

**APPENDIX A**

**GRAPHICS SPECIALIST - A**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$271.00	\$277.00
" 12 "	\$318.00	\$325.00
" 18 "	\$372.50	\$381.00
" 24 "	\$437.00	\$447.00
" 30 "	\$513.50	\$525.00
" 36 "	\$603.00	\$616.50
" 42 "	\$708.00	\$724.00
" 48 "	\$831.00	\$849.50

**APPENDIX B**

**COIN COUNTER GROUP**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$263.50	\$269.50
After 6 Months	\$302.00	\$309.00
" 12 "	\$347.00	\$355.00
" 18 "	\$398.50	\$407.50
" 24 "	\$456.50	\$467.00
" 30 "	\$523.00	\$535.00
" 36 "	\$601.00	\$614.50
" 42 "	\$689.00	\$704.50
" 48 "	\$791.00	\$809.00
" 54 "	\$906.50	\$927.00
" 60 "	\$1,040.50	\$1,064.00

**APPENDIX B**

**COMMUNICATIONS CONSULTANT**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$292.00	\$298.50
After 6 Months	\$336.50	\$344.00
" 12 "	\$388.50	\$397.00
" 18 "	\$448.50	\$458.50
" 24 "	\$518.50	\$530.00
" 30 "	\$599.00	\$612.50
" 36 "	\$691.00	\$706.50
" 42 "	\$798.50	\$816.50
" 48 "	\$922.50	\$943.50
" 54 "	\$1,066.00	\$1,090.00
" 60 "	\$1,230.50	\$1,258.00

**APPENDIX B**

**CUSTOMER REPRESENTATIVE GROUP**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$285.00	\$291.50
After 6 Months	\$328.00	\$335.50
" 12 "	\$378.50	\$387.00
" 18 "	\$434.50	\$444.50
" 24 "	\$500.00	\$511.50
" 30 "	\$575.50	\$588.50
" 36 "	\$663.00	\$678.00
" 42 "	\$762.00	\$779.00
" 48 "	\$877.50	\$897.00
" 54 "	\$1,009.50	\$1,032.00
" 60 "	\$1,161.50	\$1,187.50

**APPENDIX B**

**CUSTOMER SERVICE REPRESENTATIVE II**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$266.50	\$272.50
After 6 Months	\$308.50	\$315.50
" 12 "	\$358.00	\$366.00
" 18 "	\$414.00	\$423.50
" 24 "	\$480.00	\$491.00
" 30 "	\$555.50	\$568.00
" 36 "	\$643.50	\$658.00
" 42 "	\$746.00	\$763.00
" 48 "	\$863.00	\$882.50
" 54 "	\$999.50	\$1,022.00
" 60 "	\$1,158.00	\$1,184.00

**APPENDIX B**

**CUSTOMER SERVICES SPECIALIST**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$236.00	\$241.50
After 6 Months	\$277.50	\$283.50
" 12 "	\$326.50	\$334.00
" 18 "	\$384.50	\$393.00
" 24 "	\$453.00	\$463.00
" 30 "	\$532.00	\$544.00
" 36 "	\$626.50	\$640.50
" 42 "	\$737.00	\$753.50
" 48 "	\$867.00	\$886.50

APPENDIX B

MARKETING OPERATIONS GROUP

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$299.00	\$305.50
After 6 Months	\$340.00	\$347.50
" 12 "	\$386.50	\$395.00
" 18 "	\$439.00	\$449.00
" 24 "	\$499.50	\$510.50
" 30 "	\$568.00	\$581.00
" 36 "	\$647.00	\$661.50
" 42 "	\$735.00	\$751.50
" 48 "	\$836.00	\$855.00

APPENDIX B

REVENUE MANAGEMENT REPRESENTATIVE

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$272.50	\$278.50
" 12 "	\$321.50	\$328.50
" 18 "	\$379.50	\$388.00
" 24 "	\$447.50	\$457.50
" 30 "	\$529.00	\$541.00
" 36 "	\$624.50	\$638.50
" 42 "	\$737.00	\$753.50
" 48 "	\$870.00	\$889.50

APPENDIX B

SERVICE REPRESENTATIVE GROUP

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$241.50	\$247.00
After 6 Months	\$286.50	\$293.00
" 12 "	\$341.00	\$348.50
" 18 "	\$406.00	\$415.00
" 24 "	\$482.50	\$493.50
" 30 "	\$574.50	\$587.50
" 36 "	\$683.50	\$699.00
" 42 "	\$813.00	\$831.50
" 48 "	\$966.00	\$987.50

**APPENDIX B**

**GRAPHICS SPECIALIST - B**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$271.00	\$277.00
" 12 "	\$318.00	\$325.00
" 18 "	\$372.50	\$381.00
" 24 "	\$437.00	\$447.00
" 30 "	\$513.50	\$525.00
" 36 "	\$603.00	\$616.50
" 42 "	\$708.00	\$724.00
" 48 "	\$831.00	\$849.50

**APPENDIX C**

**GROUP 1**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$266.50	\$272.50
After 6 Months	\$308.50	\$315.50
" 12 "	\$358.00	\$366.00
" 18 "	\$414.00	\$423.50
" 24 "	\$480.00	\$491.00
" 30 "	\$555.50	\$568.00
" 36 "	\$643.50	\$658.00
" 42 "	\$746.00	\$763.00
" 48 "	\$863.00	\$882.50
" 54 "	\$999.50	\$1,022.00
" 60 "	\$1,158.00	\$1,184.00

**APPENDIX C**

**GROUP 2**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$266.50	\$272.50
After 6 Months	\$307.50	\$314.50
" 12 "	\$355.50	\$363.50
" 18 "	\$410.00	\$419.00
" 24 "	\$473.00	\$483.50
" 30 "	\$545.50	\$558.00
" 36 "	\$630.00	\$644.00
" 42 "	\$728.00	\$744.50
" 48 "	\$839.50	\$858.50
" 54 "	\$968.50	\$990.50
" 60 "	\$1,118.00	\$1,143.00

APPENDIX C

GROUP 2-A

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$266.50	\$272.50
After 6 Months	\$307.50	\$314.50
" 12 "	\$355.50	\$363.50
" 18 "	\$410.00	\$419.00
" 24 "	\$473.00	\$483.50
" 30 "	\$545.50	\$558.00
" 36 "	\$630.00	\$644.00
" 42 "	\$728.00	\$744.50
" 48 "	\$839.50	\$858.50
" 54 "	\$990.50	\$1,013.00

APPENDIX C

AIR CONDITIONING SPECIALIST  
MOTOR EQUIPMENT INSPECTOR/MAINTAINER

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$266.50	\$272.50
After 6 Months	\$308.00	\$315.00
" 12 "	\$357.50	\$365.50
" 18 "	\$413.00	\$422.50
" 24 "	\$478.00	\$489.00
" 30 "	\$553.50	\$566.00
" 36 "	\$641.00	\$655.50
" 42 "	\$741.00	\$757.50
" 48 "	\$858.00	\$877.50
" 54 "	\$992.50	\$1,015.00
" 60 "	\$1,149.00	\$1,175.00

APPENDIX C

ASSISTANT CUSTOMER SERVICE TECHNICIAN

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$252.00	\$257.50
After 6 Months	\$285.00	\$291.50
" 12 "	\$323.50	\$331.00
" 18 "	\$366.50	\$374.50
" 24 "	\$415.50	\$425.00
" 30 "	\$471.00	\$481.50
" 36 "	\$534.00	\$546.00
" 42 "	\$605.50	\$619.00
" 48 "	\$686.50	\$702.00

**APPENDIX C**

**BUILDING MAINTAINER AND GARAGE ATTENDANT**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$265.50	\$271.50
" 12 "	\$305.50	\$312.50
" 18 "	\$351.50	\$359.50
" 24 "	\$405.00	\$414.00
" 30 "	\$466.50	\$477.00
" 36 "	\$537.50	\$549.50
" 42 "	\$618.50	\$632.50
" 48 "	\$712.00	\$728.00

**APPENDIX C**

**BUILDING MECHANIC**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$263.00	\$269.00
After 6 Months	\$302.00	\$309.00
" 12 "	\$348.50	\$356.50
" 18 "	\$401.00	\$410.00
" 24 "	\$461.00	\$471.50
" 30 "	\$531.00	\$543.00
" 36 "	\$610.50	\$624.00
" 42 "	\$704.00	\$720.00
" 48 "	\$810.50	\$828.50
" 54 "	\$931.50	\$952.50
" 60 "	\$1,072.50	\$1,096.50

**APPENDIX C**

**CAD TECHNICAL SPECIALIST**

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$272.00	\$278.00
" 12 "	\$319.50	\$326.50
" 18 "	\$377.00	\$385.50
" 24 "	\$443.50	\$453.50
" 30 "	\$521.50	\$533.00
" 36 "	\$614.50	\$628.50
" 42 "	\$723.50	\$740.00
" 48 "	\$852.50	\$871.50

APPENDIX C

CUSTOMER SERVICES REPRESENTATIVE  
CIRCUIT DESIGN SPECIALIST  
FACILITIES SPECIALIST

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$240.00	\$245.50
After 6 Months	\$283.50	\$290.00
" 12 "	\$335.00	\$342.50
" 18 "	\$394.00	\$403.00
" 24 "	\$465.50	\$476.00
" 30 "	\$549.50	\$562.00
" 36 "	\$648.00	\$662.50
" 42 "	\$764.50	\$781.50
" 48 "	\$901.50	\$922.00

APPENDIX C

INSTALLATION COORDINATOR

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$299.00	\$305.50
After 6 Months	\$340.00	\$347.50
" 12 "	\$386.50	\$395.00
" 18 "	\$439.00	\$449.00
" 24 "	\$499.50	\$510.50
" 30 "	\$568.00	\$581.00
" 36 "	\$647.00	\$661.50
" 42 "	\$735.00	\$751.50
" 48 "	\$836.00	\$855.00

APPENDIX C

CENTRAL OFFICE TRANSLATIONS SPECIALIST  
LINE TRANSLATIONS SPECIALIST

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$241.50	\$247.00
After 6 Months	\$285.50	\$292.00
" 12 "	\$338.00	\$345.50
" 18 "	\$400.50	\$409.50
" 24 "	\$473.50	\$484.00
" 30 "	\$560.00	\$572.50
" 36 "	\$663.50	\$678.50
" 42 "	\$785.50	\$803.00
" 48 "	\$928.50	\$949.50

APPENDIX C

PAY TELEPHONE TECHNICIAN

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$263.50	\$269.50
After 6 Months	\$303.00	\$310.00
" 12 "	\$349.00	\$357.00
" 18 "	\$402.50	\$411.50
" 24 "	\$463.50	\$474.00
" 30 "	\$533.00	\$545.00
" 36 "	\$614.00	\$628.00
" 42 "	\$707.50	\$723.50
" 48 "	\$814.50	\$833.00
" 54 "	\$938.00	\$959.00
" 60 "	\$1,079.00	\$1,103.50

APPENDIX C

SUPPLIES ATTENDANT

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$272.50	\$278.50
" 12 "	\$321.00	\$328.00
" 18 "	\$379.00	\$387.50
" 24 "	\$446.50	\$456.50
" 30 "	\$527.50	\$539.50
" 36 "	\$622.50	\$636.50
" 42 "	\$734.00	\$750.50
" 48 "	\$866.00	\$885.50

APPENDIX C

TECHNICAL ASSOCIATE

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$272.00	\$278.00
" 12 "	\$319.50	\$326.50
" 18 "	\$377.00	\$385.50
" 24 "	\$443.50	\$453.50
" 30 "	\$521.50	\$533.00
" 36 "	\$614.50	\$628.50
" 42 "	\$723.50	\$740.00
" 48 "	\$852.50	\$871.50

APPENDIX D

CENTRAL OFFICE ASSISTANT

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$236.00	\$241.50
After 6 Months	\$277.00	\$283.00
" 12 "	\$325.50	\$333.00
" 18 "	\$382.50	\$391.00
" 24 "	\$448.50	\$458.50
" 30 "	\$527.50	\$539.50
" 36 "	\$619.50	\$633.50
" 42 "	\$727.50	\$744.00

APPENDIX D

CONSOLE OPERATOR

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$269.50	\$275.50
" 12 "	\$314.00	\$321.00
" 18 "	\$365.50	\$373.50
" 24 "	\$427.00	\$436.50
" 30 "	\$498.00	\$509.00
" 36 "	\$581.00	\$594.00
" 42 "	\$678.50	\$694.00

APPENDIX D

CENTRAL OFFICE CLERK  
SERVICE ASSISTANT

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$240.00	\$245.50
After 6 Months	\$280.50	\$287.00
" 12 "	\$328.50	\$336.00
" 18 "	\$384.50	\$393.00
" 24 "	\$449.00	\$459.00
" 30 "	\$525.00	\$537.00
" 36 "	\$615.00	\$629.00
" 42 "	\$718.50	\$734.50
" 48 "	\$841.00	\$860.00

APPENDIX D

OPERATOR

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$270.50	\$276.50
" 12 "	\$316.50	\$323.50
" 18 "	\$369.50	\$378.00
" 24 "	\$433.00	\$442.50
" 30 "	\$507.00	\$518.50
" 36 "	\$593.50	\$607.00
" 42 "	\$694.00	\$709.50
" 48 "	\$813.50	\$832.00

APPENDIX E

E-3 CLERICAL

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$269.50	\$275.50
" 12 "	\$314.50	\$321.50
" 18 "	\$366.50	\$374.50
" 24 "	\$428.50	\$438.00
" 30 "	\$500.00	\$511.50
" 36 "	\$584.00	\$597.00
" 42 "	\$683.00	\$698.50
" 48 "	\$797.00	\$815.00

APPENDIX E

SS-1 CLERICAL

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$270.50	\$276.50
" 12 "	\$316.50	\$323.50
" 18 "	\$370.50	\$379.00
" 24 "	\$434.00	\$444.00
" 30 "	\$508.50	\$520.00
" 36 "	\$595.50	\$609.00
" 42 "	\$696.00	\$711.50
" 48 "	\$816.50	\$835.00

APPENDIX E

SS-2 CLERICAL

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$271.50	\$277.50
" 12 "	\$319.00	\$326.00
" 18 "	\$375.00	\$383.50
" 24 "	\$441.50	\$451.50
" 30 "	\$519.00	\$530.50
" 36 "	\$609.50	\$623.00
" 42 "	\$717.00	\$733.00
" 48 "	\$844.00	\$863.00

APPENDIX E

S-1 CLERICAL

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$236.00	\$241.50
After 6 Months	\$277.50	\$283.50
" 12 "	\$326.50	\$334.00
" 18 "	\$384.50	\$393.00
" 24 "	\$453.00	\$463.00
" 30 "	\$532.00	\$544.00
" 36 "	\$626.50	\$640.50
" 42 "	\$737.00	\$753.50
" 48 "	\$867.00	\$886.50

APPENDIX E

S-2 CLERICAL

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$245.50	\$251.00
After 6 Months	\$289.00	\$295.50
" 12 "	\$339.50	\$347.00
" 18 "	\$399.50	\$408.50
" 24 "	\$469.00	\$479.50
" 30 "	\$551.50	\$564.00
" 36 "	\$648.00	\$662.50
" 42 "	\$761.00	\$778.00
" 48 "	\$896.00	\$916.00

APPENDIX I

E-3 CLERICAL

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$269.50	\$275.50
" 12 "	\$314.00	\$321.00
" 18 "	\$365.50	\$373.50
" 24 "	\$427.50	\$437.00
" 30 "	\$498.50	\$509.50
" 36 "	\$581.50	\$594.50
" 42 "	\$679.00	\$694.50
" 48 "	\$792.50	\$810.50

APPENDIX I

SS-1 CLERICAL

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$270.50	\$276.50
" 12 "	\$316.00	\$323.00
" 18 "	\$369.00	\$377.50
" 24 "	\$432.50	\$442.00
" 30 "	\$506.00	\$517.50
" 36 "	\$593.00	\$606.50
" 42 "	\$693.00	\$708.50
" 48 "	\$812.00	\$830.50

APPENDIX I

SS-2 CLERICAL

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$230.50	\$235.50
After 6 Months	\$271.50	\$277.50
" 12 "	\$318.50	\$325.50
" 18 "	\$374.00	\$382.50
" 24 "	\$439.00	\$449.00
" 30 "	\$516.50	\$528.00
" 36 "	\$606.50	\$620.00
" 42 "	\$713.00	\$729.00
" 48 "	\$838.50	\$857.50

APPENDIX I

SALES AGENT

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$269.50	\$275.50
After 6 Months	\$294.00	\$300.50
" 12 "	\$321.00	\$328.00
" 18 "	\$350.50	\$358.50
" 24 "	\$383.00	\$391.50
" 30 "	\$417.50	\$427.00
" 36 "	\$457.00	\$467.50
" 42 "	\$499.00	\$510.00
" 48 "	\$545.00	\$557.50

APPENDIX I

SALES AND SERVICE CONSULTANT

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$291.50	\$298.00
After 6 Months	\$318.50	\$325.50
" 12 "	\$348.50	\$356.50
" 18 "	\$381.00	\$389.50
" 24 "	\$416.50	\$426.00
" 30 "	\$456.00	\$466.50
" 36 "	\$499.00	\$510.00
" 42 "	\$545.50	\$558.00
" 48 "	\$597.50	\$611.00

APPENDIX I

SENIOR CONSULTANT

Wage Length of Service	Effective Dates	
	4/01/07	4/06/08
Minimum	\$241.50	\$247.00
After 6 Months	\$285.00	\$291.50
" 12 "	\$337.50	\$345.00
" 18 "	\$400.00	\$409.00
" 24 "	\$472.50	\$483.00
" 30 "	\$558.50	\$571.00
" 36 "	\$660.00	\$675.00
" 42 "	\$780.00	\$797.50
" 48 "	\$923.50	\$944.50