2. Service Representatives performing the same or similar job functions within the same work group as the Leveraged Service Representative title may choose to convert to the Leveraged Service Representative title and associated compensation plan. In addition, on a one-time basis and at the employee's request, the Company will retreat the employee to the employee's former title within six months of the conversion. Employees covered by the AT&T Pension Benefit Plan-Southwest Program who convert into the Leveraged Service Representative title will have their

pension calculated using the Service Representative pension band.

3. In the event a force surplus condition occurs at any location in which the Leveraged Service Representatives are part of the same work group as Service Representatives performing the same or similar job functions, the titles will be pooled and considered as one surplus work group for purposes of declaring the surplus. If a Service Representative is declared surplus in the Force Adjustment Area where there are Leveraged Service Representatives, the Service Representative may displace a Leveraged Service Representative based on eligibility under Article XVII, Force Adjustment, Section 3. g., notwithstanding the same job title requirement in that section.
4. The Company will provide the Union a copy of the target incentive compensation plans applicable to the Leveraged Service Representative title and will provide, whenever practicable, at least ten days' advance notice to the Union prior to providing notice to employees related to any such changes.
5. A Leveraged Service Representative Sales Committee will be established to discuss the status of and suggestions regarding additional compensation and incentive plans. This committee will meet twice a year and will consist of no more than two representatives each from the Company and the Union. In addition, the committee will be co-chaired by a Consumer Manager and a CWA District 6 representative. The meeting place and time will be by mutual agreement. Normal meeting times should consist of one-day sessions not requiring an overnight stay. Union employee representatives on this committee shall suffer no loss in pay for time consumed in, and necessarily consumed in traveling to and from, meetings. The Company will reimburse employee representatives for the cost of round-trip coach airfare when necessary for attending face-to-face meetings.
6. For staffing purposes, the Leveraged Service Representative job title and the Service Representative job title are considered a lateral to each other. However, if a surplus Service Representative (excluding a Service Representative on ESC or EEOP JOG) declines a job offer to a Leveraged Service Representative position, it will not be considered a lateral declination.

7. When determining Reassignment Pay Protection Plan (RPPP) for the Leveraged Service Representative job title, the RPPP payout amount is determined based on a combination of base wages and the target incentive amount.
8. When assigned to relieve or assist a manager under Section 5 of Article XV, Temporary Work in Higher Positions, Leveraged Service Representatives will receive the relief differential payout based on both base wages and the target incentive amount. Payment of the target incentive amount under this agreement shall be made as soon as practicable after the month in which the employee performs the work covered by the relief differential.

B. Appendix D is amended as follows:

1. For the duration of the 2013 Labor Agreements, surplus employees who are assigned to Operator, Service Assistant, and Central Office Clerk openings will be assigned job titles on the following basis:
 - a. When staffed by existing employees whose period of Net Credited Service commenced prior to November 6, 1995, the appropriate Operating title will be assigned. If the assignments are from positions with higher rates of pay, such employees will receive a payout in accordance with the RPPP Payout Table in Article XVII, **Force Adjustment**, Section 4., of the 2013 Departmental Agreement.
 - b. When staffed by current employees whose period of Net Credited Service commenced subsequent to November 5, 1995, the Console Operator title and Central Office Assistant title, as appropriate, will continue to be assigned. If the assignments are from positions with higher rates of pay, such employees will receive a payout in accordance with the Transition Allowance Table in Article XVII, **Force Adjustment**, of the 2013 Departmental Agreement if assigned after January 1, 2009.
2. Effective April 7, 2013 through April 8, 2017, the provisions of 1.a and 1.b above will be extended to non-surplus employees, except that RPPP and Transition Allowance provisions are not applicable.

3. Effective April 8, 2017, all Operator, Service Assistant, and Central Office Clerk openings will be assigned job titles on the following basis:
 - a. When staffed by employees who are on an Operating title, the appropriate Operating title will be assigned.
 - b. When staffed by new hires and by existing employees who are not on an Operating title, the Console Operator and Central Office Assistant titles, as appropriate, will be assigned.
 4. The Company agrees to affirm its previous commitments regarding the use of the Console Operator title by forwarding a letter to the Union.
 5. Effective April 7, 2013 through April 8, 2017, the number of incumbents in the Console Operator title will not exceed 600, adjusted each month by the number of Operators who voluntarily retire during that month, beginning on September 1, 2000 and thereafter.
- C. Appendix H is deleted in its entirety.
- D. Appendix J is renewed and amended, effective April 7, 2013 through April 8, 2017, as follows:
1. In addition to the current job duties performed by the Premises Technicians, the Company intends to:
 - a. assign Premises Technicians to cut/transfer cable pairs (cable repair work will continue to be assigned to Group 1 craft)
 - b. assign Premises Technicians to place bridge tap terminators
 2. Unless otherwise specifically included or modified during 2013 bargaining, the following provisions or Memorandums of Agreement shall not apply to employees in Appendix J:
 - a. Memorandum of Agreement – Informal Surplus
 - b. Memorandum of Agreement – Hometown Job Security Commitment

- c. Memorandum of Agreement – Employment Security Commitment (ESC)
 - d. Memorandum of Agreement – Extended Employment Opportunity Period (EEOP)
 - e. Memorandum of Agreement – Four-Day Work Week
 - f. Memorandum of Agreement – Facilities Locate Work
 - g. Memorandum of Agreement – Monitoring
 - h. Contracting Out Notification
 - i. Contracting Out Committee
 - j. Global Positioning System Recommendations
 - k. Overtime – Overtime Two-hour Notice ad hoc Committee
 - l. Successorship
3. Employees in Appendix J shall be eligible for the ATT@home concession program pursuant to the terms and conditions of that program. The Company reserves the right to change, amend or cancel this program, or its terms at its discretion.
 4. The Company, at its discretion, may offer jobs in Appendix J titles to employees not in Appendix J through the 2013 Labor Agreements.
 5. CWA further agrees that it will not seek to alter any existing bargaining units in any AT&T company on the basis of any movement or transfer of employees between said companies as a result of this Agreement. Further, CWA will not, on the basis of this Agreement or on the basis of any change in operations or practices as a result of this Agreement, in any pleading, petition, complaint or proceeding before the National Labor Relations Board, an arbitrator or panel of arbitrators, or any court, assert, claim, charge or allege that such companies are a single or joint employer or enterprise, alter egos, accretions or successors of one another, or that any bargaining units of said entities represented by or sought to be represented by CWA are a

single bargaining unit, or are or should be otherwise altered in their scope or composition. This commitment on the part of CWA will survive the expiration of this Agreement, unless and until such time as this commitment is terminated by the mutual written agreement of the parties.

6. Effective April 7, 2013, Premises Technicians (excluding protected employees in Appendix J) will receive a one-time, sixty cents (\$0.60) per hour increase applied to all weekly wage steps.
7. Protected employees (excluding former surplus employees who transferred into Appendix J directly from Core I/M and held a Customer Services Technician [CST] title) in Appendix J and surplus Core employees (excluding surplus CSTs in Core I/M) who transfer to Appendix J during the term of the 2013 Labor Agreements will have wages frozen at their current level until the Premises Technician wage schedule reaches the employee's current rate of pay. Until such time, these employees will not be eligible for any wage increases. Employees covered by this paragraph and paragraph 8 below will not be entitled to a Reassignment Pay Protection Plan (RPPP) payment but will be required to submit a RPPP Request. Employees moved outside the Force Adjustment Area (FAA) will be required to submit a Surplus Return Request. Surplus employees covered by the 2013 Labor Agreements who are placed in a job title in Appendix J and who meet the eligibility requirements of the ESC or EEOP shall continue to be eligible for ESC or EEOP, as applicable, if they are subsequently declared surplus while in the job title in Appendix J to which they have been placed as surplus.
8. A CST in Core I/M who is declared surplus in an exchange where Premises Technicians have a Regular Place of Reporting and who accepts or displaces into a Premises Technician position, as well as former CSTs currently protected in Appendix J, will continue to receive the general wage increases according to the Group 1 Craft Wage Schedule. Employees covered by this paragraph from time to time may also be required to perform CST job functions. For the purposes of administering Article XVII, Force Adjustment, a job offer to a Premises Technician title for these employees is considered a lateral job offer. Notwithstanding any other provision in Article XVII, Force Adjustment, and if a surplus remains after the application of

3.h. in Article XVII, CSTs under this paragraph, in seniority order may elect to displace the least senior Premises Technician who is junior to the CST in the same exchange. CSTs covered by this paragraph must be satisfactory in attendance and performance to displace a Premises Technician or transfer into Appendix J.

Note A: If during any subsequent application of paragraph 3.g. in Article XVII, a surplus CST displaces a junior CST in the FAA, the displaced CST, before layoff, may displace a less senior Premises Technician in the original Surplus exchange.

Note B: If a Premises Technician is displaced, the Company at its discretion may elect to retain the Premises Technician. If the Company elects not to retain that employee, the employee will be treated under the Force Adjustment provisions in Appendix J.

9. The Company, at its discretion, may offer employees identified as surplus under the 2013 Labor Agreements jobs in Appendix J job titles through the 2013 Labor Agreements force adjustment/surplus process. Any job offer to a job title within Appendix J will meet the commitment of a guaranteed job offer under the ESC or EEOP.
10. The following provisions of the 2013 Labor Agreements shall continue to apply to protected employees in Appendix J and surplus Core employees who transfer to Appendix J during the term of the 2013 Labor Agreements in lieu of any otherwise applicable provisions of Appendix J while they remain in the position in which they are placed:
 - a. Overtime and premium pay – Article IV, Section 4;
 - b. Illness absence treatment – Article XI, Section 5;
 - c. Shift and differential treatment – Article IV, Section 6;
 - d. Recognized holidays – Article VIII;
 - e. Excused work days – Article X;
 - f. Vacation – Article IX;
 - g. Force Adjustment – Article XVII; and
 - h. Severance Payments – Article XVIII

All surplus full-time employees who move into Appendix J shall continue to be scheduled at least forty (40) hours in a calendar week. Notwithstanding any other provision in the 2013 Labor Agreements, all other employees in Appendix J shall be scheduled subject to the needs of the business as determined by Management and according to applicable requirements set forth in Appendix J; no other provisions of the 2013 Labor Agreements except those expressly set forth in Appendix J shall apply to work scheduling of such employees.

11. In the event of any conflict between the terms of any labor agreement between CWA and the Company and Appendix J, the terms of Appendix J shall control.
12. The Company and the Union will continue a forum for the Union to provide input into and discuss the performance aspects of a Premises Technician's job duties including but not limited to productivity, quality, sales, customer experience, and safety. This committee will be comprised of one Union representative per LFO District, but not to exceed four representatives. The committee will be co-chaired by a Director of U-verse Field Operations and a CWA District 6 representative. This committee will meet as determined by mutual agreement of the co-chairs. The Company will reimburse employee representatives for the cost of round-trip coach airfare when necessary for attending face-to-face meetings.
13. Amend Supplemental Statement 2, Basis of Compensation, Section 3, Overtime, to reduce the twenty (20) hour overtime limitation to seventeen (17) hours.
14. Amend Supplemental Statement 3, Work Schedules, Section 1, Work Schedules, to read:

“The Company will determine and post the work schedules. Insofar as the service requirements and abilities of the employees will permit, as determined by management, employee preference in order of seniority shall be taken into account in the assignment of tours. Employee's scheduled work hours may start at any time of the day, on any day of the week and may be spread over any six (6) days of the week. Work schedules will be posted for a minimum period of one (1) week and are subject to change, with forty-eight (48) hours notice to the employee. All employees will have

the opportunity to work thirty-two (32) hours in a week. Any time off from otherwise scheduled work will be counted toward the thirty-two (32) hours.”

15. Amend Supplemental Statement 11, Travel, Section 2, paragraph c, to increase the thirty dollars (\$30) to thirty-five dollars (\$35).

16. Amend Supplemental Statement 11, Travel, to add a new paragraph d which reads:

“The Company will determine when overnight trips are required. Insofar as the service requirements and abilities of the employees will permit, as determined by management, employee preference in order of seniority shall be taken into account in the assignment of overnight trips.”

17. Union time (paid or unpaid) will be considered work time toward the build-up for the forty (40) hour work week for overtime calculations.

9. The parties agree to renew the 2009 Agreement of General Application, as modified by the parties in 2013 Collective Bargaining, effective April 7, 2013 through April 8, 2017.

A. The 2013 Agreement of General Application shall include the following articles:

<u>Article</u>	<u>Title</u>
I.	COLLECTIVE BARGAINING PROCEDURE
II.	SERVICE INTERRUPTION
III.	UNUSUAL GRIEVANCES
IV.	ARBITRATION
V.	EXPEDITED ARBITRATION
VI.	LEAVES OF ABSENCE FOR UNION REPRESENTATIVES ON UNION BUSINESS
VII.	PENSIONS, DISABILITY BENEFITS, AND DEATH BENEFITS
VIII.	RESPONSIBLE UNION-COMPANY RELATIONSHIP

- IX. NONDISCRIMINATION
- X. TECHNOLOGY CHANGE
- XI. COMMON INTEREST FORUMS
- XII. TRAINING/RETRAINING
- XIII. PRIOR AGREEMENT
- XIV. DURATION

10. The parties agree to renew and amend the Memorandum of Understanding Regarding Part-Time Employees, effective April 7, 2013 through April 8, 2017, appearing after the Agreement of General Application, by replacing paragraph 5 with the following:

“5. Employees who are hired on or after January 1, 1981, and who work as part-time employees shall, if otherwise eligible to participate under the terms of such plans, be eligible for coverage under the Medical Plan, Dental Plan, and Vision Plan, as follows:

- a. For the Medical Plan:
 - (i) Employees whose part-time equivalent work week classification is less than seventeen (17) hours shall be eligible by enrollment and payment of one hundred (100) percent of the premiums for such coverage.
 - (ii) Employees whose part-time equivalent work week classification is at least seventeen (17) hours but less than twenty-five (25) hours shall be eligible by enrollment and payment of fifty (50) percent of the premiums for such coverage.
 - (iii) Employees whose part-time equivalent work week classification is greater than or equal to twenty-five (25) hours shall be eligible by enrollment and pay the same as full-time employees.
 - (iv) Regular employees who are on the active payroll of the Company as of December 31, 1980, shall continue to be eligible for such coverage on the same basis as a regular full-time employee regardless of classification.

- b. For the Dental Plan and Vision Plan:
 - (i) Employees working twenty (20) or more hours a week pay fifty (50) percent of the full cost of coverage.
 - (ii) Employees working less than twenty (20) hours a week pay one hundred (100) percent of the full cost of coverage.”

11. The parties agree to renew the Motor Vehicle Usage Program, effective April 7, 2013 through April 8, 2017, appearing after the Agreement of General Application.

12. The parties agree to renew the Memorandum of Agreement on employees entering active military duty, effective April 7, 2013 through April 8, 2017, appearing after the Agreement of General Application.

13. The Company will assign, effective April 7, 2013 through April 8, 2017, two (2) employees to interface with and assist the Union in resolving benefit issues experienced by Union members. The CWA will select employees from the Bargaining Unit who have demonstrated the skills, abilities and experience necessary to perform the duties of this position. The employees will be located at a place to be agreed upon by the Company and the Union. The June 22, 2003 Letter of Agreement relating to this position will remain in effect through April 8, 2017.

14. The parties agree to renew the November 2008 Recommendations of the ad hoc Committee on Two Hour Notification, effective April 7, 2013 through April 8, 2017.

15. The Company and Union will reinstate an ad hoc committee under the auspices of the Executive Council of the Strategic Alliance to review work identified by the Company or Union which is being contracted out. The focus shall be to:

- A. Afford the Union the opportunity to suggest ways to use the Bargaining Unit members to do the contracted out work.
- B. Give the Company the opportunity to receive input from the Union on how to jointly find practical and effective ways in which to meet cost and completion objectives of the business.

16. When possible, the Senior Manager will notify CWA leadership at least thirty (30) days in advance of contracting work which is not then being, or has not recently been, performed by contractors in the Senior Manager's geographic scope of responsibility involving work directly related to the network. This notification will include:

- A. A description of the work to be contracted out.
- B. The location(s) where contracting will occur (city and state).
- C. The reason why the Company determined that the use of overtime in lieu of contracting is not feasible.
- D. When the new contracting will commence and the expected duration.
- E. If possible, an estimate of the number of personnel involved in the new contracting efforts.

17. The parties agree to renew the Memorandum of Agreement – Employment Security Commitment (ESC), effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT E** hereto. This agreement will continue to apply only to regular employees who were on the payroll on July 1, 2004. The Company agrees not to suspend the ESC through April 8, 2017.

18. The parties agree to renew the Memorandum of Agreement – Extended Employment Opportunity Period, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT F** hereto. This agreement will apply to employees hired as Regular after July 1, 2004 but prior to April 6, 2013. The Company agrees not to suspend the Extended Employment Opportunity Period through April 8, 2017.

19. The parties agree to renew and amend the Memorandum of Agreement – National Transfer Plan, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT G** hereto.

20. The Company agrees that in any agreement to sell a portion of its assets in a transaction involving the transfer of Employees subject to the parties' 2013 Labor Agreements, as a condition of the closing of such sale, that the Buyer shall agree to assume the terms of the 2013 Labor Agreements, provided that the Buyer shall have the right to re-open the unexpired 2013 Labor Agreements at any time after eighteen (18) months but no longer than twenty-four (24) months following the Closing of the sale, the re-opening of which the Union hereby agrees to accept or, the Buyer and Union may bargain at the expiration of the 2013 Labor Agreements, whichever is earlier. In no event will the terms of this Successorship Agreement limit any of the Company's existing rights under the 2013 Labor Agreements. The Company further agrees it will notify the Union at least 30 days prior to the close of such proposed transaction and, during such 30 day period, will meet with the Union upon request to engage in effects bargaining and to discuss the business reasons for the Company's decision.

21. The parties agree to renew the Memorandum of Agreement – Hometown Job Security Commitment, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT H** hereto.

22. The parties agree to renew the Memorandum of Agreement – Informal Surplus, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT I** hereto.

23. The parties agree to renew the Memorandum of Agreement – Card Check, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT J** hereto. Upon ratification, the Card Check agreement will be administered on a national basis by the CWA and AT&T.

24. The Company agrees to renew the reimbursement of retired CWA Union Presidents or their retired designee for travel and associated expenses to attend Strategic Alliance Standing Joint Committees and Common Interest Forum meetings, effective April 7, 2013 through April 8, 2017.

25. Within 30 days of ratification of the 2013 Labor Agreements, and each quarter thereafter for the life of the contract, the Company agrees to promote the CWA/NETT Academy training program as an available option under the Training/Retraining program.

26. The parties agree to renew the Memorandum of Agreement – Modified Procedures for Expedited Arbitration, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT K** hereto.

27. The parties agree to renew and amend the Memorandum of Agreement – CWA Internal Appeals Process, effective April 7, 2013 through April 6, 2014, as set forth in **ATTACHMENT L** hereto.

28. The parties agree to renew the Memorandum of Agreement – Presidential Council, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT M** hereto. Upon ratification, the Presidential Council agreement will be administered on a national basis by the CWA and AT&T.

29. The parties agree to renew the Statement of Renewed Commitment, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT N** hereto.

30. The parties agree to renew the Strategic Alliance Agreement, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT O** hereto.

31. The parties agree to renew the Recommendations of the Communications Consultant Joint Leadership Forum, effective April 7, 2013 through April 8, 2017.

32. The parties agree to renew the Memorandum of Agreement – Four-Day Work Week, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT P** hereto.

33. The parties agree to renew and amend the Recommendations of the ad hoc Committee on Good Jobs in 8 and Global Positioning System, effective April 7, 2013 through April 8, 2017. This agreement shall not apply to employees in Appendix J of the 2013 Labor Agreements.

34. The parties agree to renew the Operator Services Task Force Recommendations, effective April 7, 2013 through April 8, 2017.

35. The parties agree to renew the Recommendations of the Revenue Management Representative Working Group, effective April 7, 2013 through April 8, 2017.

36. The parties agree to renew the Memorandum of Agreement – Service Leader, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT Q** hereto.

37. The parties agree to renew the Memorandum of Agreement – Uniformed Services Leave of Absence, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT R** hereto.

38. The parties agree to renew the October 17, 2002 Joint Agreements of the Service Representative Review Committee, effective April 7, 2013 through April 8, 2017.

39. The prohibition against Decision Making Leaves (DMLs) and dismissals of Service Representatives solely for adherence performance, agreed to during 1998 Bargaining, and subsequently extended, will remain in effect April 7, 2013 through April 8, 2017.

40. The parties agree to renew the Memorandum of Agreement – Facilities Locate Work, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT S** hereto.

41. The parties agree to renew the Memorandum of Agreement – Recovery of Wage or Benefits Overpayments, set forth in **ATTACHMENT T** hereto.

42. The parties agree to renew the Memorandum of Agreement – Monitoring, effective April 7, 2013 through April 8, 2017, as set forth in **ATTACHMENT U** hereto.

~~~~~

The Company and Union execute this Settlement Agreement by their duly authorized officers and representatives, effective on the date stated above in Paragraph 1 herein.



**FOR THE UNION:**

By: \_\_\_\_\_  
Claude Cummings Jr.  
Vice President, District 6

Approved By:

\_\_\_\_\_  
Larry Cohen, President  
Communications Workers of America

**FOR THE COMPANY:**

By: \_\_\_\_\_  
Joe Croci  
Vice President – Labor Relations

**APPENDIX A**

**WAGE PROGRESSION SCHEDULES  
GRAPHICS AND DRAFTING CLASSIFICATION**

Basic Wage Rates for Normal Work Week

**GRAPHICS SPECIALIST - A**

| Wage Length<br>of Service | Effective Dates |          |            |            |            |
|---------------------------|-----------------|----------|------------|------------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00 | \$239.00   | \$239.00   | \$239.00   |
| After 6 Months            | \$284.50        | \$285.50 | \$286.00   | \$287.00   | \$288.50   |
| " 12 "                    | \$339.00        | \$340.50 | \$343.00   | \$345.00   | \$347.50   |
| " 18 "                    | \$403.50        | \$407.00 | \$410.50   | \$415.00   | \$419.50   |
| " 24 "                    | \$480.50        | \$485.50 | \$491.50   | \$498.50   | \$506.00   |
| " 30 "                    | \$572.00        | \$580.00 | \$589.00   | \$599.00   | \$610.00   |
| " 36 "                    | \$681.00        | \$692.50 | \$705.00   | \$720.00   | \$736.00   |
| " 42 "                    | \$811.00        | \$826.50 | \$844.50   | \$865.00   | \$887.50   |
| " 48 "                    | \$965.50        | \$987.00 | \$1,011.50 | \$1,039.50 | \$1,070.50 |
| Pension Band              | 108             | 108      | 108        | 108        | 108        |

Present -- Effective 5/1/2012

**APPENDIX B**

**WAGE PROGRESSION SCHEDULES  
CONTACT CLASSIFICATIONS**

Basic Wage Rates for Normal Work Week

**BUSINESS REPRESENTATIVE GROUP**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$290.00        | \$290.00   | \$290.00   | \$290.00   | \$290.00   |
| After 6 Months            | \$337.00        | \$337.50   | \$338.50   | \$339.50   | \$340.50   |
| " 12 "                    | \$391.00        | \$393.00   | \$395.00   | \$397.00   | \$399.50   |
| " 18 "                    | \$454.00        | \$457.00   | \$460.50   | \$464.50   | \$468.50   |
| " 24 "                    | \$527.50        | \$532.00   | \$537.50   | \$543.50   | \$550.00   |
| " 30 "                    | \$612.50        | \$619.50   | \$627.00   | \$635.50   | \$645.00   |
| " 36 "                    | \$711.50        | \$721.00   | \$731.50   | \$743.50   | \$757.00   |
| " 42 "                    | \$826.00        | \$839.00   | \$853.50   | \$870.00   | \$888.50   |
| " 48 "                    | \$959.50        | \$976.50   | \$996.00   | \$1,018.00 | \$1,042.50 |
| " 54 "                    | \$1,114.00      | \$1,136.50 | \$1,162.00 | \$1,191.00 | \$1,223.50 |
| " 60 "                    | \$1,294.00      | \$1,323.00 | \$1,356.00 | \$1,393.50 | \$1,435.50 |
| Pension Band              | 119             | 119        | 119        | 119        | 119        |

**COIN COUNTER**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$273.50        | \$273.50   | \$273.50   | \$273.50   | \$273.50   |
| After 6 Months            | \$317.50        | \$318.00   | \$319.00   | \$319.50   | \$320.50   |
| " 12 "                    | \$368.00        | \$370.00   | \$371.50   | \$373.50   | \$376.00   |
| " 18 "                    | \$427.00        | \$430.00   | \$433.00   | \$437.00   | \$440.50   |
| " 24 "                    | \$495.50        | \$500.00   | \$505.00   | \$510.50   | \$516.50   |
| " 30 "                    | \$575.00        | \$581.50   | \$588.50   | \$596.50   | \$605.50   |
| " 36 "                    | \$667.00        | \$676.00   | \$686.00   | \$697.50   | \$710.00   |
| " 42 "                    | \$774.00        | \$786.00   | \$800.00   | \$815.50   | \$832.50   |
| " 48 "                    | \$898.00        | \$914.00   | \$932.50   | \$953.00   | \$975.50   |
| " 54 "                    | \$1,042.00      | \$1,063.00 | \$1,087.00 | \$1,114.00 | \$1,144.00 |
| " 60 "                    | \$1,209.00      | \$1,236.00 | \$1,267.00 | \$1,302.00 | \$1,341.00 |
| Pension Band              | 116             | 116        | 116        | 116        | 116        |

(Continued on next page)

Present -- Effective 5/1/2012

**APPENDIX B**

**COMMUNICATIONS CONSULTANT**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$303.00        | \$303.00   | \$303.00   | \$303.00   | \$303.00   |
| After 6 Months            | \$354.00        | \$354.50   | \$355.50   | \$356.50   | \$357.50   |
| " 12 "                    | \$413.50        | \$415.00   | \$417.00   | \$419.50   | \$422.00   |
| " 18 "                    | \$482.50        | \$486.00   | \$489.50   | \$493.50   | \$498.00   |
| " 24 "                    | \$563.50        | \$568.50   | \$574.50   | \$580.50   | \$587.50   |
| " 30 "                    | \$658.00        | \$665.50   | \$674.00   | \$683.00   | \$693.00   |
| " 36 "                    | \$768.50        | \$779.00   | \$790.50   | \$803.50   | \$818.00   |
| " 42 "                    | \$898.00        | \$912.00   | \$927.50   | \$945.50   | \$965.00   |
| " 48 "                    | \$1,048.50      | \$1,067.00 | \$1,088.50 | \$1,112.00 | \$1,138.50 |
| " 54 "                    | \$1,224.50      | \$1,249.00 | \$1,277.00 | \$1,308.50 | \$1,343.50 |
| " 60 "                    | \$1,430.00      | \$1,462.00 | \$1,498.50 | \$1,539.50 | \$1,585.50 |
| Pension Band              | 123             | 123        | 123        | 123        | 123        |

**CUSTOMER CLERK**

| Wage Length<br>of Service | Effective Dates |          |          |          |            |
|---------------------------|-----------------|----------|----------|----------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00   |
| After 6 Months            | \$283.00        | \$284.00 | \$285.00 | \$285.50 | \$287.00   |
| " 12 "                    | \$335.50        | \$337.00 | \$339.50 | \$341.50 | \$344.00   |
| " 18 "                    | \$397.00        | \$400.50 | \$404.00 | \$408.50 | \$413.00   |
| " 24 "                    | \$470.50        | \$475.50 | \$481.50 | \$488.00 | \$495.50   |
| " 30 "                    | \$557.00        | \$565.00 | \$574.00 | \$583.50 | \$594.50   |
| " 36 "                    | \$660.00        | \$671.00 | \$683.50 | \$697.50 | \$713.50   |
| " 42 "                    | \$782.00        | \$797.50 | \$814.50 | \$834.00 | \$856.00   |
| " 48 "                    | \$926.00        | \$947.00 | \$970.50 | \$997.00 | \$1,027.00 |
| Pension Band              | 107             | 107      | 107      | 107      | 107        |

(Continued on next page)

Present -- Effective 5/1/2012

**APPENDIX B**

**CUSTOMER REPRESENTATIVE GROUP**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$295.50        | \$295.50   | \$295.50   | \$295.50   | \$295.50   |
| After 6 Months            | \$344.00        | \$344.50   | \$345.50   | \$346.50   | \$347.50   |
| " 12 "                    | \$400.50        | \$402.00   | \$404.00   | \$406.50   | \$408.50   |
| " 18 "                    | \$466.00        | \$469.00   | \$472.50   | \$476.50   | \$480.50   |
| " 24 "                    | \$542.50        | \$547.00   | \$552.50   | \$558.50   | \$565.50   |
| " 30 "                    | \$631.50        | \$638.50   | \$646.50   | \$655.00   | \$665.00   |
| " 36 "                    | \$734.50        | \$744.50   | \$756.00   | \$768.00   | \$782.00   |
| " 42 "                    | \$855.00        | \$868.50   | \$884.00   | \$901.00   | \$919.50   |
| " 48 "                    | \$995.50        | \$1,013.50 | \$1,033.50 | \$1,056.50 | \$1,081.50 |
| " 54 "                    | \$1,158.50      | \$1,182.00 | \$1,208.50 | \$1,238.50 | \$1,272.00 |
| " 60 "                    | \$1,348.50      | \$1,379.00 | \$1,413.50 | \$1,452.50 | \$1,496.00 |
| Pension Band              | 120             | 120        | 120        | 120        | 120        |

**CUSTOMER SERVICE REPRESENTATIVE II**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$276.50        | \$276.50   | \$276.50   | \$276.50   | \$276.50   |
| After 6 Months            | \$324.00        | \$324.50   | \$325.50   | \$326.50   | \$327.50   |
| " 12 "                    | \$379.50        | \$381.00   | \$383.00   | \$385.00   | \$387.50   |
| " 18 "                    | \$444.50        | \$447.50   | \$451.00   | \$454.50   | \$458.50   |
| " 24 "                    | \$520.50        | \$525.50   | \$530.50   | \$536.50   | \$542.50   |
| " 30 "                    | \$610.00        | \$616.50   | \$624.50   | \$633.00   | \$642.50   |
| " 36 "                    | \$714.50        | \$724.00   | \$735.00   | \$747.00   | \$760.50   |
| " 42 "                    | \$837.00        | \$850.00   | \$865.00   | \$881.50   | \$900.00   |
| " 48 "                    | \$980.00        | \$998.00   | \$1,018.00 | \$1,040.50 | \$1,065.50 |
| " 54 "                    | \$1,148.00      | \$1,171.50 | \$1,198.00 | \$1,228.00 | \$1,261.00 |
| " 60 "                    | \$1,345.00      | \$1,375.50 | \$1,410.00 | \$1,449.00 | \$1,492.50 |
| Pension Band              | 120             | 120        | 120        | 120        | 120        |

(Continued on next page)

Present -- Effective 5/1/2012

APPENDIX B

**CUSTOMER SERVICES SPECIALIST**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$245.00        | \$245.00   | \$245.00   | \$245.00   | \$245.00   |
| After 6 Months            | \$292.50        | \$293.00   | \$294.00   | \$295.00   | \$296.00   |
| " 12 "                    | \$349.00        | \$351.00   | \$353.00   | \$355.50   | \$358.00   |
| " 18 "                    | \$416.50        | \$420.00   | \$423.50   | \$428.00   | \$433.00   |
| " 24 "                    | \$497.00        | \$502.50   | \$508.50   | \$515.50   | \$523.00   |
| " 30 "                    | \$593.00        | \$601.00   | \$610.50   | \$621.00   | \$632.50   |
| " 36 "                    | \$707.50        | \$719.50   | \$733.00   | \$748.00   | \$764.50   |
| " 42 "                    | \$844.50        | \$861.00   | \$879.50   | \$901.00   | \$924.50   |
| " 48 "                    | \$1,007.50      | \$1,030.00 | \$1,056.00 | \$1,085.00 | \$1,117.50 |
| Pension Band              | 110             | 110        | 110        | 110        | 110        |

**HEAD SERVICE REPRESENTATIVE**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$274.00        | \$274.00   | \$274.00   | \$274.00   | \$274.00   |
| After 6 Months            | \$329.00        | \$329.50   | \$330.50   | \$332.00   | \$333.00   |
| " 12 "                    | \$394.50        | \$396.50   | \$399.00   | \$402.00   | \$405.00   |
| " 18 "                    | \$473.50        | \$477.50   | \$482.00   | \$487.00   | \$492.00   |
| " 24 "                    | \$568.00        | \$574.50   | \$581.50   | \$589.50   | \$598.50   |
| " 30 "                    | \$681.50        | \$691.50   | \$702.00   | \$714.00   | \$727.50   |
| " 36 "                    | \$818.00        | \$832.00   | \$847.50   | \$865.00   | \$884.00   |
| " 42 "                    | \$981.50        | \$1,001.00 | \$1,023.00 | \$1,047.50 | \$1,075.00 |
| " 48 "                    | \$1,178.00      | \$1,204.50 | \$1,234.50 | \$1,268.50 | \$1,306.50 |
| Pension Band              | 115             | 115        | 115        | 115        | 115        |

(Continued on next page)

Present -- Effective 5/1/2012

**APPENDIX B**

**LEVERAGED SERVICE REPRESENTATIVE**

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$400.00        | \$400.00 | \$400.00 | \$400.00 | \$400.00 |
| After 6 Months            | \$436.00        | \$438.00 | \$439.50 | \$441.50 | \$444.00 |
| " 12 "                    | \$475.50        | \$479.50 | \$483.00 | \$487.50 | \$492.50 |
| " 18 "                    | \$519.00        | \$524.50 | \$531.00 | \$538.50 | \$546.50 |
| " 24 "                    | \$566.00        | \$574.00 | \$583.50 | \$594.50 | \$606.00 |
| " 30 "                    | \$617.00        | \$628.50 | \$641.50 | \$656.00 | \$672.50 |
| " 36 "                    | \$673.00        | \$688.00 | \$705.00 | \$724.50 | \$746.00 |
| Pension Band              | 113             | 113      | 113      | 113      | 113      |

**MARKETING OPERATIONS GROUP**

| Wage Length<br>of Service | Effective Dates |          |            |            |            |
|---------------------------|-----------------|----------|------------|------------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$310.00        | \$310.00 | \$310.00   | \$310.00   | \$310.00   |
| After 6 Months            | \$357.50        | \$358.50 | \$359.50   | \$361.00   | \$362.50   |
| " 12 "                    | \$412.50        | \$415.00 | \$417.50   | \$420.00   | \$423.50   |
| " 18 "                    | \$476.00        | \$480.00 | \$484.50   | \$489.00   | \$494.50   |
| " 24 "                    | \$549.00        | \$555.00 | \$562.00   | \$569.50   | \$578.00   |
| " 30 "                    | \$633.00        | \$642.00 | \$652.00   | \$663.00   | \$675.50   |
| " 36 "                    | \$730.00        | \$742.50 | \$756.50   | \$772.00   | \$789.50   |
| " 42 "                    | \$842.00        | \$859.00 | \$878.00   | \$899.00   | \$922.50   |
| " 48 "                    | \$971.50        | \$993.50 | \$1,018.50 | \$1,046.50 | \$1,078.00 |
| Pension Band              | 109             | 109      | 109        | 109        | 109        |

(Continued on next page)

Present -- Effective 5/1/2012

**APPENDIX B**

**REVENUE MANAGEMENT REPRESENTATIVE**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00   | \$239.00   | \$239.00   | \$239.00   |
| After 6 Months            | \$286.00        | \$287.00   | \$288.00   | \$289.00   | \$290.00   |
| " 12 "                    | \$343.00        | \$344.50   | \$347.00   | \$349.00   | \$351.50   |
| " 18 "                    | \$410.50        | \$414.00   | \$417.50   | \$422.00   | \$426.50   |
| " 24 "                    | \$491.50        | \$497.00   | \$503.00   | \$510.00   | \$517.50   |
| " 30 "                    | \$588.50        | \$597.00   | \$606.00   | \$616.50   | \$628.00   |
| " 36 "                    | \$705.00        | \$716.50   | \$730.00   | \$745.00   | \$761.50   |
| " 42 "                    | \$844.00        | \$860.50   | \$879.50   | \$900.50   | \$924.00   |
| " 48 "                    | \$1,011.00      | \$1,033.50 | \$1,059.50 | \$1,088.50 | \$1,121.00 |
| Pension Band              | 110             | 110        | 110        | 110        | 110        |

**SALES CLERK**

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00 |
| After 6 Months            | \$266.50        | \$267.50 | \$268.00 | \$269.00 | \$270.00 |
| " 12 "                    | \$297.00        | \$299.00 | \$300.50 | \$303.00 | \$305.00 |
| " 18 "                    | \$331.50        | \$334.00 | \$337.50 | \$341.00 | \$344.50 |
| " 24 "                    | \$369.50        | \$374.00 | \$378.50 | \$383.50 | \$389.50 |
| " 30 "                    | \$412.00        | \$418.00 | \$424.50 | \$431.50 | \$439.50 |
| " 36 "                    | \$459.50        | \$467.50 | \$476.00 | \$486.00 | \$497.00 |
| " 42 "                    | \$512.50        | \$522.50 | \$534.00 | \$547.00 | \$561.00 |
| " 48 "                    | \$571.50        | \$584.50 | \$599.00 | \$615.50 | \$634.00 |
| Pension Band              | 96              | 96       | 96       | 96       | 96       |

(Continued on next page)

Present -- Effective 5/1/2012



**APPENDIX B**

**SERVICE REPRESENTATIVE GROUP**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$250.50        | \$250.50   | \$250.50   | \$250.50   | \$250.50   |
| After 6 Months            | \$302.00        | \$303.00   | \$304.00   | \$305.00   | \$306.00   |
| " 12 "                    | \$364.50        | \$366.50   | \$368.50   | \$371.00   | \$374.00   |
| " 18 "                    | \$439.50        | \$443.00   | \$447.50   | \$452.00   | \$457.00   |
| " 24 "                    | \$530.00        | \$536.00   | \$542.50   | \$550.00   | \$558.00   |
| " 30 "                    | \$639.50        | \$648.50   | \$658.50   | \$669.50   | \$682.00   |
| " 36 "                    | \$771.50        | \$784.00   | \$798.50   | \$815.00   | \$833.50   |
| " 42 "                    | \$930.00        | \$948.50   | \$969.00   | \$992.50   | \$1,018.00 |
| " 48 "                    | \$1,122.00      | \$1,147.00 | \$1,175.50 | \$1,208.00 | \$1,244.00 |
| Pension Band              | 113             | 113        | 113        | 113        | 113        |

**TELLER**

| Wage Length<br>of Service | Effective Dates |          |          |          |            |
|---------------------------|-----------------|----------|----------|----------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00   |
| After 6 Months            | \$283.00        | \$284.00 | \$285.00 | \$285.50 | \$287.00   |
| " 12 "                    | \$335.50        | \$337.00 | \$339.50 | \$341.50 | \$344.00   |
| " 18 "                    | \$397.00        | \$400.50 | \$404.00 | \$408.50 | \$413.00   |
| " 24 "                    | \$470.50        | \$475.50 | \$481.50 | \$488.00 | \$495.50   |
| " 30 "                    | \$557.00        | \$565.00 | \$574.00 | \$583.50 | \$594.50   |
| " 36 "                    | \$660.00        | \$671.00 | \$683.50 | \$697.50 | \$713.50   |
| " 42 "                    | \$782.00        | \$797.50 | \$814.50 | \$834.00 | \$856.00   |
| " 48 "                    | \$926.00        | \$947.00 | \$970.50 | \$997.00 | \$1,027.00 |
| Pension Band              | 107             | 107      | 107      | 107      | 107        |

Present -- Effective 5/1/2012

**APPENDIX B**

**WAGE PROGRESSION SCHEDULES  
GRAPHICS AND DRAFTING CLASSIFICATION**

Basic Wage Rates for Normal Work Week

**GRAPHICS SPECIALIST - B**

| Wage Length<br>of Service | Effective Dates |          |            |            |            |
|---------------------------|-----------------|----------|------------|------------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00 | \$239.00   | \$239.00   | \$239.00   |
| After 6 Months            | \$284.50        | \$285.50 | \$286.00   | \$287.00   | \$288.50   |
| " 12 "                    | \$339.00        | \$340.50 | \$343.00   | \$345.00   | \$347.50   |
| " 18 "                    | \$403.50        | \$407.00 | \$410.50   | \$415.00   | \$419.50   |
| " 24 "                    | \$480.50        | \$485.50 | \$491.50   | \$498.50   | \$506.00   |
| " 30 "                    | \$572.00        | \$580.00 | \$589.00   | \$599.00   | \$610.00   |
| " 36 "                    | \$681.00        | \$692.50 | \$705.00   | \$720.00   | \$736.00   |
| " 42 "                    | \$811.00        | \$826.50 | \$844.50   | \$865.00   | \$887.50   |
| " 48 "                    | \$965.50        | \$987.00 | \$1,011.50 | \$1,039.50 | \$1,070.50 |
| Pension Band              | 108             | 108      | 108        | 108        | 108        |

Present -- Effective 5/1/2012

**APPENDIX C**

**WAGE PROGRESSION SCHEDULES  
CRAFT CLASSIFICATIONS**

Basic Wage Rates for Normal Work Week

**GROUP 1**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$276.50        | \$276.50   | \$276.50   | \$276.50   | \$276.50   |
| After 6 Months            | \$324.00        | \$324.50   | \$325.50   | \$326.50   | \$327.50   |
| " 12 "                    | \$379.50        | \$381.00   | \$383.00   | \$385.00   | \$387.50   |
| " 18 "                    | \$444.50        | \$447.50   | \$451.00   | \$454.50   | \$458.50   |
| " 24 "                    | \$520.50        | \$525.50   | \$530.50   | \$536.50   | \$542.50   |
| " 30 "                    | \$610.00        | \$616.50   | \$624.50   | \$633.00   | \$642.50   |
| " 36 "                    | \$714.50        | \$724.00   | \$735.00   | \$747.00   | \$760.50   |
| " 42 "                    | \$837.00        | \$850.00   | \$865.00   | \$881.50   | \$900.00   |
| " 48 "                    | \$980.00        | \$998.00   | \$1,018.00 | \$1,040.50 | \$1,065.50 |
| " 54 "                    | \$1,148.00      | \$1,171.50 | \$1,198.00 | \$1,228.00 | \$1,261.00 |
| " 60 "                    | \$1,345.00      | \$1,375.50 | \$1,410.00 | \$1,449.00 | \$1,492.50 |
| Pension Band              | 120             | 120        | 120        | 120        | 120        |

**GROUP 2**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$276.50        | \$276.50   | \$276.50   | \$276.50   | \$276.50   |
| After 6 Months            | \$323.00        | \$323.50   | \$324.50   | \$325.00   | \$326.00   |
| " 12 "                    | \$377.00        | \$378.50   | \$380.50   | \$382.50   | \$384.50   |
| " 18 "                    | \$440.00        | \$443.00   | \$446.00   | \$449.50   | \$453.50   |
| " 24 "                    | \$513.50        | \$518.00   | \$523.00   | \$529.00   | \$535.00   |
| " 30 "                    | \$599.50        | \$606.00   | \$613.50   | \$622.00   | \$631.00   |
| " 36 "                    | \$700.00        | \$709.00   | \$719.50   | \$731.50   | \$744.50   |
| " 42 "                    | \$817.00        | \$829.50   | \$844.00   | \$860.00   | \$878.00   |
| " 48 "                    | \$953.50        | \$970.50   | \$990.00   | \$1,011.50 | \$1,036.00 |
| " 54 "                    | \$1,113.00      | \$1,135.50 | \$1,161.00 | \$1,189.50 | \$1,221.50 |
| " 60 "                    | \$1,299.50      | \$1,328.50 | \$1,361.50 | \$1,399.00 | \$1,441.00 |
| Pension Band              | 119             | 119        | 119        | 119        | 119        |

(Continued on next page)

Present -- Effective 5/1/2012

APPENDIX C

GROUP 2A

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$276.50        | \$276.50   | \$276.50   | \$276.50   | \$276.50   |
| After 6 Months            | \$324.00        | \$325.00   | \$325.50   | \$326.50   | \$327.50   |
| " 12 "                    | \$379.50        | \$381.50   | \$383.50   | \$386.00   | \$388.50   |
| " 18 "                    | \$445.00        | \$448.00   | \$452.00   | \$456.00   | \$460.50   |
| " 24 "                    | \$521.50        | \$526.50   | \$532.50   | \$538.50   | \$546.00   |
| " 30 "                    | \$611.00        | \$618.50   | \$627.00   | \$636.50   | \$647.00   |
| " 36 "                    | \$715.50        | \$726.50   | \$738.50   | \$752.00   | \$767.00   |
| " 42 "                    | \$838.50        | \$853.50   | \$870.00   | \$888.50   | \$909.00   |
| " 48 "                    | \$982.50        | \$1,002.50 | \$1,024.50 | \$1,049.50 | \$1,077.50 |
| " 54 "                    | \$1,151.50      | \$1,177.50 | \$1,207.00 | \$1,240.00 | \$1,277.00 |
| Pension Band              | 114             | 114        | 114        | 114        | 114        |

Present -- Effective 5/1/2012

**APPENDIX C**

**WAGE PROGRESSION SCHEDULES  
NONCRAFT CLASSIFICATIONS**

Basic Wage Rates for Normal Work Week

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

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$276.50        | \$276.50   | \$276.50   | \$276.50   | \$276.50   |
| After 6 Months            | \$323.50        | \$324.50   | \$325.00   | \$326.00   | \$327.00   |
| " 12 "                    | \$379.00        | \$380.50   | \$382.50   | \$384.50   | \$386.50   |
| " 18 "                    | \$443.50        | \$446.50   | \$449.50   | \$453.50   | \$457.50   |
| " 24 "                    | \$519.00        | \$523.50   | \$529.00   | \$534.50   | \$541.00   |
| " 30 "                    | \$607.50        | \$614.00   | \$622.00   | \$630.50   | \$639.50   |
| " 36 "                    | \$711.00        | \$720.50   | \$731.50   | \$743.50   | \$756.50   |
| " 42 "                    | \$832.00        | \$845.50   | \$860.00   | \$876.50   | \$894.50   |
| " 48 "                    | \$974.00        | \$991.50   | \$1,011.50 | \$1,033.50 | \$1,058.00 |
| " 54 "                    | \$1,140.00      | \$1,163.00 | \$1,189.00 | \$1,218.50 | \$1,251.50 |
| " 60 "                    | \$1,334.50      | \$1,364.50 | \$1,398.50 | \$1,437.00 | \$1,480.00 |
| Pension Band              | 120             | 120        | 120        | 120        | 120        |

**ASSISTANT CUSTOMER SERVICE TECHNICIAN**

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$261.50        | \$261.50 | \$261.50 | \$261.50 | \$261.50 |
| After 6 Months            | \$300.50        | \$301.50 | \$302.50 | \$303.50 | \$304.50 |
| " 12 "                    | \$345.50        | \$347.50 | \$349.50 | \$352.00 | \$354.50 |
| " 18 "                    | \$397.50        | \$400.50 | \$404.50 | \$408.50 | \$413.00 |
| " 24 "                    | \$457.00        | \$462.00 | \$467.50 | \$474.00 | \$481.00 |
| " 30 "                    | \$525.00        | \$532.50 | \$541.00 | \$550.00 | \$560.50 |
| " 36 "                    | \$604.00        | \$614.00 | \$625.50 | \$638.50 | \$653.00 |
| " 42 "                    | \$694.00        | \$708.00 | \$723.50 | \$740.50 | \$760.50 |
| " 48 "                    | \$798.00        | \$816.00 | \$836.50 | \$859.50 | \$885.50 |
| Pension Band              | 103             | 103      | 103      | 103      | 103      |

(Continued on next page)

Present -- Effective 5/1/2012

APPENDIX C

BUILDING MAINTAINER AND GARAGE ATTENDANT

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00 |
| After 6 Months            | \$279.00        | \$280.00 | \$280.50 | \$281.50 | \$282.50 |
| " 12 "                    | \$326.00        | \$328.00 | \$330.00 | \$332.00 | \$334.50 |
| " 18 "                    | \$380.50        | \$384.00 | \$387.50 | \$391.50 | \$395.50 |
| " 24 "                    | \$444.50        | \$449.50 | \$455.00 | \$461.50 | \$468.00 |
| " 30 "                    | \$519.00        | \$526.50 | \$534.50 | \$544.00 | \$554.00 |
| " 36 "                    | \$606.50        | \$616.50 | \$628.00 | \$641.00 | \$655.00 |
| " 42 "                    | \$708.00        | \$722.00 | \$737.50 | \$755.50 | \$775.00 |
| " 48 "                    | \$827.00        | \$845.50 | \$866.50 | \$890.50 | \$917.00 |
| Pension Band              | 104             | 104      | 104      | 104      | 104      |

BUILDING MECHANIC

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$273.00        | \$273.00   | \$273.00   | \$273.00   | \$273.00   |
| After 6 Months            | \$318.00        | \$318.50   | \$319.50   | \$320.00   | \$321.00   |
| " 12 "                    | \$370.00        | \$371.50   | \$373.50   | \$375.50   | \$377.50   |
| " 18 "                    | \$430.50        | \$433.50   | \$436.50   | \$440.00   | \$444.00   |
| " 24 "                    | \$501.00        | \$505.50   | \$510.50   | \$516.50   | \$522.50   |
| " 30 "                    | \$583.50        | \$590.00   | \$597.00   | \$605.50   | \$614.50   |
| " 36 "                    | \$679.00        | \$688.00   | \$698.50   | \$710.00   | \$722.50   |
| " 42 "                    | \$790.50        | \$803.00   | \$817.00   | \$832.50   | \$850.00   |
| " 48 "                    | \$920.00        | \$936.50   | \$955.50   | \$976.50   | \$999.50   |
| " 54 "                    | \$1,071.00      | \$1,092.50 | \$1,117.00 | \$1,145.00 | \$1,176.00 |
| " 60 "                    | \$1,246.50      | \$1,274.50 | \$1,306.50 | \$1,342.50 | \$1,383.00 |
| Pension Band              | 117             | 117        | 117        | 117        | 117        |

(Continued on next page)

Present -- Effective 5/1/2012

**APPENDIX C**

**CAD TECHNICAL SPECIALIST**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00   | \$239.00   | \$239.00   | \$239.00   |
| After 6 Months            | \$285.50        | \$286.50   | \$287.00   | \$288.00   | \$289.00   |
| " 12 "                    | \$341.00        | \$343.00   | \$345.00   | \$347.50   | \$350.00   |
| " 18 "                    | \$407.50        | \$411.00   | \$414.50   | \$419.00   | \$423.50   |
| " 24 "                    | \$486.50        | \$492.00   | \$498.00   | \$505.00   | \$512.50   |
| " 30 "                    | \$581.00        | \$589.50   | \$598.50   | \$609.00   | \$620.00   |
| " 36 "                    | \$694.00        | \$706.00   | \$719.50   | \$734.00   | \$750.50   |
| " 42 "                    | \$829.00        | \$845.50   | \$864.50   | \$885.00   | \$908.00   |
| " 48 "                    | \$990.50        | \$1,013.00 | \$1,038.50 | \$1,067.00 | \$1,099.00 |
| Pension Band              | 109             | 109        | 109        | 109        | 109        |

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

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$249.00        | \$249.00   | \$249.00   | \$249.00   | \$249.00   |
| After 6 Months            | \$298.00        | \$299.00   | \$299.50   | \$301.00   | \$302.00   |
| " 12 "                    | \$356.50        | \$358.50   | \$361.00   | \$363.50   | \$366.00   |
| " 18 "                    | \$427.00        | \$430.50   | \$434.50   | \$439.00   | \$443.50   |
| " 24 "                    | \$510.50        | \$516.50   | \$523.00   | \$530.00   | \$538.00   |
| " 30 "                    | \$611.00        | \$619.50   | \$629.50   | \$640.00   | \$652.00   |
| " 36 "                    | \$731.50        | \$743.50   | \$757.50   | \$773.00   | \$790.50   |
| " 42 "                    | \$875.50        | \$892.50   | \$912.00   | \$934.00   | \$958.50   |
| " 48 "                    | \$1,047.50      | \$1,071.00 | \$1,098.00 | \$1,128.00 | \$1,162.00 |
| Pension Band              | 111             | 111        | 111        | 111        | 111        |

(Continued on next page)

Present -- Effective 5/1/2012

APPENDIX C

DRIVER-TRACTOR TRAILER

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Pension Band              | 111             | 111      | 111      | 111      | 111      |

HOUSE SERVICE ATTENDANT

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00 |
| After 6 Months            | \$276.50        | \$277.00 | \$278.00 | \$279.00 | \$280.00 |
| " 12 "                    | \$320.00        | \$321.50 | \$323.50 | \$325.50 | \$328.00 |
| " 18 "                    | \$370.00        | \$373.00 | \$376.50 | \$380.50 | \$384.50 |
| " 24 "                    | \$428.00        | \$432.50 | \$438.00 | \$444.00 | \$450.50 |
| " 30 "                    | \$495.00        | \$502.00 | \$509.50 | \$518.00 | \$528.00 |
| " 36 "                    | \$572.50        | \$582.00 | \$593.00 | \$605.00 | \$618.50 |
| " 42 "                    | \$662.00        | \$675.00 | \$689.50 | \$706.50 | \$724.50 |
| " 48 "                    | \$766.00        | \$783.00 | \$802.50 | \$824.50 | \$849.00 |
| Pension Band              | 102             | 102      | 102      | 102      | 102      |

HOUSE SERVICE MAINTAINER

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00 |
| After 6 Months            | \$278.50        | \$279.00 | \$280.00 | \$281.00 | \$282.00 |
| " 12 "                    | \$324.50        | \$326.00 | \$328.00 | \$330.50 | \$332.50 |
| " 18 "                    | \$377.50        | \$381.00 | \$384.50 | \$388.50 | \$392.50 |
| " 24 "                    | \$440.00        | \$445.00 | \$450.50 | \$456.50 | \$463.50 |
| " 30 "                    | \$512.50        | \$519.50 | \$527.50 | \$536.50 | \$546.50 |
| " 36 "                    | \$597.00        | \$607.00 | \$618.00 | \$631.00 | \$645.00 |
| " 42 "                    | \$695.50        | \$709.00 | \$724.00 | \$741.50 | \$761.00 |
| " 48 "                    | \$810.00        | \$828.00 | \$848.50 | \$872.00 | \$898.00 |
| Pension Band              | 104             | 104      | 104      | 104      | 104      |

(Continued on next page)

Present -- Effective 5/1/2012



**APPENDIX C**

**INSTALLATION COORDINATOR**

| Wage Length<br>of Service | Effective Dates |          |            |            |            |
|---------------------------|-----------------|----------|------------|------------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$310.00        | \$310.00 | \$310.00   | \$310.00   | \$310.00   |
| After 6 Months            | \$357.50        | \$358.50 | \$359.50   | \$361.00   | \$362.50   |
| " 12 "                    | \$412.50        | \$415.00 | \$417.50   | \$420.00   | \$423.50   |
| " 18 "                    | \$476.00        | \$480.00 | \$484.50   | \$489.00   | \$494.50   |
| " 24 "                    | \$549.00        | \$555.00 | \$562.00   | \$569.50   | \$578.00   |
| " 30 "                    | \$633.00        | \$642.00 | \$652.00   | \$663.00   | \$675.50   |
| " 36 "                    | \$730.00        | \$742.50 | \$756.50   | \$772.00   | \$789.50   |
| " 42 "                    | \$842.00        | \$859.00 | \$878.00   | \$899.00   | \$922.50   |
| " 48 "                    | \$971.50        | \$993.50 | \$1,018.50 | \$1,046.50 | \$1,078.00 |
| Pension Band              | 109             | 109      | 109        | 109        | 109        |

**CENTRAL OFFICE TRANSLATION SPECIALIST  
LINE TRANSLATIONS SPECIALIST**

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$250.50        | \$250.50   | \$250.50   | \$250.50   | \$250.50   |
| After 6 Months            | \$300.50        | \$301.50   | \$302.50   | \$303.50   | \$304.50   |
| " 12 "                    | \$361.00        | \$363.00   | \$365.00   | \$367.50   | \$370.50   |
| " 18 "                    | \$433.00        | \$437.00   | \$441.00   | \$445.50   | \$450.50   |
| " 24 "                    | \$520.00        | \$526.00   | \$532.50   | \$539.50   | \$547.50   |
| " 30 "                    | \$624.00        | \$633.00   | \$642.50   | \$653.50   | \$666.00   |
| " 36 "                    | \$749.00        | \$761.50   | \$776.00   | \$792.00   | \$809.50   |
| " 42 "                    | \$899.00        | \$917.00   | \$937.00   | \$959.00   | \$984.50   |
| " 48 "                    | \$1,079.00      | \$1,103.50 | \$1,131.00 | \$1,162.00 | \$1,197.00 |
| Pension Band              | 112             | 112        | 112        | 112        | 112        |

(Continued on next page)

Present -- Effective 5/1/2012

APPENDIX C

PAY TELEPHONE TECHNICIAN

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$273.50        | \$273.50   | \$273.50   | \$273.50   | \$273.50   |
| After 6 Months            | \$318.50        | \$319.00   | \$320.00   | \$321.00   | \$322.00   |
| " 12 "                    | \$371.00        | \$372.50   | \$374.50   | \$376.50   | \$378.50   |
| " 18 "                    | \$432.00        | \$434.50   | \$438.00   | \$441.50   | \$445.50   |
| " 24 "                    | \$503.00        | \$507.00   | \$512.00   | \$518.00   | \$524.00   |
| " 30 "                    | \$585.50        | \$592.00   | \$599.50   | \$607.50   | \$616.50   |
| " 36 "                    | \$681.50        | \$690.50   | \$701.00   | \$712.50   | \$725.50   |
| " 42 "                    | \$793.50        | \$806.00   | \$820.00   | \$836.00   | \$853.50   |
| " 48 "                    | \$924.00        | \$940.50   | \$959.50   | \$980.50   | \$1,004.00 |
| " 54 "                    | \$1,076.00      | \$1,097.50 | \$1,122.50 | \$1,150.00 | \$1,181.00 |
| " 60 "                    | \$1,253.00      | \$1,281.00 | \$1,313.00 | \$1,349.00 | \$1,389.50 |
| Pension Band              | 117             | 117        | 117        | 117        | 117        |

SUPPLIES ATTENDANT

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00   | \$239.00   | \$239.00   | \$239.00   |
| After 6 Months            | \$286.00        | \$287.00   | \$287.50   | \$288.50   | \$290.00   |
| " 12 "                    | \$342.50        | \$344.00   | \$346.50   | \$348.50   | \$351.50   |
| " 18 "                    | \$409.50        | \$413.00   | \$417.00   | \$421.00   | \$426.00   |
| " 24 "                    | \$490.50        | \$496.00   | \$502.00   | \$509.00   | \$516.50   |
| " 30 "                    | \$587.00        | \$595.00   | \$604.00   | \$614.50   | \$626.00   |
| " 36 "                    | \$702.50        | \$714.00   | \$727.50   | \$742.50   | \$759.00   |
| " 42 "                    | \$840.50        | \$857.00   | \$875.50   | \$896.50   | \$920.00   |
| " 48 "                    | \$1,006.00      | \$1,028.50 | \$1,054.00 | \$1,083.00 | \$1,115.50 |
| Pension Band              | 110             | 110        | 110        | 110        | 110        |

(Continued on next page)

Present -- Effective 5/1/2012

APPENDIX C

| <b>TECHNICAL ASSOCIATE</b>        |                        |                   |                   |                   |                   |
|-----------------------------------|------------------------|-------------------|-------------------|-------------------|-------------------|
| <b>Wage Length<br/>of Service</b> | <b>Effective Dates</b> |                   |                   |                   |                   |
|                                   | <b>Present</b>         | <b>5/5/2013</b>   | <b>5/4/2014</b>   | <b>5/3/2015</b>   | <b>5/1/2016</b>   |
| <b>Minimum</b>                    | <b>\$239.00</b>        | <b>\$239.00</b>   | <b>\$239.00</b>   | <b>\$239.00</b>   | <b>\$239.00</b>   |
| <b>After 6 Months</b>             | <b>\$285.50</b>        | <b>\$286.50</b>   | <b>\$287.00</b>   | <b>\$288.00</b>   | <b>\$289.00</b>   |
| <b>" 12 "</b>                     | <b>\$341.00</b>        | <b>\$343.00</b>   | <b>\$345.00</b>   | <b>\$347.50</b>   | <b>\$350.00</b>   |
| <b>" 18 "</b>                     | <b>\$407.50</b>        | <b>\$411.00</b>   | <b>\$414.50</b>   | <b>\$419.00</b>   | <b>\$423.50</b>   |
| <b>" 24 "</b>                     | <b>\$486.50</b>        | <b>\$492.00</b>   | <b>\$498.00</b>   | <b>\$505.00</b>   | <b>\$512.50</b>   |
| <b>" 30 "</b>                     | <b>\$581.00</b>        | <b>\$589.50</b>   | <b>\$598.50</b>   | <b>\$609.00</b>   | <b>\$620.00</b>   |
| <b>" 36 "</b>                     | <b>\$694.00</b>        | <b>\$706.00</b>   | <b>\$719.50</b>   | <b>\$734.00</b>   | <b>\$750.50</b>   |
| <b>" 42 "</b>                     | <b>\$829.00</b>        | <b>\$845.50</b>   | <b>\$864.50</b>   | <b>\$885.00</b>   | <b>\$908.00</b>   |
| <b>" 48 "</b>                     | <b>\$990.50</b>        | <b>\$1,013.00</b> | <b>\$1,038.50</b> | <b>\$1,067.00</b> | <b>\$1,099.00</b> |
| <b>Pension Band</b>               | <b>109</b>             | <b>109</b>        | <b>109</b>        | <b>109</b>        | <b>109</b>        |

Present -- Effective 5/1/2012

**APPENDIX D**

**WAGE PROGRESSION SCHEDULES  
CENTRAL OFFICE ASSISTANT CLASSIFICATION**

Basic Wage Rates for Normal Work Week

| <b>CENTRAL OFFICE ASSISTANT</b> |                 |          |          |          |          |
|---------------------------------|-----------------|----------|----------|----------|----------|
| Wage Length<br>of Service       | Effective Dates |          |          |          |          |
|                                 | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                         | \$245.00        | \$245.00 | \$245.00 | \$245.00 | \$245.00 |
| After 6 Months                  | \$292.50        | \$293.50 | \$294.50 | \$295.50 | \$297.00 |
| " 12 "                          | \$349.00        | \$351.00 | \$353.50 | \$356.50 | \$359.50 |
| " 18 "                          | \$416.50        | \$420.50 | \$425.00 | \$430.00 | \$435.50 |
| " 24 "                          | \$497.00        | \$503.50 | \$510.50 | \$518.50 | \$527.50 |
| " 30 "                          | \$593.00        | \$602.50 | \$613.50 | \$625.50 | \$639.00 |
| " 36 "                          | \$708.00        | \$721.50 | \$737.00 | \$754.50 | \$774.00 |
| " 42 "                          | \$845.00        | \$864.00 | \$885.50 | \$910.00 | \$937.50 |
| Pension Band                    | 105             | 105      | 105      | 105      | 105      |

Present -- Effective 5/1/2012

**APPENDIX D**

**WAGE PROGRESSION SCHEDULES  
CONSOLE OPERATOR CLASSIFICATION**

Basic Wage Rates for Normal Work Week

| <b>CONSOLE OPERATOR</b>   |                 |                 |                 |                 |                 |
|---------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Wage Length<br>of Service | Effective Dates |                 |                 |                 |                 |
|                           | Present         | 5/5/2013        | 5/4/2014        | 5/3/2015        | 5/1/2016        |
| <b>Minimum</b>            | <b>\$239.00</b> | <b>\$239.00</b> | <b>\$239.00</b> | <b>\$239.00</b> | <b>\$239.00</b> |
| <b>After 6 Months</b>     | <b>\$283.50</b> | <b>\$284.50</b> | <b>\$285.50</b> | <b>\$286.50</b> | <b>\$287.50</b> |
| " 12 "                    | <b>\$336.00</b> | <b>\$338.00</b> | <b>\$340.50</b> | <b>\$343.00</b> | <b>\$346.00</b> |
| " 18 "                    | <b>\$398.50</b> | <b>\$402.00</b> | <b>\$406.50</b> | <b>\$411.00</b> | <b>\$416.50</b> |
| " 24 "                    | <b>\$472.50</b> | <b>\$478.50</b> | <b>\$485.00</b> | <b>\$492.50</b> | <b>\$501.00</b> |
| " 30 "                    | <b>\$560.00</b> | <b>\$569.00</b> | <b>\$579.00</b> | <b>\$590.50</b> | <b>\$603.00</b> |
| " 36 "                    | <b>\$664.00</b> | <b>\$677.00</b> | <b>\$691.00</b> | <b>\$707.50</b> | <b>\$725.50</b> |
| " 42 "                    | <b>\$787.50</b> | <b>\$805.00</b> | <b>\$825.00</b> | <b>\$847.50</b> | <b>\$873.00</b> |
| <b>Pension Band</b>       | <b>103</b>      | <b>103</b>      | <b>103</b>      | <b>103</b>      | <b>103</b>      |

Present -- Effective 5/1/2012

**APPENDIX D**

**WAGE PROGRESSION SCHEDULES  
CONTACT CLASSIFICATION**

Basic Wage Rates for Normal Work Week

| Wage Length<br>of Service | BUSINESS SERVICES INSTRUCTOR |            |            |            |            |
|---------------------------|------------------------------|------------|------------|------------|------------|
|                           | Present                      | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$261.50                     | \$261.50   | \$261.50   | \$261.50   | \$261.50   |
| After 6 Months            | \$310.50                     | \$311.00   | \$312.00   | \$313.00   | \$314.50   |
| " 12 "                    | \$368.50                     | \$370.50   | \$372.50   | \$375.00   | \$378.00   |
| " 18 "                    | \$437.00                     | \$440.50   | \$445.00   | \$449.50   | \$454.50   |
| " 24 "                    | \$518.50                     | \$524.50   | \$531.00   | \$538.50   | \$546.00   |
| " 30 "                    | \$615.50                     | \$624.00   | \$634.00   | \$644.50   | \$656.50   |
| " 36 "                    | \$730.50                     | \$743.00   | \$757.00   | \$772.50   | \$789.50   |
| " 42 "                    | \$867.00                     | \$884.00   | \$903.50   | \$925.00   | \$949.00   |
| " 48 "                    | \$1,029.00                   | \$1,052.00 | \$1,078.50 | \$1,108.00 | \$1,141.00 |
| Pension Band              | 110                          | 110        | 110        | 110        | 110        |

Present -- Effective 5/1/2012

**APPENDIX D**

**WAGE PROGRESSION SCHEDULES  
OPERATING CLASSIFICATIONS**

Basic Wage Rates for Normal Work Week

**CENTRAL OFFICE CLERK  
SERVICE ASSISTANT**

| Wage Length<br>of Service | Effective Dates |          |            |            |            |
|---------------------------|-----------------|----------|------------|------------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$249.00        | \$249.00 | \$249.00   | \$249.00   | \$249.00   |
| After 6 Months            | \$295.50        | \$296.00 | \$297.00   | \$298.00   | \$299.00   |
| " 12 "                    | \$350.50        | \$352.50 | \$354.50   | \$357.00   | \$359.50   |
| " 18 "                    | \$416.00        | \$419.00 | \$423.00   | \$427.50   | \$432.00   |
| " 24 "                    | \$493.00        | \$498.50 | \$505.00   | \$512.00   | \$519.50   |
| " 30 "                    | \$585.00        | \$593.50 | \$602.50   | \$613.00   | \$624.00   |
| " 36 "                    | \$694.00        | \$706.00 | \$719.00   | \$734.00   | \$750.00   |
| " 42 "                    | \$823.50        | \$839.50 | \$858.00   | \$878.50   | \$901.50   |
| " 48 "                    | \$977.00        | \$999.00 | \$1,024.00 | \$1,052.00 | \$1,083.50 |
| Pension Band              | 109             | 109      | 109        | 109        | 109        |

**OPERATOR**

| Wage Length<br>of Service | Effective Dates |          |          |            |            |
|---------------------------|-----------------|----------|----------|------------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00   | \$239.00   |
| After 6 Months            | \$284.00        | \$284.50 | \$285.50 | \$286.50   | \$287.50   |
| " 12 "                    | \$337.00        | \$339.00 | \$341.00 | \$343.50   | \$346.00   |
| " 18 "                    | \$400.50        | \$403.50 | \$407.50 | \$411.50   | \$416.00   |
| " 24 "                    | \$475.50        | \$480.50 | \$486.50 | \$493.50   | \$500.50   |
| " 30 "                    | \$564.50        | \$572.50 | \$581.50 | \$591.50   | \$602.50   |
| " 36 "                    | \$670.50        | \$682.00 | \$694.50 | \$709.00   | \$724.50   |
| " 42 "                    | \$796.00        | \$812.00 | \$829.50 | \$849.50   | \$872.00   |
| " 48 "                    | \$945.50        | \$967.00 | \$991.00 | \$1,018.50 | \$1,049.00 |
| Pension Band              | 108             | 108      | 108      | 108        | 108        |

Present -- Effective 5/1/2012

**APPENDIX E**

**WAGE PROGRESSION SCHEDULES  
CLERICAL CLASSIFICATIONS**

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

**Basic Wage Rates for Normal Work Week**

**E-1 CLERICAL**

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00 |
| After 6 Months            | \$277.00        | \$278.00 | \$278.50 | \$279.50 | \$280.50 |
| " 12 "                    | \$321.00        | \$323.00 | \$325.00 | \$327.00 | \$329.50 |
| " 18 "                    | \$372.50        | \$375.50 | \$379.00 | \$383.00 | \$387.00 |
| " 24 "                    | \$432.00        | \$436.50 | \$442.00 | \$448.00 | \$454.50 |
| " 30 "                    | \$500.50        | \$507.50 | \$515.50 | \$524.50 | \$534.00 |
| " 36 "                    | \$580.50        | \$590.00 | \$601.00 | \$613.50 | \$627.00 |
| " 42 "                    | \$673.00        | \$686.00 | \$701.00 | \$718.00 | \$736.50 |
| " 48 "                    | \$780.00        | \$797.50 | \$817.50 | \$840.00 | \$865.00 |
| Pension Band              | 103             | 103      | 103      | 103      | 103      |

**E-2 CLERICAL**

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00 |
| After 6 Months            | \$282.00        | \$282.50 | \$283.50 | \$284.50 | \$285.50 |
| " 12 "                    | \$332.50        | \$334.50 | \$336.50 | \$339.00 | \$341.50 |
| " 18 "                    | \$392.50        | \$395.50 | \$399.50 | \$403.50 | \$408.00 |
| " 24 "                    | \$463.00        | \$468.00 | \$473.50 | \$480.00 | \$487.50 |
| " 30 "                    | \$546.00        | \$553.50 | \$562.00 | \$572.00 | \$582.50 |
| " 36 "                    | \$644.00        | \$654.50 | \$667.00 | \$681.00 | \$696.00 |
| " 42 "                    | \$759.50        | \$774.50 | \$791.50 | \$810.50 | \$832.00 |
| " 48 "                    | \$896.00        | \$916.00 | \$939.00 | \$965.00 | \$994.00 |
| Pension Band              | 106             | 106      | 106      | 106      | 106      |

(Continued on next page)

Present -- Effective 5/1/2012



**APPENDIX E**

**E-3 CLERICAL**

| Wage Length<br>of Service | Effective Dates |          |          |          |            |
|---------------------------|-----------------|----------|----------|----------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00   |
| After 6 Months            | \$283.00        | \$284.00 | \$285.00 | \$285.50 | \$287.00   |
| " 12 "                    | \$335.50        | \$337.00 | \$339.50 | \$341.50 | \$344.00   |
| " 18 "                    | \$397.00        | \$400.50 | \$404.00 | \$408.50 | \$413.00   |
| " 24 "                    | \$470.50        | \$475.50 | \$481.50 | \$488.00 | \$495.50   |
| " 30 "                    | \$557.00        | \$565.00 | \$574.00 | \$583.50 | \$594.50   |
| " 36 "                    | \$660.00        | \$671.00 | \$683.50 | \$697.50 | \$713.50   |
| " 42 "                    | \$782.00        | \$797.50 | \$814.50 | \$834.00 | \$856.00   |
| " 48 "                    | \$926.00        | \$947.00 | \$970.50 | \$997.00 | \$1,027.00 |
| Pension Band              | 107             | 107      | 107      | 107      | 107        |

**SS-1 CLERICAL**

| Wage Length<br>of Service | Effective Dates |          |          |            |            |
|---------------------------|-----------------|----------|----------|------------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00   | \$239.00   |
| After 6 Months            | \$284.00        | \$284.50 | \$285.50 | \$286.50   | \$287.50   |
| " 12 "                    | \$337.50        | \$339.00 | \$341.50 | \$343.50   | \$346.00   |
| " 18 "                    | \$401.00        | \$404.00 | \$408.00 | \$412.00   | \$416.50   |
| " 24 "                    | \$476.00        | \$481.50 | \$487.50 | \$494.00   | \$501.50   |
| " 30 "                    | \$565.50        | \$573.50 | \$582.50 | \$592.50   | \$603.50   |
| " 36 "                    | \$672.00        | \$683.50 | \$696.50 | \$710.50   | \$726.50   |
| " 42 "                    | \$798.50        | \$814.00 | \$832.00 | \$852.50   | \$874.50   |
| " 48 "                    | \$948.50        | \$970.00 | \$994.50 | \$1,022.00 | \$1,052.50 |
| Pension Band              | 108             | 108      | 108      | 108        | 108        |

(Continued on next page)

Present -- Effective 5/1/2012

APPENDIX E

SS-2 CLERICAL

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00   | \$239.00   | \$239.00   | \$239.00   |
| After 6 Months            | \$285.00        | \$286.00   | \$287.00   | \$288.00   | \$289.00   |
| " 12 "                    | \$340.00        | \$342.00   | \$344.00   | \$346.50   | \$349.00   |
| " 18 "                    | \$406.00        | \$409.00   | \$413.00   | \$417.00   | \$422.00   |
| " 24 "                    | \$484.00        | \$489.50   | \$495.50   | \$502.50   | \$510.00   |
| " 30 "                    | \$577.50        | \$585.50   | \$594.50   | \$605.00   | \$616.00   |
| " 36 "                    | \$689.00        | \$700.50   | \$713.50   | \$728.50   | \$744.50   |
| " 42 "                    | \$822.00        | \$838.00   | \$856.50   | \$877.00   | \$900.00   |
| " 48 "                    | \$980.50        | \$1,002.50 | \$1,027.50 | \$1,056.00 | \$1,087.50 |
| Pension Band              | 109             | 109        | 109        | 109        | 109        |

S-1 CLERICAL

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$245.00        | \$245.00   | \$245.00   | \$245.00   | \$245.00   |
| After 6 Months            | \$292.50        | \$293.00   | \$294.00   | \$295.00   | \$296.00   |
| " 12 "                    | \$349.00        | \$351.00   | \$353.00   | \$355.50   | \$358.00   |
| " 18 "                    | \$416.50        | \$420.00   | \$423.50   | \$428.00   | \$433.00   |
| " 24 "                    | \$497.00        | \$502.50   | \$508.50   | \$515.50   | \$523.00   |
| " 30 "                    | \$593.00        | \$601.00   | \$610.50   | \$621.00   | \$632.50   |
| " 36 "                    | \$707.50        | \$719.50   | \$733.00   | \$748.00   | \$764.50   |
| " 42 "                    | \$844.50        | \$861.00   | \$879.50   | \$901.00   | \$924.50   |
| " 48 "                    | \$1,007.50      | \$1,030.00 | \$1,056.00 | \$1,085.00 | \$1,117.50 |
| Pension Band              | 110             | 110        | 110        | 110        | 110        |

(Continued on next page)

Present -- Effective 5/1/2012

APPENDIX E

S-2 CLERICAL

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$254.50        | \$254.50   | \$254.50   | \$254.50   | \$254.50   |
| After 6 Months            | \$303.50        | \$304.50   | \$305.50   | \$306.50   | \$307.50   |
| " 12 "                    | \$362.00        | \$364.00   | \$366.00   | \$368.50   | \$371.50   |
| " 18 "                    | \$431.50        | \$435.00   | \$439.50   | \$444.00   | \$448.50   |
| " 24 "                    | \$514.50        | \$520.50   | \$527.00   | \$534.00   | \$542.00   |
| " 30 "                    | \$614.00        | \$622.50   | \$632.00   | \$643.00   | \$655.00   |
| " 36 "                    | \$732.00        | \$744.50   | \$758.00   | \$774.00   | \$791.00   |
| " 42 "                    | \$873.00        | \$890.00   | \$909.50   | \$931.50   | \$955.50   |
| " 48 "                    | \$1,041.00      | \$1,064.50 | \$1,091.00 | \$1,121.00 | \$1,154.50 |
| Pension Band              | 111             | 111        | 111        | 111        | 111        |

Present -- Effective 5/1/2012

**APPENDIX I**

**WAGE PROGRESSION SCHEDULES  
CLERICAL CLASSIFICATIONS**

Basic Wage Rates for Normal Work Week

**E-1 CLERICAL**

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00 |
| After 6 Months            | \$277.00        | \$277.50 | \$278.50 | \$279.50 | \$280.50 |
| " 12 "                    | \$320.50        | \$322.50 | \$324.50 | \$327.00 | \$329.00 |
| " 18 "                    | \$371.50        | \$374.50 | \$378.00 | \$382.00 | \$386.50 |
| " 24 "                    | \$430.50        | \$435.00 | \$440.50 | \$446.50 | \$453.50 |
| " 30 "                    | \$498.50        | \$505.50 | \$513.50 | \$522.50 | \$532.00 |
| " 36 "                    | \$577.50        | \$587.50 | \$598.50 | \$611.00 | \$624.50 |
| " 42 "                    | \$669.00        | \$682.00 | \$697.50 | \$714.00 | \$733.00 |
| " 48 "                    | \$775.00        | \$792.50 | \$812.50 | \$835.00 | \$860.00 |
| Pension Band              | 703             | 703      | 703      | 703      | 703      |

**E-2 CLERICAL**

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00 |
| After 6 Months            | \$281.50        | \$282.50 | \$283.50 | \$284.50 | \$285.50 |
| " 12 "                    | \$332.00        | \$334.00 | \$336.00 | \$338.00 | \$340.50 |
| " 18 "                    | \$391.00        | \$394.50 | \$398.00 | \$402.00 | \$406.50 |
| " 24 "                    | \$461.00        | \$466.00 | \$472.00 | \$478.50 | \$485.50 |
| " 30 "                    | \$543.50        | \$551.00 | \$559.50 | \$569.00 | \$579.50 |
| " 36 "                    | \$640.50        | \$651.00 | \$663.00 | \$677.00 | \$692.00 |
| " 42 "                    | \$754.50        | \$769.50 | \$786.00 | \$805.00 | \$826.00 |
| " 48 "                    | \$889.50        | \$909.50 | \$932.00 | \$957.50 | \$986.00 |
| Pension Band              | 706             | 706      | 706      | 706      | 706      |

(Continued on next page)

Present -- Effective 5/1/2012

APPENDIX I

E-3 CLERICAL

| Wage Length<br>of Service | Effective Dates |          |          |          |            |
|---------------------------|-----------------|----------|----------|----------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00 | \$239.00   |
| After 6 Months            | \$283.00        | \$283.50 | \$284.50 | \$285.50 | \$286.50   |
| " 12 "                    | \$335.00        | \$336.50 | \$338.50 | \$341.00 | \$343.50   |
| " 18 "                    | \$396.50        | \$399.50 | \$403.50 | \$407.50 | \$412.00   |
| " 24 "                    | \$469.00        | \$474.00 | \$480.00 | \$486.50 | \$494.00   |
| " 30 "                    | \$555.00        | \$563.00 | \$571.50 | \$581.50 | \$592.00   |
| " 36 "                    | \$657.00        | \$668.00 | \$680.50 | \$694.50 | \$710.00   |
| " 42 "                    | \$777.50        | \$793.00 | \$810.00 | \$829.50 | \$851.00   |
| " 48 "                    | \$920.50        | \$941.00 | \$964.50 | \$991.00 | \$1,020.50 |
| Pension Band              | 707             | 707      | 707      | 707      | 707        |

SS-1 CLERICAL

| Wage Length<br>of Service | Effective Dates |          |          |            |            |
|---------------------------|-----------------|----------|----------|------------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00 | \$239.00 | \$239.00   | \$239.00   |
| After 6 Months            | \$283.50        | \$284.50 | \$285.50 | \$286.50   | \$287.50   |
| " 12 "                    | \$337.00        | \$338.50 | \$341.00 | \$343.00   | \$345.50   |
| " 18 "                    | \$400.00        | \$403.00 | \$407.00 | \$411.00   | \$415.50   |
| " 24 "                    | \$474.50        | \$480.00 | \$486.00 | \$492.50   | \$500.00   |
| " 30 "                    | \$563.50        | \$571.50 | \$580.50 | \$590.00   | \$601.00   |
| " 36 "                    | \$669.00        | \$680.00 | \$693.00 | \$707.00   | \$723.00   |
| " 42 "                    | \$794.50        | \$810.00 | \$827.50 | \$847.00   | \$869.50   |
| " 48 "                    | \$943.00        | \$964.00 | \$988.00 | \$1,015.00 | \$1,045.50 |
| Pension Band              | 708             | 708      | 708      | 708        | 708        |

(Continued on next page)

Present -- Effective 5/1/2012

**APPENDIX I**

**SS-2 CLERICAL**

| Wage Length<br>of Service | Effective Dates |          |            |            |            |
|---------------------------|-----------------|----------|------------|------------|------------|
|                           | Present         | 5/5/2013 | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$239.00        | \$239.00 | \$239.00   | \$239.00   | \$239.00   |
| After 6 Months            | \$285.00        | \$285.50 | \$286.50   | \$287.50   | \$288.50   |
| " 12 "                    | \$339.50        | \$341.50 | \$343.50   | \$346.00   | \$348.50   |
| " 18 "                    | \$405.00        | \$408.00 | \$412.00   | \$416.00   | \$421.00   |
| " 24 "                    | \$482.50        | \$488.00 | \$494.00   | \$500.50   | \$508.00   |
| " 30 "                    | \$575.00        | \$583.00 | \$592.50   | \$602.50   | \$613.50   |
| " 36 "                    | \$685.50        | \$697.00 | \$710.00   | \$724.50   | \$741.00   |
| " 42 "                    | \$817.00        | \$833.50 | \$851.50   | \$872.00   | \$895.00   |
| " 48 "                    | \$974.00        | \$996.00 | \$1,021.00 | \$1,049.00 | \$1,080.50 |
| Pension Band              | 709             | 709      | 709        | 709        | 709        |

Present -- Effective 5/1/2012

**APPENDIX I**

**WAGE PROGRESSION SCHEDULES  
CONTACT CLASSIFICATIONS**

Basic Wage Rates for Normal Work Week

**SALES AGENT**

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$279.50        | \$279.50 | \$279.50 | \$279.50 | \$279.50 |
| After 6 Months            | \$309.50        | \$310.50 | \$311.50 | \$312.50 | \$313.50 |
| " 12 "                    | \$343.00        | \$345.00 | \$347.00 | \$349.50 | \$352.00 |
| " 18 "                    | \$380.00        | \$383.00 | \$386.50 | \$390.50 | \$395.00 |
| " 24 "                    | \$421.00        | \$425.50 | \$431.00 | \$437.00 | \$443.50 |
| " 30 "                    | \$466.00        | \$472.50 | \$480.00 | \$488.50 | \$497.50 |
| " 36 "                    | \$516.50        | \$525.00 | \$535.00 | \$546.00 | \$558.00 |
| " 42 "                    | \$572.00        | \$583.50 | \$596.00 | \$610.50 | \$626.50 |
| " 48 "                    | \$633.50        | \$648.00 | \$664.00 | \$682.50 | \$703.00 |
| Pension Band              | 7A8             | 7A8      | 7A8      | 7A8      | 7A8      |

**SALES AND SERVICE CONSULTANT**

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$302.50        | \$302.50 | \$302.50 | \$302.50 | \$302.50 |
| After 6 Months            | \$335.50        | \$336.50 | \$337.50 | \$338.50 | \$340.00 |
| " 12 "                    | \$372.00        | \$374.50 | \$376.50 | \$379.00 | \$382.00 |
| " 18 "                    | \$413.00        | \$416.50 | \$420.00 | \$424.50 | \$429.00 |
| " 24 "                    | \$458.00        | \$463.00 | \$469.00 | \$475.00 | \$482.50 |
| " 30 "                    | \$508.00        | \$515.00 | \$523.00 | \$532.00 | \$542.00 |
| " 36 "                    | \$563.50        | \$573.00 | \$583.50 | \$595.50 | \$609.00 |
| " 42 "                    | \$625.00        | \$637.50 | \$651.00 | \$667.00 | \$684.50 |
| " 48 "                    | \$693.50        | \$709.00 | \$726.50 | \$746.50 | \$769.00 |
| Pension Band              | 700             | 700      | 700      | 700      | 700      |

Present -- Effective 5/1/2012

APPENDIX I

SENIOR CONSULTANT

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/5/2013   | 5/4/2014   | 5/3/2015   | 5/1/2016   |
| Minimum                   | \$250.50        | \$250.50   | \$250.50   | \$250.50   | \$250.50   |
| After 6 Months            | \$300.50        | \$301.50   | \$302.00   | \$303.00   | \$304.50   |
| " 12 "                    | \$360.50        | \$362.50   | \$364.50   | \$367.00   | \$370.00   |
| " 18 "                    | \$432.00        | \$436.00   | \$440.00   | \$444.50   | \$449.50   |
| " 24 "                    | \$518.50        | \$524.00   | \$530.50   | \$538.00   | \$546.00   |
| " 30 "                    | \$621.50        | \$630.50   | \$640.00   | \$651.00   | \$663.00   |
| " 36 "                    | \$745.50        | \$758.00   | \$772.50   | \$788.00   | \$806.00   |
| " 42 "                    | \$894.00        | \$911.50   | \$931.50   | \$954.00   | \$979.00   |
| " 48 "                    | \$1,072.50      | \$1,096.50 | \$1,124.00 | \$1,155.00 | \$1,189.50 |
| Pension Band              | 712             | 712        | 712        | 712        | 712        |

Present -- Effective 5/1/2012



**APPENDIX J**

**WAGE PROGRESSION SCHEDULES**

Basic Wage Rates for Normal Work Week

**PREMISES TECHNICIAN**

| Wage Length<br>of Service | Effective Dates |          |          |          |          |
|---------------------------|-----------------|----------|----------|----------|----------|
|                           | Present         | 5/5/2013 | 5/4/2014 | 5/3/2015 | 5/1/2016 |
| Minimum                   | \$490.00        | \$514.00 | \$514.00 | \$514.00 | \$514.00 |
| After 6 Months            | \$516.00        | \$541.50 | \$543.00 | \$544.50 | \$546.00 |
| " 12 "                    | \$543.50        | \$570.50 | \$573.50 | \$576.50 | \$580.00 |
| " 18 "                    | \$572.50        | \$601.00 | \$605.50 | \$610.50 | \$616.00 |
| " 24 "                    | \$603.00        | \$633.00 | \$639.50 | \$646.50 | \$654.00 |
| " 30 "                    | \$635.00        | \$667.00 | \$675.00 | \$684.50 | \$694.50 |
| " 36 "                    | \$668.50        | \$702.50 | \$713.00 | \$725.00 | \$738.00 |
| " 42 "                    | \$704.00        | \$740.00 | \$753.00 | \$767.50 | \$783.50 |
| " 48 "                    | \$741.50        | \$780.00 | \$795.50 | \$813.00 | \$832.50 |
| " 54 "                    | \$781.00        | \$821.50 | \$840.00 | \$861.00 | \$884.00 |
| " 60 "                    | \$822.50        | \$865.50 | \$887.00 | \$911.50 | \$939.00 |

Present -- Effective 5/1/12

### BENEFIT AGREEMENTS

The means for fulfilling the terms of this Agreement may be the Company's adoption of its own plan and associated plan document or participation in an equivalent plan having a plan document that includes, for bargained-for employees, the benefits agreed to be provided pursuant to this Agreement and substantially the terms, provisions and conditions under which such benefits are to be provided. The sole remedy for issues with respect to the validity or amount of any claim for benefits is the claim and appeal process as defined in the individual benefits plans and programs. The parties agree to the plans and programs described below. Copies of the plan documents, Summary Plan Descriptions (SPDs) and Summary of Material Modifications (SMMs) of these plans, policies and programs have been provided to the Union. If there is any difference between these SPDs and the ERISA plans or programs (including amendments thereto), the plan texts shall govern.

For purposes of this agreement:

- Southwest region core bargained employees hired/rehired on or before August 8, 2009 shall be referred to as "Current Employees";
- Southwest region core bargained employees hired/rehired or transferred into the 2009 Collective Bargaining Agreement (including transfers to a job title under Appendix J and transfers pursuant to the National Transfer Plan) after August 8, 2009 and on or before April 6, 2013 shall be referred to as "2009 New Hires". In addition, "2009 New Hires" shall also include individuals who were classified as Temporary or Term Employees as of August 8, 2009 and who were subsequently reclassified to Regular Employee status on or before April 6, 2013;
- Southwest region core bargained employees hired/rehired or transferred into the 2013 Collective Bargaining Agreement (including transfers to a job title under Appendix J and transfers pursuant to the National Transfer Plan) after April 6, 2013 shall be referred to as "2013 New Hires";
- Current Employees who are laid off, excluding those in titles under Appendix J, who are recalled and whose service is immediately bridged will be treated as Current Employees. 2009 New Hires who are laid off, excluding Employees in titles under Appendix J, who are recalled and whose service is immediately bridged will be treated as 2009 New Hires;
- Southwest region core bargained employees includes titles in Appendix J;
- Current Employees, 2009 New Hires and 2013 New Hires shall be referred to collectively as "Employees";
- Employees who terminate employment during the term of this Agreement and who meet the applicable requirements to be eligible for post-retirement benefits are referred to as "Eligible Retired Employees".

1. HEALTH AND WELFARE BENEFIT PLANS

- A. Effective January 1, 2014, Current Employees, 2009 New Hires and 2013 New Hires shall be eligible to participate in the benefit plans, programs and policies identified in the chart below by an X, with the plan terms, conditions and provisions which were in effect on April 6, 2013, as described in the applicable SPDs and SMMs, except as noted herein.

| Plan/Program/Policy                                                                       | Current Employees | 2009 New Hires | 2013 New Hires |
|-------------------------------------------------------------------------------------------|-------------------|----------------|----------------|
| AT&T Medical and Group Life Insurance Plan – CustomCare (AT&T Southwest Medical Program*) | X                 | X              | X              |
| AT&T Dental Plan (legacy T, SE, and MW CWA provisions)                                    | X                 | X              | X              |
| AT&T Vision Plan (legacy T and SE CWA provisions)                                         | X                 | X              | X              |
| AT&T CarePlus – A Supplemental Benefit Program                                            | X                 | X              | X              |
| AT&T Medical and Group Life Insurance Plan – Group Life Insurance                         | X                 | X              | X              |
| AT&T Supplementary Group Life Insurance Program                                           | X                 | X              | X              |
| AT&T Dependent Group Life Insurance Program                                               | X                 | X              | X              |
| AT&T Consolidated Long-Term Care Insurance Plan (closed to new entrants as of 5/1/2012)   | X                 | X              |                |
| AT&T Flexible Spending Account Plan                                                       | X                 | X              | X              |
| AT&T Disability Income Program for Southwest Bargained Employees                          | X                 | X              | X              |
| AT&T Leaves of Absence Policy                                                             | X                 | X              | X              |
| AT&T Commuter Benefit Program                                                             | X                 | X              | X              |
| AT&T Adoption Reimbursement Program                                                       | X                 | X              | X              |
| AT&T Employee Assistance Plan (AT&T Employee Assistance Program*)                         | X                 | X              | X              |
| AT&T Voluntary Benefits Platform**                                                        | X                 | X              | X              |

\*These names will be implemented in the restatement of the medical program SPDs to be issued during 2013

\*\*The Company may unilaterally modify the AT&T Voluntary Benefits Platform from time-to-time or discontinue without further discussions with the Union.

- B. Employees, including newly eligible Employees, and Eligible Retired Employees (as provided for in Paragraph 1.D) shall continue to participate in the same benefit plans, programs and policies on the same terms and conditions which were in effect on April 6, 2013 with 2013 New Hires receiving the same benefits as 2009 New Hires, until the benefits identified in Paragraph 1.A above become effective, subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary due to changes in the law.
- C. Effective January 1, 2013, AT&T CarePlus – A Supplemental Medical Plan will be renamed “AT&T CarePlus – A Supplemental Benefit Program” and effective January 1, 2014 will be restructured to include additional benefits determined by the Company to be beneficial to the plan participants as those additional benefits may change from time to time. The Company may unilaterally modify or discontinue any additional benefits without further discussions with the Union.

- D. Employees who terminate employment with the Company during the term of this Agreement and are eligible for post-retirement medical coverage under the terms of the medical program the Employee was eligible for as an active Employee as of the date of termination, will be eligible, during the term of this agreement, for coverage under the AT&T Southwest Medical Program, AT&T CarePlus – A Supplemental Benefit Program, AT&T Dental Plan, AT&T Medical and Group Life Insurance Plan – Group Life Insurance, AT&T Retiree Vision Care Plan, and AT&T Consolidated Long-Term Care Insurance Plan (current participants only), subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary to comply with changes in the law, and with the exceptions identified in Exhibit 1. Nothing in this Paragraph 1.D shall be construed to provide benefits for any period subsequent to the term of this Agreement or for any employee other than those referenced above who terminate employment during the term of this Agreement.
- E. Exhibit 1 provides a summary of certain plan, program and/or policy terms, conditions and provisions, including any which are exceptions to terms, conditions and provisions described in the applicable SPDs and SMMs as well as any which differ among groups of employees eligible to participate in a particular plan, program or policy, such as the applicable deductible or copayment amount. If there are discrepancies between the specific information provided in Exhibit 1 and the plan documents, SPDs or SMMs, the information provided in Exhibit 1 will govern. It is understood that certain benefits are subject to change to comply with implementation of the Patient Protection and Affordability Care Act (PPACA) and associated regulations and agency guidance. The Company will notify the Union of the changes the Company makes to conform the benefits under this Agreement with final regulations and guidance under PPACA and any amendment determined to be necessary due to changes in the law. Should any of these changes require bargaining, all other terms and provisions of the 2013 Collective Bargaining Agreement will remain in effect through expiration.

## 2. PENSION AND SAVINGS BENEFIT PLANS

### A. Current Employees excluding those working in Appendix J

Effective upon ratification and except as provided below, Current Employees, but excluding those working in Appendix J (but not excluding Surplus Appendix J Current Employees as defined in Section 3.B.), shall continue to participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions that were in effect on April 6, 2013.

- AT&T Savings and Security Plan

Effective January 1, 2014, the AT&T Savings and Security Plan shall be amended to reflect revisions that accommodate and incorporate new weekly

compensation bands which are used to determine the maximum amount of weekly basic contribution. The new bands and revisions are as follows:

| Weekly Compensation | Maximum Amount of Weekly Basic Contribution |
|---------------------|---------------------------------------------|
| \$1,300 - \$1,399   | \$70                                        |
| \$1,400 - \$1,499   | \$75                                        |
| \$1,500 & Over      | \$80                                        |

- Southwest Program of the AT&T Pension Benefit Plan (the "Southwest Program")

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

- 1.0% effective January 1, 2014
- 1.0% effective January 1, 2015
- 1.0% effective January 1, 2016
- 1.0% effective January 1, 2017

- B. Current Employees working in Appendix J (excluding Surplus Appendix J Current Employees as defined in Section 3.B.), 2009 New Hires, and 2013 New Hires

Effective upon ratification and except as provided below, Current Employees working in Appendix J (excluding Surplus Appendix J Current Employees as defined in Section 3.B.), 2009 New Hires, and 2013 New Hires (excluding 2009 and 2013 New Hires working in Appendix J job titles but not classified as Regular Employees) shall participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions that were in effect on April 6, 2013.

- AT&T Retirement Savings Plan
- Bargained Cash Balance Program #2 of the AT&T Pension Benefit Plan
  - Effective January 1, 2014, the basic benefit credits added to the cash balance account will be increased by increasing the age credit factor by 1% such that the age credit factor shall be as follows:

| Age          | Age Credit Factor |
|--------------|-------------------|
| Less than 30 | 1.77%             |
| 30-36        | 2.27%             |
| 37-43        | 2.78%             |
| 44-49        | 3.28%             |
| 50 and older | 4.04%             |

3. BENEFITS RULES FOR MOVEMENT OF EMPLOYEES

A. General Provision – Any employee who moves after April 6, 2013 from a job title not covered by this Agreement to a job title covered by this Agreement where the circumstances of the move are not specifically accounted for in one of the following paragraphs will be treated as a 2013 New Hire for benefit purposes. In addition, any Employee who moves from a non-Appendix J job title to an Appendix J job title where the circumstances of the move are not specifically accounted for in one of the following paragraphs will be treated as a 2013 New Hire under this Agreement.

B. Treatment of Surplus Appendix J Employees

i. *Definitions*

- *Surplus Appendix J Current Employee*: A “Surplus Appendix J Current Employee” means an individual who was a Current Employee under this Agreement and who was transferred or transfers during the term of this Agreement to an Appendix J job title pursuant to the force adjustment surplus process from a non-Appendix J job title under the 2009 Collective Bargaining Agreement between the Parties (“2009 CBA”) or the Agreement.
- *Surplus Appendix J 2009 New Hire*: A “Surplus Appendix J 2009 New Hire” means an individual who was a 2009 New Hire under this Agreement and who was transferred or transfers during the term of this Agreement to an Appendix J job title pursuant to the force adjustment surplus process from a non-Appendix J job title under the 2009 Collective Bargaining Agreement between the Parties (“2009 CBA”) or the Agreement.

ii. *Applicable Benefit Plans*:

- A Surplus Appendix J Current Employee will be eligible to participate in the same plans, policies and provisions on the same terms and conditions as will be provided to Current Employees under this Agreement.
- A Surplus Appendix J 2009 New Hire will be eligible to participate in the same plans, policies and provisions on the same terms and conditions as will be provided to 2009 New Hires under this Agreement.

iii. *Subsequent Movement*:

- If the Surplus Appendix J Current Employee subsequently moves during the term of this Agreement to a non-Appendix J job title, the

benefits available to the Surplus Appendix J Current Employee will continue to be the benefits provided to Current Employees under this Agreement.

- If the Surplus Appendix J 2009 New Hire subsequently moves during the term of this Agreement to a non-Appendix J job title, the benefits available to the Surplus Appendix J 2009 New Hire will continue to be the benefits provided to 2009 New Hires under this Agreement.

C. Treatment Of Inter-Region Transferred Converted Temp/Term Employees, and Inter-Region Transferred Appendix Employees and Inter-Region Transferred 2009 New Hire Employees

i. *Definitions:*

- An "Inter-Region Transferred Converted Temp/Term Employee" means an individual who was classified as a temp or term employee as of August 8, 2009 in one of the 2009 Core CWA Collective Bargaining Agreements who was subsequently reclassified to "regular employee" status during the term of such applicable 2009 Core CWA Collective Bargaining Agreement and then moved pursuant to the National Transfer Plan to any job title, except a job title under Appendix J.
- An "Inter-Region Transferred Appendix Employee" means an individual who was employed as of August 8, 2009 in one of the following appendices under any of the 2009 Core CWA Collective Bargaining Agreements: East Region Appendix F, Midwest Region Appendix F, or West Region Appendix E and while in such job title did not have economic protections as a result of a surplus and then moved pursuant to the National Transfer Plan to any job title, except a job title under Appendix J.
- An "Inter-Region Transferred 2009 New Hire Employee" means an individual who was hired or rehired after August 8, 2009 and on or before April 6, 2013 in a job title in one of the 2009 Core CWA Collective Bargaining Agreements and who moved pursuant to the National Transfer Plan into any job title, except a job title under Appendix J.

- ii. *Applicable Benefit Plans:* Inter-Region Transferred Converted Temp/Term Employees, Inter-Region Transferred Appendix Employees and Inter-Region Transferred 2009 New Hire Employees will be eligible to participate in the same plans, policies and provisions on the same terms and conditions as will be provided under this Agreement to 2009 New Hires under this Agreement.

- iii. *Subsequent Movement*: If an Inter-Region Transferred Converted Temp/Term Employee, an Inter-Region Transferred Appendix Employee or an Inter-Region Transferred 2009 New Hire Employee subsequently moves during the term of this Agreement to any other job title, except a job title under Appendix J, the benefits available will continue to be the benefits provided to 2009 New Hires under this Agreement.

D. Treatment of Inter-Region Transferred Current Employees and Inter-Region Transferred Core to Appendix Employee

i. *Definitions*:

- An “Inter-Region Transferred Current Employee” means an individual who was employed as of August 8, 2009 in one of the 2009 Core CWA Collective Bargaining Agreements who moved pursuant to the National Transfer Plan into any job title except an Appendix J job title, and immediately preceding such movement was being treated as a “current employee” for benefit plan purposes under the transferring applicable collective bargaining agreement.
- An “Inter-Region Transferred Core to Appendix Employee” means an individual who was employed as of August 8, 2009 in one of the 2009 Core CWA Collective Bargaining Agreements other than one of the following appendices under the 2009 Core CWA Collective Bargaining Agreements: East Region Appendix F, Midwest Region Appendix F or West Region Appendix E, who moved pursuant to the National Transfer Plan into a job title covered by Appendix J, and immediately preceding such movement was being treated as a “current employee” for benefit plan purposes under the transferring applicable collective bargaining agreement.

ii. *Applicable Benefit Plans*:

- Inter-Region Transferred Current Employees will be eligible to participate in the same plans, programs and policies on the same terms and conditions as will be provided under this Agreement to Current Employees.
- Inter-Region Transferred Core to Appendix Employees will be eligible to participate in the same plans, programs and policies on the same terms and conditions as will be provided under this Agreement to 2013 New Hires under this Agreement.



iii. *Subsequent Movement:*

- If an Inter-Region Transferred Current Employee subsequently moves during the term of this Agreement to any other job title other than a job title under Appendix J, the benefits available to the individual will continue to be the benefits provided to Current Employees pursuant to this Agreement.
  - If an Inter-Region Transferred Core to Appendix Employee subsequently moves during the term of this Agreement to any other job title other than a job title under Appendix J, the benefits available to the individual will continue to be the benefits provided to 2013 New Hires pursuant to this Agreement.
4. The term of this Agreement shall be contemporaneous with the term of the 2013 Labor Agreements.

