

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 01

EFFECTIVE JUNE 19, 2016

CABLE SPLICING TECHNICIAN, CENTRAL OFFICE TECHNICIAN,
 FIBER NETWORK TECHNICIAN, MASTER AUTOMOTIVE EQUIPMENT TECHNICIAN,
 MASTER BUILDINGS EQUIPMENT MECHANIC, MATERIAL SYSTEMS TECHNICIAN,
 METROLOGY TECHNICIAN, NETWORK FIELD OPERATIONS TECHNICIAN - BUSINESS/GOVERNMENT
 SYSTEMS TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$605.50		\$587.00	
6 Mos.	6 Mos.	\$678.50	\$73.00	\$658.50	\$71.50
12 Mos.	6 Mos.	\$760.00	\$81.50	\$738.50	\$80.00
18 Mos.	6 Mos.	\$853.00	\$93.00	\$828.50	\$90.00
24 Mos.	6 Mos.	\$956.00	\$103.00	\$930.00	\$101.50
30 Mos.	6 Mos.	\$1,070.50	\$114.50	\$1,043.50	\$113.50
36 Mos.	6 Mos.	\$1,200.50	\$130.00	\$1,171.50	\$128.00
42 Mos.	6 Mos.	\$1,345.00	\$144.50	\$1,314.00	\$142.50
48 Mos. (Maximum)		\$1,507.50	\$162.50	\$1,475.50	\$161.50
PENSION BAND		121		120	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 02

EFFECTIVE JUNE 19, 2016

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.	\$599.50		\$576.50	
6 Mos.	6 Mos.	\$669.00	\$69.50	\$646.00	\$69.50
12 Mos.	6 Mos.	\$747.00	\$78.00	\$721.50	\$75.50
18 Mos.	6 Mos.	\$834.00	\$87.00	\$807.50	\$86.00
24 Mos.	6 Mos.	\$931.50	\$97.50	\$905.00	\$97.50
30 Mos.	6 Mos.	\$1,039.50	\$108.00	\$1,011.50	\$106.50
36 Mos.	6 Mos.	\$1,162.00	\$122.50	\$1,131.50	\$120.00
42 Mos.	6 Mos.	\$1,297.00	\$135.00	\$1,266.00	\$134.50
48 Mos. (Maximum)		\$1,447.00	\$150.00	\$1,415.50	\$149.50
PENSION BAND		119		118	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 03

EFFECTIVE JUNE 19, 2016

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.	\$598.50		\$576.00	
6 Mos.	6 Mos.	\$668.00	\$69.50	\$645.00	\$69.00
12 Mos.	6 Mos.	\$745.00	\$77.00	\$720.50	\$75.50
18 Mos.	6 Mos.	\$831.50	\$86.50	\$806.00	\$85.50
24 Mos.	6 Mos.	\$927.50	\$96.00	\$900.00	\$94.00
30 Mos.	6 Mos.	\$1,035.50	\$108.00	\$1,008.00	\$108.00
36 Mos.	6 Mos.	\$1,156.50	\$121.00	\$1,128.00	\$120.00
42 Mos.	6 Mos.	\$1,289.50	\$133.00	\$1,260.00	\$132.00
48 Mos. (Maximum)		\$1,438.50	\$149.00	\$1,408.50	\$148.50
PENSION BAND		119		118	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 04

EFFECTIVE JUNE 19, 2016

FRAME ATTENDANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$605.00		\$579.00	
6 Mos.	6 Mos.	\$683.00	\$78.00	\$654.00	\$75.00
12 Mos.	6 Mos.	\$771.00	\$88.00	\$738.50	\$84.50
18 Mos.	6 Mos.	\$869.00	\$98.00	\$832.00	\$93.50
24 Mos.	6 Mos.	\$982.50	\$113.50	\$939.50	\$107.50
30 Mos.	6 Mos.	\$1,108.00	\$125.50	\$1,061.00	\$121.50
36 Mos. (Maximum)		\$1,250.00	\$142.00	\$1,197.50	\$136.50
PENSION BAND		113		112	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 05

EFFECTIVE JUNE 19, 2016

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.	\$601.50		\$579.00	
6 Mos.	6 Mos.	\$682.50	\$81.00	\$659.00	\$80.00
12 Mos.	6 Mos.	\$772.50	\$90.00	\$747.00	\$88.00
18 Mos.	6 Mos.	\$876.00	\$103.50	\$848.50	\$101.50
24 Mos.	6 Mos.	\$991.50	\$115.50	\$964.50	\$116.00
30 Mos.	6 Mos.	\$1,126.00	\$134.50	\$1,095.00	\$130.50
36 Mos. (Maximum)		\$1,274.00	\$148.00	\$1,243.50	\$148.50
PENSION BAND		114		113	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 06

EFFECTIVE JUNE 19, 2016

BUILDINGSMECHANIC (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.	\$602.00		\$583.00	
6 Mos.	6 Mos.	\$679.00	\$77.00	\$659.00	\$76.00
12 Mos.	6 Mos.	\$765.50	\$86.50	\$745.00	\$86.00
18 Mos.	6 Mos.	\$861.00	\$95.50	\$843.00	\$98.00
24 Mos.	6 Mos.	\$972.50	\$111.50	\$953.50	\$110.50
30 Mos.	6 Mos.	\$1,094.00	\$121.50	\$1,077.00	\$123.50
36 Mos. (Maximum)		\$1,233.00	\$139.00	\$1,217.50	\$140.50
PENSION BAND		113		112	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 6A

EFFECTIVE JUNE 19, 2016

BUILDINGSMECHANIC (WASH AREA ONLY)

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT
Start	6 Mos.	\$589.00	
6 Mos.	6 Mos.	\$668.00	\$79.00
12 Mos.	6 Mos.	\$756.00	\$88.00
18 Mos.	6 Mos.	\$857.00	\$101.00
24 Mos.	6 Mos.	\$969.50	\$112.50
30 Mos.	6 Mos.	\$1,098.00	\$128.50
36 Mos. (Maximum)		\$1,243.50	\$145.50
PENSION BAND		113	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 07

EFFECTIVE JUNE 19, 2016

ASSIGNMENT ADMINISTRATOR, CUSTOMER BILLING ANALYST,
 FACILITIES ADMINISTRATOR, FIBER CUSTOMER SUPPORT ANALYST,
 FIBER CUSTOMER SUPPORT ANALYST - HS, 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.	\$513.50		\$498.00	
6 Mos.	6 Mos.	\$591.50	\$78.00	\$575.50	\$77.50
12 Mos.	6 Mos.	\$684.50	\$93.00	\$666.00	\$90.50
18 Mos.	6 Mos.	\$790.00	\$105.50	\$768.50	\$102.50
24 Mos.	6 Mos.	\$911.00	\$121.00	\$888.50	\$120.00
30 Mos.	6 Mos.	\$1,050.50	\$139.50	\$1,026.50	\$138.00
36 Mos. (Maximum)		\$1,214.50	\$164.00	\$1,185.50	\$159.00
PENSION BAND		112		111	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 08

EFFECTIVE JUNE 19, 2016

WAREHOUSE ATTENDANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$456.00		\$456.00	
6 Mos.	6 Mos.	\$541.00	\$85.00	\$539.50	\$83.50
12 Mos.	6 Mos.	\$642.00	\$101.00	\$639.00	\$99.50
18 Mos.	6 Mos.	\$764.50	\$122.50	\$757.00	\$118.00
24 Mos. (Maximum)		\$907.50	\$143.00	\$896.50	\$139.50
PENSION BAND		105		105	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 8A

EFFECTIVE JUNE 19, 2016

SALES ASSOCIATE (SOUTH AND NORTH)

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$502.50	
6 Mos.	6 Mos.	\$568.50	\$66.00
12 Mos.	6 Mos.	\$643.00	\$74.50
18 Mos.	6 Mos.	\$727.00	\$84.00
Top (Maximum)		\$822.50	\$95.50
PENSION BAND		101	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 09

EFFECTIVE JUNE 19, 2016

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.	\$424.50		\$423.00	
6 Mos.	6 Mos.	\$528.00	\$103.50	\$522.00	\$99.00
12 Mos.	6 Mos.	\$658.50	\$130.50	\$646.50	\$124.50
18 Mos. (Maximum)		\$818.50	\$160.00	\$798.50	\$152.00
PENSION BAND		102		102	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 10

EFFECTIVE JUNE 19, 2016

OPERATOR

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$524.50		\$487.50	
6 Mos.	6 Mos.	\$588.50	\$64.00	\$550.50	\$63.00
12 Mos.	6 Mos.	\$660.50	\$72.00	\$621.00	\$70.50
18 Mos.	6 Mos.	\$741.50	\$81.00	\$704.00	\$83.00
24 Mos.	6 Mos.	\$833.00	\$91.50	\$793.50	\$89.50
30 Mos.	6 Mos.	\$936.00	\$103.00	\$898.50	\$105.00
36 Mos. (Maximum)		\$1,050.50	\$114.50	\$1,014.50	\$116.00
PENSION BAND		108		107	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 10A

EFFECTIVE JUNE 19, 2016

OPERATOR-A

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$524.50		\$487.50	
6 Mos.	6 Mos.	\$561.50	\$37.00	\$524.50	\$37.00
12 Mos.	6 Mos.	\$602.00	\$40.50	\$564.00	\$39.50
18 Mos.	6 Mos.	\$646.50	\$44.50	\$607.50	\$43.50
24 Mos.	6 Mos.	\$691.50	\$45.00	\$654.00	\$46.50
30 Mos.	6 Mos.	\$741.50	\$50.00	\$704.00	\$50.00
36 Mos.	6 Mos.	\$795.50	\$54.00	\$756.50	\$52.50
42 Mos.	6 Mos.	\$853.50	\$58.00	\$814.00	\$57.50
48 Mos.	6 Mos.	\$914.00	\$60.50	\$876.50	\$62.50
54 Mos.	6 Mos.	\$981.50	\$67.50	\$943.00	\$66.50
60 Mos. (Maximum)		\$1,050.50	\$69.00	\$1,014.50	\$71.50
PENSION BAND		108		107	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 11

EFFECTIVE JUNE 19, 2016

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.	\$597.00		\$561.50	
6 Mos.	6 Mos.	\$677.00	\$80.00	\$640.50	\$79.00
12 Mos.	6 Mos.	\$769.50	\$92.50	\$733.00	\$92.50
18 Mos.	6 Mos.	\$872.50	\$103.00	\$836.00	\$103.00
24 Mos.	6 Mos.	\$990.50	\$118.00	\$954.50	\$118.50
30 Mos.	6 Mos.	\$1,124.00	\$133.50	\$1,089.00	\$134.50
36 Mos. (Maximum)		\$1,274.50	\$150.50	\$1,241.50	\$152.50
PENSION BAND		114		113	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 11A

EFFECTIVE JUNE 19, 2016

CUSTOMER ACCOUNT REPRESENTATIVE, CUSTOMER BUSINESS REPRESENTATIVE

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$573.50		\$540.00	
6 Mos.	6 Mos.	\$650.00	\$76.50	\$615.50	\$75.50
12 Mos.	6 Mos.	\$739.50	\$89.50	\$704.00	\$88.50
18 Mos.	6 Mos.	\$839.00	\$99.50	\$803.50	\$99.50
24 Mos.	6 Mos.	\$953.50	\$114.50	\$916.00	\$112.50
30 Mos.	6 Mos.	\$1,080.50	\$127.00	\$1,046.00	\$130.00
36 Mos. (Maximum)		\$1,227.00	\$146.50	\$1,194.50	\$148.50
PENSION BAND		112		111	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 12

EFFECTIVE JUNE 19, 2016

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.	\$615.00		\$588.00	
6 Mos.	6 Mos.	\$688.50	\$73.50	\$660.00	\$72.00
12 Mos.	6 Mos.	\$770.00	\$81.50	\$741.00	\$81.00
18 Mos.	6 Mos.	\$860.50	\$90.50	\$832.00	\$91.00
24 Mos.	6 Mos.	\$962.50	\$102.00	\$934.50	\$102.50
30 Mos.	6 Mos.	\$1,078.00	\$115.50	\$1,049.50	\$115.00
36 Mos.	6 Mos.	\$1,204.00	\$126.00	\$1,178.50	\$129.00
42 Mos.	6 Mos.	\$1,347.00	\$143.00	\$1,324.00	\$145.50
48 Mos. (Maximum)		\$1,507.50	\$160.50	\$1,487.00	\$163.00
PENSION BAND		121		120	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 13

EFFECTIVE JUNE 19, 2016

ENGINEERING ASSISTANT

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$601.00		\$581.50	
6 Mos.	6 Mos.	\$669.00	\$68.00	\$648.50	\$67.00
12 Mos.	6 Mos.	\$745.00	\$76.00	\$724.00	\$75.50
18 Mos.	6 Mos.	\$830.50	\$85.50	\$807.50	\$83.50
24 Mos.	6 Mos.	\$925.50	\$95.00	\$900.00	\$92.50
30 Mos.	6 Mos.	\$1,030.00	\$104.50	\$1,005.50	\$105.50
36 Mos.	6 Mos.	\$1,146.50	\$116.50	\$1,122.00	\$116.50
42 Mos.	6 Mos.	\$1,276.50	\$130.00	\$1,251.50	\$129.50
48 Mos.	6 Mos.	\$1,422.50	\$146.00	\$1,398.00	\$146.50
54 Mos. (Maximum)		\$1,584.00	\$161.50	\$1,558.50	\$160.50
PENSION BAND		123		122	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 14

EFFECTIVE JUNE 19, 2016

COMMUNICATIONS REPRESENTATIVE

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$624.50		\$585.00	
6 Mos.	6 Mos.	\$692.00	\$67.50	\$653.00	\$68.00
12 Mos.	6 Mos.	\$771.00	\$79.00	\$729.00	\$76.00
18 Mos.	6 Mos.	\$856.50	\$85.50	\$816.50	\$87.50
24 Mos.	6 Mos.	\$951.00	\$94.50	\$911.00	\$94.50
30 Mos.	6 Mos.	\$1,058.00	\$107.00	\$1,018.00	\$107.00
36 Mos.	6 Mos.	\$1,173.50	\$115.50	\$1,136.00	\$118.00
42 Mos.	6 Mos.	\$1,305.00	\$131.50	\$1,270.50	\$134.50
48 Mos.	6 Mos.	\$1,450.00	\$145.00	\$1,419.50	\$149.00
54 Mos. (Maximum)		\$1,610.00	\$160.00	\$1,588.50	\$169.00
PENSION BAND		124		123	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 15

EFFECTIVE JUNE 19, 2016

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.	\$499.00		\$480.00	
6 Mos.	6 Mos.	\$556.00	\$57.00	\$535.50	\$55.50
12 Mos.	6 Mos.	\$619.50	\$63.50	\$596.00	\$60.50
18 Mos.	6 Mos.	\$690.50	\$71.00	\$665.00	\$69.00
24 Mos.	6 Mos.	\$769.50	\$79.00	\$740.50	\$75.50
30 Mos.	6 Mos.	\$858.00	\$88.50	\$825.50	\$85.00
36 Mos. (Maximum)		\$955.50	\$97.50	\$919.00	\$93.50
PENSION BAND		105		104	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 16

EFFECTIVE JUNE 19, 2016

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.	\$515.00		\$481.00	
6 Mos.	6 Mos.	\$579.00	\$64.00	\$544.00	\$63.00
12 Mos.	6 Mos.	\$650.00	\$71.00	\$615.00	\$71.00
18 Mos.	6 Mos.	\$733.00	\$83.00	\$696.00	\$81.00
24 Mos.	6 Mos.	\$821.50	\$88.50	\$787.50	\$91.50
30 Mos.	6 Mos.	\$925.50	\$104.00	\$889.50	\$102.00
36 Mos. (Maximum)		\$1,039.00	\$113.50	\$1,005.50	\$116.00
PENSION BAND		107		106	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 17

EFFECTIVE JUNE 19, 2016

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.	\$520.50		\$487.50	
6 Mos.	6 Mos.	\$590.00	\$69.50	\$553.50	\$66.00
12 Mos.	6 Mos.	\$668.00	\$78.00	\$629.00	\$75.50
18 Mos.	6 Mos.	\$754.50	\$86.50	\$713.50	\$84.50
24 Mos.	6 Mos.	\$853.50	\$99.00	\$810.00	\$96.50
30 Mos.	6 Mos.	\$964.50	\$111.00	\$918.00	\$108.00
36 Mos. (Maximum)		\$1,091.50	\$127.00	\$1,043.00	\$125.00
PENSION BAND		109		107	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 18

EFFECTIVE JUNE 19, 2016

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.	\$533.50		\$495.50	
6 Mos.	6 Mos.	\$603.50	\$70.00	\$564.00	\$68.50
12 Mos.	6 Mos.	\$686.00	\$82.50	\$645.00	\$81.00
18 Mos.	6 Mos.	\$775.50	\$89.50	\$736.50	\$91.50
24 Mos.	6 Mos.	\$881.00	\$105.50	\$841.50	\$105.00
30 Mos.	6 Mos.	\$999.50	\$118.50	\$960.00	\$118.50
36 Mos. (Maximum)		\$1,133.50	\$134.00	\$1,096.50	\$136.50
PENSION BAND		110		109	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 19

EFFECTIVE JUNE 19, 2016

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.	\$471.50		\$456.50	
6 Mos.	6 Mos.	\$524.50	\$53.00	\$507.50	\$51.00
12 Mos.	6 Mos.	\$583.50	\$59.00	\$565.50	\$58.00
18 Mos.	6 Mos.	\$649.00	\$65.50	\$629.50	\$64.00
24 Mos.	6 Mos.	\$723.00	\$74.00	\$699.50	\$70.00
30 Mos.	6 Mos.	\$806.50	\$83.50	\$778.50	\$79.00
36 Mos. (Maximum)		\$898.00	\$91.50	\$866.00	\$87.50
PENSION BAND		103		102	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 20

EFFECTIVE JUNE 19, 2016

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.	\$494.00		\$468.00	
6 Mos.	6 Mos.	\$555.50	\$61.50	\$528.00	\$60.00
12 Mos.	6 Mos.	\$626.00	\$70.50	\$596.00	\$68.00
18 Mos.	6 Mos.	\$705.00	\$79.00	\$672.00	\$76.00
24 Mos.	6 Mos.	\$792.00	\$87.00	\$759.00	\$87.00
30 Mos.	6 Mos.	\$892.50	\$100.50	\$856.50	\$97.50
36 Mos. (Maximum)		\$1,005.00	\$112.50	\$965.00	\$108.50
PENSION BAND		106		105	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 21

EFFECTIVE JUNE 19, 2016

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.	\$505.00		\$477.50	
6 Mos.	6 Mos.	\$570.50	\$65.50	\$541.00	\$63.50
12 Mos.	6 Mos.	\$646.00	\$75.50	\$613.50	\$72.50
18 Mos.	6 Mos.	\$728.50	\$82.50	\$693.50	\$80.00
24 Mos.	6 Mos.	\$824.50	\$96.00	\$786.50	\$93.00
30 Mos.	6 Mos.	\$931.50	\$107.00	\$890.00	\$103.50
36 Mos. (Maximum)		\$1,054.50	\$123.00	\$1,008.50	\$118.50
PENSION BAND		108		106	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 22

EFFECTIVE JUNE 19, 2016

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.	\$557.50		\$520.00	
6 Mos.	6 Mos.	\$621.50	\$64.00	\$587.00	\$67.00
12 Mos.	6 Mos.	\$697.00	\$75.50	\$660.00	\$73.00
18 Mos.	6 Mos.	\$780.00	\$83.00	\$742.00	\$82.00
24 Mos.	6 Mos.	\$872.50	\$92.50	\$836.00	\$94.00
30 Mos.	6 Mos.	\$975.50	\$103.00	\$940.50	\$104.50
36 Mos. (Maximum)		\$1,092.00	\$116.50	\$1,059.50	\$119.00
PENSION BAND		109		108	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 23

EFFECTIVE JUNE 19, 2016

GUARD (WASH & MD AREA ONLY)

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$807.00		\$429.50	
6 Mos.	6 Mos.	\$807.00	\$0.00	\$585.00	\$155.50
12 Mos. (Maximum)				\$796.50	\$211.50
PENSION BAND		102		102	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 24

EFFECTIVE JUNE 19, 2016

ASSISTANT TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$471.50		\$452.50	
6 Mos.	6 Mos.	\$531.00	\$59.50	\$512.50	\$60.00
12 Mos.	6 Mos.	\$597.00	\$66.00	\$578.50	\$66.00
18 Mos.	6 Mos.	\$672.50	\$75.50	\$654.00	\$75.50
24 Mos.	6 Mos.	\$758.50	\$86.00	\$739.50	\$85.50
30 Mos. (Maximum)		\$856.00	\$97.50	\$835.00	\$95.50
PENSION BAND		102		101	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 25

EFFECTIVE JUNE 19, 2016

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.	\$512.00		\$477.50	
6 Mos.	6 Mos.	\$571.50	\$59.50	\$537.50	\$60.00
12 Mos.	6 Mos.	\$640.00	\$68.50	\$605.50	\$68.00
18 Mos.	6 Mos.	\$716.50	\$76.50	\$680.50	\$75.00
24 Mos.	6 Mos.	\$802.00	\$85.50	\$766.00	\$85.50
30 Mos.	6 Mos.	\$898.00	\$96.00	\$861.00	\$95.00
36 Mos. (Maximum)		\$1,005.00	\$107.00	\$969.50	\$108.50
PENSION BAND		106		105	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 26

EFFECTIVE JUNE 19, 2016

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.	\$516.00		\$481.50	
6 Mos.	6 Mos.	\$583.00	\$67.00	\$544.50	\$63.00
12 Mos.	6 Mos.	\$657.00	\$74.00	\$616.00	\$71.50
18 Mos.	6 Mos.	\$738.50	\$81.50	\$697.00	\$81.00
24 Mos.	6 Mos.	\$831.50	\$93.00	\$789.50	\$92.50
30 Mos.	6 Mos.	\$936.00	\$104.50	\$891.50	\$102.00
36 Mos. (Maximum)		\$1,056.00	\$120.00	\$1,008.50	\$117.00
PENSION BAND		108		106	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 27

EFFECTIVE JUNE 19, 2016

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.	\$528.00		\$490.50	
6 Mos.	6 Mos.	\$596.00	\$68.00	\$557.50	\$67.00
12 Mos.	6 Mos.	\$673.00	\$77.00	\$634.00	\$76.50
18 Mos.	6 Mos.	\$761.00	\$88.00	\$720.50	\$86.50
24 Mos.	6 Mos.	\$859.50	\$98.50	\$819.50	\$99.00
30 Mos.	6 Mos.	\$971.00	\$111.50	\$932.50	\$113.00
36 Mos. (Maximum)		\$1,096.50	\$125.50	\$1,061.00	\$128.50
PENSION BAND		109		108	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 28

EFFECTIVE JUNE 19, 2016

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.	\$637.00		\$617.00	
6 Mos.	6 Mos.	\$714.00	\$77.00	\$693.00	\$76.00
12 Mos.	6 Mos.	\$800.00	\$86.00	\$777.50	\$84.50
18 Mos.	6 Mos.	\$896.00	\$96.00	\$872.50	\$95.00
24 Mos.	6 Mos.	\$1,005.00	\$109.00	\$979.50	\$107.00
30 Mos.	6 Mos.	\$1,126.50	\$121.50	\$1,097.50	\$118.00
36 Mos.	6 Mos.	\$1,261.00	\$134.50	\$1,232.00	\$134.50
42 Mos.	6 Mos.	\$1,413.00	\$152.00	\$1,382.50	\$150.50
48 Mos. (Maximum)		\$1,584.00	\$171.00	\$1,549.00	\$166.50
PENSION BAND		123		122	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 29

EFFECTIVE JUNE 19, 2016

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.	\$613.00		\$575.50	
6 Mos.	6 Mos.	\$697.50	\$84.50	\$660.00	\$84.50
12 Mos.	6 Mos.	\$795.50	\$98.00	\$756.50	\$96.50
18 Mos.	6 Mos.	\$908.00	\$112.50	\$868.00	\$111.50
24 Mos.	6 Mos.	\$1,035.00	\$127.00	\$996.50	\$128.50
30 Mos.	6 Mos.	\$1,181.00	\$146.00	\$1,142.50	\$146.00
36 Mos. (Maximum)		\$1,345.00	\$164.00	\$1,309.00	\$166.50
PENSION BAND		116		115	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 30

EFFECTIVE JUNE 19, 2016

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.	\$639.00		\$602.00	
6 Mos.	6 Mos.	\$716.50	\$77.50	\$679.00	\$77.00
12 Mos.	6 Mos.	\$804.00	\$87.50	\$765.50	\$86.50
18 Mos.	6 Mos.	\$900.50	\$96.50	\$861.00	\$95.50
24 Mos.	6 Mos.	\$1,011.50	\$111.00	\$972.50	\$111.50
30 Mos.	6 Mos.	\$1,134.00	\$122.50	\$1,094.00	\$121.50
36 Mos.	6 Mos.	\$1,271.00	\$137.00	\$1,233.00	\$139.00
42 Mos.	6 Mos.	\$1,427.00	\$156.00	\$1,389.50	\$156.50
48 Mos. (Maximum)		\$1,599.50	\$172.50	\$1,566.00	\$176.50
PENSION BAND		124		123	

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE 31

EFFECTIVE JUNE 19, 2016

VIDEO HUB TECHNICIAN

WAGE STEP	NEXT INCREASE INTERVAL	ZONE LOCALITY WAGE GROUP A	INCREASE AMOUNT	ZONE LOCALITY WAGE GROUP B	INCREASE AMOUNT
Start	6 Mos.	\$976.00		\$950.50	
6 Mos.	6 Mos.	\$1,070.50	\$94.50	\$1,043.50	\$93.00
12 Mos.	6 Mos.	\$1,165.00	\$94.50	\$1,135.50	\$92.00
18 Mos.	6 Mos.	\$1,259.00	\$94.00	\$1,229.50	\$94.00
24 Mos.	6 Mos.	\$1,353.00	\$94.00	\$1,321.50	\$92.00
30 Mos.	6 Mos.	\$1,446.50	\$93.50	\$1,414.00	\$92.50
36 Mos. (Maximum)		\$1,541.00	\$94.50	\$1,508.00	\$94.00
PENSION BAND		121		120	