

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 01

EFFECTIVE AUGUST 05, 2007

CABLE SPLICING TECHNICIAN, CENTRAL OFFICE TECHNICIAN,
FIBER NETWORK TECHNICIAN, MASTER AUTOMOTIVE EQUIPMENT TECHNICIAN,
MASTER BUILDINGS EQUIPMENT MECHANIC, MATERIAL SYSTEMS TECHNICIAN,
METROLOGY TECHNICIAN, SYSTEMS TECHNICIAN

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$490.50 | | \$475.00 | |
| 6 Mos. | 6 Mos. | \$549.00 | \$58.50 | \$532.50 | \$57.50 |
| 12 Mos. | 6 Mos. | \$615.50 | \$66.50 | \$597.50 | \$65.00 |
| 18 Mos. | 6 Mos. | \$690.50 | \$75.00 | \$670.50 | \$73.00 |
| 24 Mos. | 6 Mos. | \$773.50 | \$83.00 | \$752.50 | \$82.00 |
| 30 Mos. | 6 Mos. | \$866.50 | \$93.00 | \$844.00 | \$91.50 |
| 36 Mos. | 6 Mos. | \$971.50 | \$105.00 | \$948.00 | \$104.00 |
| 42 Mos. | 6 Mos. | \$1,088.50 | \$117.00 | \$1,063.50 | \$115.50 |
| 48 Mos. (Maximum) | | \$1,220.00 | \$131.50 | \$1,194.00 | \$130.50 |
| PENSION BAND | | 121 | | 120 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 02

EFFECTIVE AUGUST 05, 2007

OUTSIDE PLANT TECHNICIAN, SERVICES TECHNICIAN

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$485.00 | | \$466.50 | |
| 6 Mos. | 6 Mos. | \$541.50 | \$56.50 | \$522.00 | \$55.50 |
| 12 Mos. | 6 Mos. | \$604.50 | \$63.00 | \$584.00 | \$62.00 |
| 18 Mos. | 6 Mos. | \$674.50 | \$70.00 | \$653.50 | \$69.50 |
| 24 Mos. | 6 Mos. | \$754.00 | \$79.50 | \$731.50 | \$78.00 |
| 30 Mos. | 6 Mos. | \$841.00 | \$87.00 | \$818.50 | \$87.00 |
| 36 Mos. | 6 Mos. | \$940.00 | \$99.00 | \$915.50 | \$97.00 |
| 42 Mos. | 6 Mos. | \$1,050.00 | \$110.00 | \$1,024.00 | \$108.50 |
| 48 Mos. (Maximum) | | \$1,171.00 | \$121.00 | \$1,146.00 | \$122.00 |
| PENSION BAND | | 119 | | 118 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 03

EFFECTIVE AUGUST 05, 2007

AUTOMOTIVE EQUIPMENT TECHNICIAN, BUILDINGS EQUIPMENT MECHANIC

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$484.50 | | \$466.00 | |
| 6 Mos. | 6 Mos. | \$540.50 | \$56.00 | \$521.50 | \$55.50 |
| 12 Mos. | 6 Mos. | \$603.00 | \$62.50 | \$583.00 | \$61.50 |
| 18 Mos. | 6 Mos. | \$672.50 | \$69.50 | \$652.00 | \$69.00 |
| 24 Mos. | 6 Mos. | \$751.00 | \$78.50 | \$729.00 | \$77.00 |
| 30 Mos. | 6 Mos. | \$838.00 | \$87.00 | \$815.50 | \$86.50 |
| 36 Mos. | 6 Mos. | \$936.00 | \$98.00 | \$912.50 | \$97.00 |
| 42 Mos. | 6 Mos. | \$1,043.50 | \$107.50 | \$1,019.50 | \$107.00 |
| 48 Mos. (Maximum) | | \$1,164.00 | \$120.50 | \$1,140.00 | \$120.50 |
| PENSION BAND | | 119 | | 118 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 04

EFFECTIVE AUGUST 05, 2007

FRAME ATTENDANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$490.00 | | \$468.50 | |
| 6 Mos. | 6 Mos. | \$552.50 | \$62.50 | \$530.00 | \$61.50 |
| 12 Mos. | 6 Mos. | \$623.50 | \$71.00 | \$597.50 | \$67.50 |
| 18 Mos. | 6 Mos. | \$703.00 | \$79.50 | \$673.00 | \$75.50 |
| 24 Mos. | 6 Mos. | \$794.50 | \$91.50 | \$760.50 | \$87.50 |
| 30 Mos. | 6 Mos. | \$896.00 | \$101.50 | \$858.00 | \$97.50 |
| 36 Mos. (Maximum) | | \$1,011.50 | \$115.50 | \$969.00 | \$111.00 |
| PENSION BAND | | 113 | | 112 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 05

EFFECTIVE AUGUST 05, 2007

AUTOMOBILE TECHNICIAN, COIN TELEPHONE COLLECTOR

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$487.00 | | \$468.50 | |
| 6 Mos. | 6 Mos. | \$552.00 | \$65.00 | \$533.00 | \$64.50 |
| 12 Mos. | 6 Mos. | \$625.00 | \$73.00 | \$604.50 | \$71.50 |
| 18 Mos. | 6 Mos. | \$709.00 | \$84.00 | \$686.50 | \$82.00 |
| 24 Mos. | 6 Mos. | \$802.50 | \$93.50 | \$780.00 | \$93.50 |
| 30 Mos. | 6 Mos. | \$911.00 | \$108.50 | \$886.00 | \$106.00 |
| 36 Mos. (Maximum) | | \$1,031.00 | \$120.00 | \$1,006.50 | \$120.50 |
| PENSION BAND | | 114 | | 113 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 06

EFFECTIVE AUGUST 05, 2007

BUILDINGS MECHANIC (EXCEPT WASH AREA), STOREKEEPER

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$487.50 | | \$471.50 | |
| 6 Mos. | 6 Mos. | \$549.50 | \$62.00 | \$533.00 | \$61.50 |
| 12 Mos. | 6 Mos. | \$619.00 | \$69.50 | \$603.00 | \$70.00 |
| 18 Mos. | 6 Mos. | \$697.00 | \$78.00 | \$682.00 | \$79.00 |
| 24 Mos. | 6 Mos. | \$787.00 | \$90.00 | \$771.50 | \$89.50 |
| 30 Mos. | 6 Mos. | \$885.00 | \$98.00 | \$871.50 | \$100.00 |
| 36 Mos. (Maximum) | | \$997.50 | \$112.50 | \$985.50 | \$114.00 |
| PENSION BAND | | 113 | | 112 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 6A

EFFECTIVE AUGUST 05, 2007

BUILDINGS MECHANIC (WASH AREA ONLY)

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|
| Start | 6 Mos. | \$477.00 | |
| 6 Mos. | 6 Mos. | \$540.50 | \$63.50 |
| 12 Mos. | 6 Mos. | \$611.50 | \$71.00 |
| 18 Mos. | 6 Mos. | \$693.50 | \$82.00 |
| 24 Mos. | 6 Mos. | \$784.50 | \$91.00 |
| 30 Mos. | 6 Mos. | \$889.00 | \$104.50 |
| 36 Mos. (Maximum) | | \$1,006.50 | \$117.50 |
| PENSION BAND | | 113 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 07

EFFECTIVE AUGUST 05, 2007

ASSIGNMENT ADMINISTRATOR, CUSTOMER BILLING ANALYST,
FACILITIES ADMINISTRATOR, FIBER CUSTOMER SUPPORT ANALYST,
FRAUD INVESTIGATOR, MAINTENANCE ADMINISTRATOR,
NETWORK SERVICES COORDINATOR, RCMAC CLERK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$415.50 | | \$403.50 | |
| 6 Mos. | 6 Mos. | \$479.00 | \$63.50 | \$465.50 | \$62.00 |
| 12 Mos. | 6 Mos. | \$553.50 | \$74.50 | \$538.50 | \$73.00 |
| 18 Mos. | 6 Mos. | \$639.00 | \$85.50 | \$622.00 | \$83.50 |
| 24 Mos. | 6 Mos. | \$737.00 | \$98.00 | \$718.50 | \$96.50 |
| 30 Mos. | 6 Mos. | \$851.00 | \$114.00 | \$830.50 | \$112.00 |
| 36 Mos. (Maximum) | | \$982.50 | \$131.50 | \$959.50 | \$129.00 |
| PENSION BAND | | 112 | | 111 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 08

EFFECTIVE AUGUST 05, 2007

WAREHOUSE ATTENDANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$368.50 | | \$368.50 | |
| 6 Mos. | 6 Mos. | \$437.50 | \$69.00 | \$436.50 | \$68.00 |
| 12 Mos. | 6 Mos. | \$519.50 | \$82.00 | \$517.50 | \$81.00 |
| 18 Mos. | 6 Mos. | \$618.00 | \$98.50 | \$612.50 | \$95.00 |
| 24 Mos. (Maximum) | | \$734.00 | \$116.00 | \$726.00 | \$113.50 |
| PENSION BAND | | 105 | | 105 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 8A

EFFECTIVE AUGUST 05, 2007

SALES ASSOCIATE (SOUTH AND NORTH)

| WAGE STEP | NEXT INCREASE INTERVAL | Zone | INCREASE AMOUNT |
|---------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$407.50 | |
| 6 Mos. | 6 Mos. | \$460.00 | \$52.50 |
| 12 Mos. | 6 Mos. | \$520.50 | \$60.50 |
| 18 Mos. | 6 Mos. | \$588.50 | \$68.00 |
| Top (Maximum) | | \$666.00 | \$77.50 |
| PENSION BAND | | 101 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 09

EFFECTIVE AUGUST 05, 2007

BUILDING ATTENDANT, GARAGE ATTENDANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$343.50 | | \$342.50 | |
| 6 Mos. | 6 Mos. | \$427.00 | \$83.50 | \$422.50 | \$80.00 |
| 12 Mos. | 6 Mos. | \$532.50 | \$105.50 | \$522.50 | \$100.00 |
| 18 Mos. (Maximum) | | \$662.50 | \$130.00 | \$646.00 | \$123.50 |
| PENSION BAND | | 102 | | 102 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 10

EFFECTIVE AUGUST 05, 2007

OPERATOR

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$424.00 | | \$394.00 | |
| 6 Mos. | 6 Mos. | \$476.50 | \$52.50 | \$445.50 | \$51.50 |
| 12 Mos. | 6 Mos. | \$534.50 | \$58.00 | \$503.00 | \$57.50 |
| 18 Mos. | 6 Mos. | \$600.50 | \$66.00 | \$569.50 | \$66.50 |
| 24 Mos. | 6 Mos. | \$673.50 | \$73.00 | \$642.50 | \$73.00 |
| 30 Mos. | 6 Mos. | \$757.00 | \$83.50 | \$727.50 | \$85.00 |
| 36 Mos. (Maximum) | | \$851.00 | \$94.00 | \$821.50 | \$94.00 |
| PENSION BAND | | 108 | | 107 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 10A

EFFECTIVE AUGUST 05, 2007

OPERATOR-A

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$424.00 | | \$394.00 | |
| 6 Mos. | 6 Mos. | \$454.00 | \$30.00 | \$424.00 | \$30.00 |
| 12 Mos. | 6 Mos. | \$487.50 | \$33.50 | \$456.00 | \$32.00 |
| 18 Mos. | 6 Mos. | \$522.50 | \$35.00 | \$491.50 | \$35.50 |
| 24 Mos. | 6 Mos. | \$560.00 | \$37.50 | \$530.00 | \$38.50 |
| 30 Mos. | 6 Mos. | \$600.50 | \$40.50 | \$569.50 | \$39.50 |
| 36 Mos. | 6 Mos. | \$643.50 | \$43.00 | \$612.00 | \$42.50 |
| 42 Mos. | 6 Mos. | \$691.00 | \$47.50 | \$658.50 | \$46.50 |
| 48 Mos. | 6 Mos. | \$740.00 | \$49.00 | \$709.50 | \$51.00 |
| 54 Mos. | 6 Mos. | \$793.50 | \$53.50 | \$763.00 | \$53.50 |
| 60 Mos. (Maximum) | | \$851.00 | \$57.50 | \$821.50 | \$58.50 |
| PENSION BAND | | 108 | | 107 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 11

EFFECTIVE AUGUST 05, 2007

CONSULTANT, SERVICE REPRESENTATIVE

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$483.00 | | \$454.00 | |
| 6 Mos. | 6 Mos. | \$548.00 | \$65.00 | \$518.50 | \$64.50 |
| 12 Mos. | 6 Mos. | \$622.50 | \$74.50 | \$592.50 | \$74.00 |
| 18 Mos. | 6 Mos. | \$706.00 | \$83.50 | \$676.50 | \$84.00 |
| 24 Mos. | 6 Mos. | \$801.50 | \$95.50 | \$772.00 | \$95.50 |
| 30 Mos. | 6 Mos. | \$909.50 | \$108.00 | \$881.00 | \$109.00 |
| 36 Mos. (Maximum) | | \$1,031.50 | \$122.00 | \$1,004.50 | \$123.50 |
| PENSION BAND | | 114 | | 113 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 11A

EFFECTIVE AUGUST 05, 2007

CUSTOMER ACCOUNT REPRESENTATIVE, CUSTOMER BUSINESS REPRESENTATIVE

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE 2 | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|------------|-----------------|
| Start | 6 Mos. | \$464.50 | | \$437.00 | |
| 6 Mos. | 6 Mos. | \$526.00 | \$61.50 | \$498.00 | \$61.00 |
| 12 Mos. | 6 Mos. | \$598.50 | \$72.50 | \$569.50 | \$71.50 |
| 18 Mos. | 6 Mos. | \$679.50 | \$81.00 | \$650.50 | \$81.00 |
| 24 Mos. | 6 Mos. | \$771.50 | \$92.00 | \$741.50 | \$91.00 |
| 30 Mos. | 6 Mos. | \$874.00 | \$102.50 | \$846.50 | \$105.00 |
| 36 Mos. (Maximum) | | \$992.50 | \$118.50 | \$966.50 | \$120.00 |
| PENSION BAND | | 112 | | 111 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 12

EFFECTIVE AUGUST 05, 2007

COMMUNICATIONS REPRESENTATIVE #2

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$497.50 | | \$476.00 | |
| 6 Mos. | 6 Mos. | \$557.00 | \$59.50 | \$534.00 | \$58.00 |
| 12 Mos. | 6 Mos. | \$623.00 | \$66.00 | \$600.00 | \$66.00 |
| 18 Mos. | 6 Mos. | \$696.50 | \$73.50 | \$673.00 | \$73.00 |
| 24 Mos. | 6 Mos. | \$779.00 | \$82.50 | \$756.00 | \$83.00 |
| 30 Mos. | 6 Mos. | \$872.00 | \$93.00 | \$850.00 | \$94.00 |
| 36 Mos. | 6 Mos. | \$974.50 | \$102.50 | \$953.50 | \$103.50 |
| 42 Mos. | 6 Mos. | \$1,090.50 | \$116.00 | \$1,071.50 | \$118.00 |
| 48 Mos. (Maximum) | | \$1,220.00 | \$129.50 | \$1,203.50 | \$132.00 |
| PENSION BAND | | 121 | | 120 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 13

EFFECTIVE AUGUST 05, 2007

ENGINEERING ASSISTANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$486.50 | | \$470.50 | |
| 6 Mos. | 6 Mos. | \$541.50 | \$55.00 | \$524.50 | \$54.00 |
| 12 Mos. | 6 Mos. | \$603.00 | \$61.50 | \$586.00 | \$61.50 |
| 18 Mos. | 6 Mos. | \$671.50 | \$68.50 | \$653.50 | \$67.50 |
| 24 Mos. | 6 Mos. | \$749.00 | \$77.50 | \$729.00 | \$75.50 |
| 30 Mos. | 6 Mos. | \$833.50 | \$84.50 | \$813.00 | \$84.00 |
| 36 Mos. | 6 Mos. | \$928.00 | \$94.50 | \$908.00 | \$95.00 |
| 42 Mos. | 6 Mos. | \$1,033.00 | \$105.00 | \$1,012.50 | \$104.50 |
| 48 Mos. | 6 Mos. | \$1,151.50 | \$118.50 | \$1,131.00 | \$118.50 |
| 54 Mos. (Maximum) | | \$1,281.50 | \$130.00 | \$1,261.00 | \$130.00 |
| PENSION BAND | | 123 | | 122 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 14

EFFECTIVE AUGUST 05, 2007

COMMUNICATIONS REPRESENTATIVE

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$505.00 | | \$473.00 | |
| 6 Mos. | 6 Mos. | \$560.50 | \$55.50 | \$529.00 | \$56.00 |
| 12 Mos. | 6 Mos. | \$623.50 | \$63.00 | \$590.50 | \$61.50 |
| 18 Mos. | 6 Mos. | \$693.00 | \$69.50 | \$660.50 | \$70.00 |
| 24 Mos. | 6 Mos. | \$769.50 | \$76.50 | \$737.00 | \$76.50 |
| 30 Mos. | 6 Mos. | \$855.50 | \$86.00 | \$823.50 | \$86.50 |
| 36 Mos. | 6 Mos. | \$950.00 | \$94.50 | \$919.50 | \$96.00 |
| 42 Mos. | 6 Mos. | \$1,055.50 | \$105.50 | \$1,028.50 | \$109.00 |
| 48 Mos. | 6 Mos. | \$1,173.50 | \$118.00 | \$1,148.50 | \$120.00 |
| 54 Mos. (Maximum) | | \$1,303.00 | \$129.50 | \$1,285.00 | \$136.50 |
| PENSION BAND | | 124 | | 123 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 15

EFFECTIVE AUGUST 05, 2007

ENTRY 1-III CLERK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$404.50 | | \$389.00 | |
| 6 Mos. | 6 Mos. | \$450.50 | \$46.00 | \$433.50 | \$44.50 |
| 12 Mos. | 6 Mos. | \$501.50 | \$51.00 | \$482.00 | \$48.50 |
| 18 Mos. | 6 Mos. | \$559.00 | \$57.50 | \$537.50 | \$55.50 |
| 24 Mos. | 6 Mos. | \$622.50 | \$63.50 | \$599.50 | \$62.00 |
| 30 Mos. | 6 Mos. | \$694.00 | \$71.50 | \$668.00 | \$68.50 |
| 36 Mos. (Maximum) | | \$773.00 | \$79.00 | \$743.50 | \$75.50 |
| PENSION BAND | | 105 | | 104 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 16

EFFECTIVE AUGUST 05, 2007

ENTRY 3 – III CLERK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$417.00 | | \$390.00 | |
| 6 Mos. | 6 Mos. | \$468.50 | \$51.50 | \$440.00 | \$50.00 |
| 12 Mos. | 6 Mos. | \$526.00 | \$57.50 | \$497.50 | \$57.50 |
| 18 Mos. | 6 Mos. | \$592.50 | \$66.50 | \$563.00 | \$65.50 |
| 24 Mos. | 6 Mos. | \$665.50 | \$73.00 | \$637.00 | \$74.00 |
| 30 Mos. | 6 Mos. | \$749.00 | \$83.50 | \$719.50 | \$82.50 |
| 36 Mos. (Maximum) | | \$840.50 | \$91.50 | \$813.00 | \$93.50 |
| PENSION BAND | | 107 | | 106 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 17

EFFECTIVE AUGUST 05, 2007

SEMI-SKILLED 2-III CLERK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$422.00 | | \$394.00 | |
| 6 Mos. | 6 Mos. | \$477.50 | \$55.50 | \$448.50 | \$54.50 |
| 12 Mos. | 6 Mos. | \$540.50 | \$63.00 | \$508.50 | \$60.00 |
| 18 Mos. | 6 Mos. | \$610.50 | \$70.00 | \$577.00 | \$68.50 |
| 24 Mos. | 6 Mos. | \$691.00 | \$80.50 | \$655.00 | \$78.00 |
| 30 Mos. | 6 Mos. | \$780.00 | \$89.00 | \$743.00 | \$88.00 |
| 36 Mos. (Maximum) | | \$883.00 | \$103.00 | \$843.50 | \$100.50 |
| PENSION BAND | | 109 | | 107 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 18

EFFECTIVE AUGUST 05, 2007

SKILLED 1-III CLERK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$431.50 | | \$401.00 | |
| 6 Mos. | 6 Mos. | \$489.00 | \$57.50 | \$456.00 | \$55.00 |
| 12 Mos. | 6 Mos. | \$555.00 | \$66.00 | \$521.50 | \$65.50 |
| 18 Mos. | 6 Mos. | \$628.00 | \$73.00 | \$595.50 | \$74.00 |
| 24 Mos. | 6 Mos. | \$713.00 | \$85.00 | \$681.00 | \$85.50 |
| 30 Mos. | 6 Mos. | \$809.00 | \$96.00 | \$777.00 | \$96.00 |
| 36 Mos. (Maximum) | | \$917.00 | \$108.00 | \$887.50 | \$110.50 |
| PENSION BAND | | 110 | | 109 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 19

EFFECTIVE AUGUST 05, 2007

ENTRY 1-B CLERK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$381.00 | | \$369.00 | |
| 6 Mos. | 6 Mos. | \$424.00 | \$43.00 | \$410.00 | \$41.00 |
| 12 Mos. | 6 Mos. | \$472.00 | \$48.00 | \$457.00 | \$47.00 |
| 18 Mos. | 6 Mos. | \$525.00 | \$53.00 | \$509.00 | \$52.00 |
| 24 Mos. | 6 Mos. | \$585.50 | \$60.50 | \$566.00 | \$57.00 |
| 30 Mos. | 6 Mos. | \$652.50 | \$67.00 | \$630.00 | \$64.00 |
| 36 Mos. (Maximum) | | \$727.00 | \$74.50 | \$700.50 | \$70.50 |
| PENSION BAND | | 103 | | 102 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 20

EFFECTIVE AUGUST 05, 2007

ENTRY 3-B CLERK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$399.50 | | \$379.00 | |
| 6 Mos. | 6 Mos. | \$450.00 | \$50.50 | \$427.00 | \$48.00 |
| 12 Mos. | 6 Mos. | \$506.50 | \$56.50 | \$482.00 | \$55.00 |
| 18 Mos. | 6 Mos. | \$570.50 | \$64.00 | \$544.00 | \$62.00 |
| 24 Mos. | 6 Mos. | \$641.00 | \$70.50 | \$614.50 | \$70.50 |
| 30 Mos. | 6 Mos. | \$722.50 | \$81.50 | \$693.00 | \$78.50 |
| 36 Mos. (Maximum) | | \$812.50 | \$90.00 | \$780.50 | \$87.50 |
| PENSION BAND | | 106 | | 105 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 21

EFFECTIVE AUGUST 05, 2007

SEMI-SKILLED 2-B CLERK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$408.50 | | \$386.50 | |
| 6 Mos. | 6 Mos. | \$462.00 | \$53.50 | \$437.50 | \$51.00 |
| 12 Mos. | 6 Mos. | \$522.00 | \$60.00 | \$496.00 | \$58.50 |
| 18 Mos. | 6 Mos. | \$590.00 | \$68.00 | \$561.50 | \$65.50 |
| 24 Mos. | 6 Mos. | \$667.50 | \$77.50 | \$636.50 | \$75.00 |
| 30 Mos. | 6 Mos. | \$754.00 | \$86.50 | \$720.00 | \$83.50 |
| 36 Mos. (Maximum) | | \$853.50 | \$99.50 | \$816.00 | \$96.00 |
| PENSION BAND | | 108 | | 106 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 22

EFFECTIVE AUGUST 05, 2007

SENIOR TRAFFIC OFFICE CLERK, SERVICE ASSISTANT,
SKILLED 1-B CLERK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$451.00 | | \$421.50 | |
| 6 Mos. | 6 Mos. | \$503.50 | \$52.50 | \$475.00 | \$53.50 |
| 12 Mos. | 6 Mos. | \$564.00 | \$60.50 | \$534.00 | \$59.00 |
| 18 Mos. | 6 Mos. | \$631.00 | \$67.00 | \$601.00 | \$67.00 |
| 24 Mos. | 6 Mos. | \$706.00 | \$75.00 | \$676.50 | \$75.50 |
| 30 Mos. | 6 Mos. | \$790.00 | \$84.00 | \$761.50 | \$85.00 |
| 36 Mos. (Maximum) | | \$883.50 | \$93.50 | \$857.00 | \$95.50 |
| PENSION BAND | | 109 | | 108 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 23

EFFECTIVE AUGUST 05, 2007

GUARD (WASH & MD AREAS ONLY)

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$653.00 | | \$347.50 | |
| 6 Mos. | 6 Mos. | \$653.00 | \$0.00 | \$473.00 | \$125.50 |
| 12 Mos. (Maximum) | | | | \$644.50 | \$171.50 |
| PENSION BAND | | 102 | | 102 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 24

EFFECTIVE AUGUST 05, 2007

ASSISTANT TECHNICIAN

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$381.00 | | \$366.50 | |
| 6 Mos. | 6 Mos. | \$430.00 | \$49.00 | \$414.50 | \$48.00 |
| 12 Mos. | 6 Mos. | \$483.00 | \$53.00 | \$468.00 | \$53.50 |
| 18 Mos. | 6 Mos. | \$544.50 | \$61.50 | \$530.00 | \$62.00 |
| 24 Mos. | 6 Mos. | \$614.00 | \$69.50 | \$598.50 | \$68.50 |
| 30 Mos. (Maximum) | | \$692.50 | \$78.50 | \$675.50 | \$77.00 |
| PENSION BAND | | 102 | | 101 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 25

EFFECTIVE AUGUST 05, 2007

DRIVER - LIGHT TRUCK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$414.00 | | \$386.50 | |
| 6 Mos. | 6 Mos. | \$463.00 | \$49.00 | \$435.50 | \$49.00 |
| 12 Mos. | 6 Mos. | \$518.00 | \$55.00 | \$490.50 | \$55.00 |
| 18 Mos. | 6 Mos. | \$579.50 | \$61.50 | \$551.00 | \$60.50 |
| 24 Mos. | 6 Mos. | \$649.50 | \$70.00 | \$619.50 | \$68.50 |
| 30 Mos. | 6 Mos. | \$727.00 | \$77.50 | \$697.00 | \$77.50 |
| 36 Mos. (Maximum) | | \$812.50 | \$85.50 | \$784.50 | \$87.50 |
| PENSION BAND | | 106 | | 105 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 26

EFFECTIVE AUGUST 05, 2007

DRIVER – MEDIUM TRUCK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$418.00 | | \$390.50 | |
| 6 Mos. | 6 Mos. | \$471.50 | \$53.50 | \$440.50 | \$50.00 |
| 12 Mos. | 6 Mos. | \$531.50 | \$60.00 | \$498.50 | \$58.00 |
| 18 Mos. | 6 Mos. | \$597.50 | \$66.00 | \$564.00 | \$65.50 |
| 24 Mos. | 6 Mos. | \$672.50 | \$75.00 | \$638.50 | \$74.50 |
| 30 Mos. | 6 Mos. | \$757.00 | \$84.50 | \$721.50 | \$83.00 |
| 36 Mos. (Maximum) | | \$854.00 | \$97.00 | \$816.00 | \$94.50 |
| PENSION BAND | | 108 | | 106 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 27

EFFECTIVE AUGUST 05, 2007

DRIVER - HEAVY TRUCK

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$427.00 | | \$396.00 | |
| 6 Mos. | 6 Mos. | \$482.00 | \$55.00 | \$451.00 | \$55.00 |
| 12 Mos. | 6 Mos. | \$545.00 | \$63.00 | \$513.00 | \$62.00 |
| 18 Mos. | 6 Mos. | \$616.00 | \$71.00 | \$583.00 | \$70.00 |
| 24 Mos. | 6 Mos. | \$695.50 | \$79.50 | \$663.50 | \$80.50 |
| 30 Mos. | 6 Mos. | \$785.50 | \$90.00 | \$754.50 | \$91.00 |
| 36 Mos. (Maximum) | | \$887.50 | \$102.00 | \$858.00 | \$103.50 |
| PENSION BAND | | 109 | | 108 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 28

EFFECTIVE AUGUST 05, 2007

PUBLIC COMMUNICATIONS SALES REPRESENTATIVE

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$515.50 | | \$499.50 | |
| 6 Mos. | 6 Mos. | \$577.50 | \$62.00 | \$561.00 | \$61.50 |
| 12 Mos. | 6 Mos. | \$647.50 | \$70.00 | \$629.50 | \$68.50 |
| 18 Mos. | 6 Mos. | \$725.50 | \$78.00 | \$706.00 | \$76.50 |
| 24 Mos. | 6 Mos. | \$812.50 | \$87.00 | \$792.50 | \$86.50 |
| 30 Mos. | 6 Mos. | \$911.50 | \$99.00 | \$888.50 | \$96.00 |
| 36 Mos. | 6 Mos. | \$1,020.50 | \$109.00 | \$996.50 | \$108.00 |
| 42 Mos. | 6 Mos. | \$1,143.50 | \$123.00 | \$1,118.00 | \$121.50 |
| 48 Mos. (Maximum) | | \$1,281.50 | \$138.00 | \$1,253.50 | \$135.50 |
| PENSION BAND | | 123 | | 122 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 29

EFFECTIVE AUGUST 05, 2007

CUSTOMER SERVICE ADMINISTRATOR, MATERIAL EQUIPMENT TECHNICIAN

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$495.50 | | \$465.50 | |
| 6 Mos. | 6 Mos. | \$564.50 | \$69.00 | \$534.00 | \$68.50 |
| 12 Mos. | 6 Mos. | \$643.50 | \$79.00 | \$612.00 | \$78.00 |
| 18 Mos. | 6 Mos. | \$734.50 | \$91.00 | \$702.00 | \$90.00 |
| 24 Mos. | 6 Mos. | \$837.50 | \$103.00 | \$807.00 | \$105.00 |
| 30 Mos. | 6 Mos. | \$955.00 | \$117.50 | \$924.00 | \$117.00 |
| 36 Mos. (Maximum) | | \$1,088.50 | \$133.50 | \$1,059.00 | \$135.00 |
| PENSION BAND | | 116 | | 115 | |

CWA DISTRICT 2 DC, MD, VA, & WV

WAGE TABLE: 30

EFFECTIVE AUGUST 05, 2007

CUSTOMER SERVICE AGENT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$517.50 | | \$487.50 | |
| 6 Mos. | 6 Mos. | \$579.50 | \$62.00 | \$549.50 | \$62.00 |
| 12 Mos. | 6 Mos. | \$651.00 | \$71.50 | \$619.00 | \$69.50 |
| 18 Mos. | 6 Mos. | \$729.50 | \$78.50 | \$697.00 | \$78.00 |
| 24 Mos. | 6 Mos. | \$818.50 | \$89.00 | \$787.00 | \$90.00 |
| 30 Mos. | 6 Mos. | \$917.50 | \$99.00 | \$885.00 | \$98.00 |
| 36 Mos. | 6 Mos. | \$1,029.00 | \$111.50 | \$997.50 | \$112.50 |
| 42 Mos. | 6 Mos. | \$1,154.50 | \$125.50 | \$1,124.50 | \$127.00 |
| 48 Mos. (Maximum) | | \$1,294.00 | \$139.50 | \$1,267.00 | \$142.50 |
| PENSION BAND | | 124 | | 123 | |