

2017 WAGE SCHEDULES

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 01

EFFECTIVE JUNE 18, 2017

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. | \$620.50 | | \$601.50 | |
| 6 Mos. | 6 Mos. | \$695.50 | \$75.00 | \$675.00 | \$73.50 |
| 12 Mos. | 6 Mos. | \$779.00 | \$83.50 | \$757.00 | \$82.00 |
| 18 Mos. | 6 Mos. | \$874.50 | \$95.50 | \$849.00 | \$92.00 |
| 24 Mos. | 6 Mos. | \$980.00 | \$105.50 | \$953.50 | \$104.50 |
| 30 Mos. | 6 Mos. | \$1,097.50 | \$117.50 | \$1,069.50 | \$116.00 |
| 36 Mos. | 6 Mos. | \$1,230.50 | \$133.00 | \$1,201.00 | \$131.50 |
| 42 Mos. | 6 Mos. | \$1,378.50 | \$148.00 | \$1,347.00 | \$146.00 |
| 48 Mos. (Maximum) | | \$1,545.00 | \$166.50 | \$1,512.50 | \$165.50 |
| PENSION BAND | | 121 | | 120 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 02

EFFECTIVE JUNE 18, 2017

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. | \$614.50 | | \$591.00 | |
| 6 Mos. | 6 Mos. | \$685.50 | \$71.00 | \$662.00 | \$71.00 |
| 12 Mos. | 6 Mos. | \$765.50 | \$80.00 | \$739.50 | \$77.50 |
| 18 Mos. | 6 Mos. | \$855.00 | \$89.50 | \$827.50 | \$88.00 |
| 24 Mos. | 6 Mos. | \$955.00 | \$100.00 | \$927.50 | \$100.00 |
| 30 Mos. | 6 Mos. | \$1,065.50 | \$110.50 | \$1,037.00 | \$109.50 |
| 36 Mos. | 6 Mos. | \$1,191.00 | \$125.50 | \$1,160.00 | \$123.00 |
| 42 Mos. | 6 Mos. | \$1,329.50 | \$138.50 | \$1,297.50 | \$137.50 |
| 48 Mos. (Maximum) | | \$1,483.00 | \$153.50 | \$1,451.00 | \$153.50 |
| PENSION BAND | | 119 | | 118 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 03

EFFECTIVE JUNE 18, 2017

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. | \$613.50 | | \$590.50 | |
| 6 Mos. | 6 Mos. | \$684.50 | \$71.00 | \$661.00 | \$70.50 |
| 12 Mos. | 6 Mos. | \$763.50 | \$79.00 | \$738.50 | \$77.50 |
| 18 Mos. | 6 Mos. | \$852.50 | \$89.00 | \$826.00 | \$87.50 |
| 24 Mos. | 6 Mos. | \$950.50 | \$98.00 | \$922.50 | \$96.50 |
| 30 Mos. | 6 Mos. | \$1,061.50 | \$111.00 | \$1,033.00 | \$110.50 |
| 36 Mos. | 6 Mos. | \$1,185.50 | \$124.00 | \$1,156.00 | \$123.00 |
| 42 Mos. | 6 Mos. | \$1,321.50 | \$136.00 | \$1,291.50 | \$135.50 |
| 48 Mos. (Maximum) | | \$1,474.50 | \$153.00 | \$1,443.50 | \$152.00 |
| PENSION BAND | | 119 | | 118 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 04

EFFECTIVE JUNE 18, 2017

FRAME ATTENDANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$620.00 | | \$593.50 | |
| 6 Mos. | 6 Mos. | \$700.00 | \$80.00 | \$670.50 | \$77.00 |
| 12 Mos. | 6 Mos. | \$790.50 | \$90.50 | \$757.00 | \$86.50 |
| 18 Mos. | 6 Mos. | \$890.50 | \$100.00 | \$853.00 | \$96.00 |
| 24 Mos. | 6 Mos. | \$1,007.00 | \$116.50 | \$963.00 | \$110.00 |
| 30 Mos. | 6 Mos. | \$1,135.50 | \$128.50 | \$1,087.50 | \$124.50 |
| 36 Mos. (Maximum) | | \$1,281.50 | \$146.00 | \$1,227.50 | \$140.00 |
| PENSION BAND | | 113 | | 112 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 05

EFFECTIVE JUNE 18, 2017

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. | \$616.50 | | \$593.50 | |
| 6 Mos. | 6 Mos. | \$699.50 | \$83.00 | \$675.50 | \$82.00 |
| 12 Mos. | 6 Mos. | \$792.00 | \$92.50 | \$765.50 | \$90.00 |
| 18 Mos. | 6 Mos. | \$898.00 | \$106.00 | \$869.50 | \$104.00 |
| 24 Mos. | 6 Mos. | \$1,016.50 | \$118.50 | \$988.50 | \$119.00 |
| 30 Mos. | 6 Mos. | \$1,154.00 | \$137.50 | \$1,122.50 | \$134.00 |
| 36 Mos. (Maximum) | | \$1,306.00 | \$152.00 | \$1,274.50 | \$152.00 |
| PENSION BAND | | 114 | | 113 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 06

EFFECTIVE JUNE 18, 2017

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. | \$617.00 | | \$597.50 | |
| 6 Mos. | 6 Mos. | \$696.00 | \$79.00 | \$675.50 | \$78.00 |
| 12 Mos. | 6 Mos. | \$784.50 | \$88.50 | \$763.50 | \$88.00 |
| 18 Mos. | 6 Mos. | \$882.50 | \$98.00 | \$864.00 | \$100.50 |
| 24 Mos. | 6 Mos. | \$997.00 | \$114.50 | \$977.50 | \$113.50 |
| 30 Mos. | 6 Mos. | \$1,121.50 | \$124.50 | \$1,104.00 | \$126.50 |
| 36 Mos. (Maximum) | | \$1,264.00 | \$142.50 | \$1,248.00 | \$144.00 |
| PENSION BAND | | 113 | | 112 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 6A

EFFECTIVE JUNE 18, 2017

BUILDINGS MECHANIC (WASH AREA ONLY)

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|
| Start | 6 Mos. | \$603.50 | |
| 6 Mos. | 6 Mos. | \$684.50 | \$81.00 |
| 12 Mos. | 6 Mos. | \$775.00 | \$90.50 |
| 18 Mos. | 6 Mos. | \$878.50 | \$103.50 |
| 24 Mos. | 6 Mos. | \$993.50 | \$115.00 |
| 30 Mos. | 6 Mos. | \$1,125.50 | \$132.00 |
| 36 Mos. (Maximum) | | \$1,274.50 | \$149.00 |
| PENSION BAND | | 113 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 07

EFFECTIVE JUNE 18, 2017

ASSIGNMENT ADMINISTRATOR, CUSTOMER BILLING ANALYST,
 FACILITIES ADMINISTRATOR, FIBER CUSTOMER SUPPORT
 ANALYST,
 FIBER CUSTOMER SUPPORT ANALYST - HSI, 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. | \$526.50 | | \$510.50 | |
| 6 Mos. | 6 Mos. | \$606.50 | \$80.00 | \$590.00 | \$79.50 |
| 12 Mos. | 6 Mos. | \$701.50 | \$95.00 | \$682.50 | \$92.50 |
| 18 Mos. | 6 Mos. | \$810.00 | \$108.50 | \$787.50 | \$105.00 |
| 24 Mos. | 6 Mos. | \$934.00 | \$124.00 | \$910.50 | \$123.00 |
| 30 Mos. | 6 Mos. | \$1,077.00 | \$143.00 | \$1,052.00 | \$141.50 |
| 36 Mos. (Maximum) | | \$1,245.00 | \$168.00 | \$1,215.00 | \$163.00 |
| PENSION BAND | | 112 | | 111 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 08

EFFECTIVE JUNE 18, 2017

WAREHOUSE ATTENDANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$467.50 | | \$467.50 | |
| 6 Mos. | 6 Mos. | \$554.50 | \$87.00 | \$553.00 | \$85.50 |
| 12 Mos. | 6 Mos. | \$658.00 | \$103.50 | \$655.00 | \$102.00 |
| 18 Mos. | 6 Mos. | \$783.50 | \$125.50 | \$776.00 | \$121.00 |
| 24 Mos. (Maximum) | | \$930.00 | \$146.50 | \$919.00 | \$143.00 |
| PENSION BAND | | 105 | | 105 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 8A

EFFECTIVE JUNE 18, 2017

SALES ASSOCIATE (SOUTH AND NORTH)

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|
| Start | 6 Mos. | \$515.00 | |
| 6 Mos. | 6 Mos. | \$582.50 | \$67.50 |
| 12 Mos. | 6 Mos. | \$659.00 | \$76.50 |
| 18 Mos. | 6 Mos. | \$745.00 | \$86.00 |
| Top (Maximum) | | \$843.00 | \$98.00 |
| PENSION BAND | | 101 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 09

EFFECTIVE JUNE 18, 2017

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. | \$435.00 | | \$433.50 | |
| 6 Mos. | 6 Mos. | \$541.00 | \$106.00 | \$535.00 | \$101.50 |
| 12 Mos. | 6 Mos. | \$675.00 | \$134.00 | \$662.50 | \$127.50 |
| 18 Mos. (Maximum) | | \$839.00 | \$164.00 | \$818.50 | \$156.00 |
| PENSION BAND | | 102 | | 102 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 10

EFFECTIVE JUNE 18, 2017

OPERATOR

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$537.50 | | \$499.50 | |
| 6 Mos. | 6 Mos. | \$603.00 | \$65.50 | \$564.50 | \$65.00 |
| 12 Mos. | 6 Mos. | \$677.00 | \$74.00 | \$636.50 | \$72.00 |
| 18 Mos. | 6 Mos. | \$760.00 | \$83.00 | \$721.50 | \$85.00 |
| 24 Mos. | 6 Mos. | \$854.00 | \$94.00 | \$813.50 | \$92.00 |
| 30 Mos. | 6 Mos. | \$959.50 | \$105.50 | \$921.00 | \$107.50 |
| 36 Mos. (Maximum) | | \$1,077.00 | \$117.50 | \$1,040.00 | \$119.00 |
| PENSION BAND | | 108 | | 107 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 10A

EFFECTIVE JUNE 18, 2017

OPERATOR-A

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$537.50 | | \$499.50 | |
| 6 Mos. | 6 Mos. | \$575.50 | \$38.00 | \$537.50 | \$38.00 |
| 12 Mos. | 6 Mos. | \$617.00 | \$41.50 | \$578.00 | \$40.50 |
| 18 Mos. | 6 Mos. | \$662.50 | \$45.50 | \$622.50 | \$44.50 |
| 24 Mos. | 6 Mos. | \$709.00 | \$46.50 | \$670.50 | \$48.00 |
| 30 Mos. | 6 Mos. | \$760.00 | \$51.00 | \$721.50 | \$51.00 |
| 36 Mos. | 6 Mos. | \$815.50 | \$55.50 | \$775.50 | \$54.00 |
| 42 Mos. | 6 Mos. | \$875.00 | \$59.50 | \$834.50 | \$59.00 |
| 48 Mos. | 6 Mos. | \$937.00 | \$62.00 | \$898.50 | \$64.00 |
| 54 Mos. | 6 Mos. | \$1,006.00 | \$69.00 | \$966.50 | \$68.00 |
| 60 Mos. (Maximum) | | \$1,077.00 | \$71.00 | \$1,040.00 | \$73.50 |
| PENSION BAND | | 108 | | 107 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 11

EFFECTIVE JUNE 18, 2017

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. | \$612.00 | | \$575.50 | |
| 6 Mos. | 6 Mos. | \$694.00 | \$82.00 | \$656.50 | \$81.00 |
| 12 Mos. | 6 Mos. | \$788.50 | \$94.50 | \$751.50 | \$95.00 |
| 18 Mos. | 6 Mos. | \$894.50 | \$106.00 | \$857.00 | \$105.50 |
| 24 Mos. | 6 Mos. | \$1,015.50 | \$121.00 | \$978.50 | \$121.50 |
| 30 Mos. | 6 Mos. | \$1,152.00 | \$136.50 | \$1,116.00 | \$137.50 |
| 36 Mos. (Maximum) | | \$1,306.50 | \$154.50 | \$1,272.50 | \$156.50 |
| PENSION BAND | | 114 | | 113 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 11A

EFFECTIVE JUNE 18, 2017

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. | \$588.00 | | \$553.50 | |
| 6 Mos. | 6 Mos. | \$666.50 | \$78.50 | \$631.00 | \$77.50 |
| 12 Mos. | 6 Mos. | \$758.00 | \$91.50 | \$721.50 | \$90.50 |
| 18 Mos. | 6 Mos. | \$860.00 | \$102.00 | \$823.50 | \$102.00 |
| 24 Mos. | 6 Mos. | \$977.50 | \$117.50 | \$939.00 | \$115.50 |
| 30 Mos. | 6 Mos. | \$1,107.50 | \$130.00 | \$1,072.00 | \$133.00 |
| 36 Mos. (Maximum) | | \$1,257.50 | \$150.00 | \$1,224.50 | \$152.50 |
| PENSION BAND | | 112 | | 111 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 12

EFFECTIVE JUNE 18, 2017

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. | \$630.50 | | \$602.50 | |
| 6 Mos. | 6 Mos. | \$705.50 | \$75.00 | \$676.50 | \$74.00 |
| 12 Mos. | 6 Mos. | \$789.50 | \$84.00 | \$759.50 | \$83.00 |
| 18 Mos. | 6 Mos. | \$882.00 | \$92.50 | \$853.00 | \$93.50 |
| 24 Mos. | 6 Mos. | \$986.50 | \$104.50 | \$958.00 | \$105.00 |
| 30 Mos. | 6 Mos. | \$1,105.00 | \$118.50 | \$1,075.50 | \$117.50 |
| 36 Mos. | 6 Mos. | \$1,234.00 | \$129.00 | \$1,208.00 | \$132.50 |
| 42 Mos. | 6 Mos. | \$1,380.50 | \$146.50 | \$1,357.00 | \$149.00 |
| 48 Mos. (Maximum) | | \$1,545.00 | \$164.50 | \$1,524.00 | \$167.00 |
| PENSION BAND | | 121 | | 120 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 13

EFFECTIVE JUNE 18, 2017

ENGINEERING ASSISTANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$616.00 | | \$596.00 | |
| 6 Mos. | 6 Mos. | \$685.50 | \$69.50 | \$664.50 | \$68.50 |
| 12 Mos. | 6 Mos. | \$763.50 | \$78.00 | \$742.00 | \$77.50 |
| 18 Mos. | 6 Mos. | \$851.50 | \$88.00 | \$827.50 | \$85.50 |
| 24 Mos. | 6 Mos. | \$948.50 | \$97.00 | \$922.50 | \$95.00 |
| 30 Mos. | 6 Mos. | \$1,056.00 | \$107.50 | \$1,030.50 | \$108.00 |
| 36 Mos. | 6 Mos. | \$1,175.00 | \$119.00 | \$1,150.00 | \$119.50 |
| 42 Mos. | 6 Mos. | \$1,308.50 | \$133.50 | \$1,283.00 | \$133.00 |
| 48 Mos. | 6 Mos. | \$1,458.00 | \$149.50 | \$1,433.00 | \$150.00 |
| 54 Mos. (Maximum) | | \$1,623.50 | \$165.50 | \$1,597.50 | \$164.50 |
| PENSION BAND | | 123 | | 122 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 14

EFFECTIVE JUNE 18, 2017

COMMUNICATIONS REPRESENTATIVE

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$640.00 | | \$599.50 | |
| 6 Mos. | 6 Mos. | \$709.50 | \$69.50 | \$669.50 | \$70.00 |
| 12 Mos. | 6 Mos. | \$790.50 | \$81.00 | \$747.00 | \$77.50 |
| 18 Mos. | 6 Mos. | \$878.00 | \$87.50 | \$837.00 | \$90.00 |
| 24 Mos. | 6 Mos. | \$975.00 | \$97.00 | \$934.00 | \$97.00 |
| 30 Mos. | 6 Mos. | \$1,084.50 | \$109.50 | \$1,043.50 | \$109.50 |
| 36 Mos. | 6 Mos. | \$1,203.00 | \$118.50 | \$1,164.50 | \$121.00 |
| 42 Mos. | 6 Mos. | \$1,337.50 | \$134.50 | \$1,302.50 | \$138.00 |
| 48 Mos. | 6 Mos. | \$1,486.50 | \$149.00 | \$1,455.00 | \$152.50 |
| 54 Mos. (Maximum) | | \$1,650.50 | \$164.00 | \$1,628.00 | \$173.00 |
| PENSION BAND | | 124 | | 123 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 15

EFFECTIVE JUNE 18, 2017

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. | \$511.50 | | \$492.00 | |
| 6 Mos. | 6 Mos. | \$570.00 | \$58.50 | \$549.00 | \$57.00 |
| 12 Mos. | 6 Mos. | \$635.00 | \$65.00 | \$611.00 | \$62.00 |
| 18 Mos. | 6 Mos. | \$708.00 | \$73.00 | \$681.50 | \$70.50 |
| 24 Mos. | 6 Mos. | \$788.50 | \$80.50 | \$759.00 | \$77.50 |
| 30 Mos. | 6 Mos. | \$879.50 | \$91.00 | \$846.00 | \$87.00 |
| 36 Mos. (Maximum) | | \$979.50 | \$100.00 | \$942.00 | \$96.00 |
| PENSION BAND | | 105 | | 104 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 16

EFFECTIVE JUNE 18, 2017

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. | \$528.00 | | \$493.00 | |
| 6 Mos. | 6 Mos. | \$593.50 | \$65.50 | \$557.50 | \$64.50 |
| 12 Mos. | 6 Mos. | \$666.50 | \$73.00 | \$630.50 | \$73.00 |
| 18 Mos. | 6 Mos. | \$751.50 | \$85.00 | \$713.50 | \$83.00 |
| 24 Mos. | 6 Mos. | \$842.00 | \$90.50 | \$807.00 | \$93.50 |
| 30 Mos. | 6 Mos. | \$948.50 | \$106.50 | \$911.50 | \$104.50 |
| 36 Mos. (Maximum) | | \$1,065.00 | \$116.50 | \$1,030.50 | \$119.00 |
| PENSION BAND | | 107 | | 106 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 17

EFFECTIVE JUNE 18, 2017

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. | \$533.50 | | \$499.50 | |
| 6 Mos. | 6 Mos. | \$605.00 | \$71.50 | \$567.50 | \$68.00 |
| 12 Mos. | 6 Mos. | \$684.50 | \$79.50 | \$644.50 | \$77.00 |
| 18 Mos. | 6 Mos. | \$773.50 | \$89.00 | \$731.50 | \$87.00 |
| 24 Mos. | 6 Mos. | \$875.00 | \$101.50 | \$830.50 | \$99.00 |
| 30 Mos. | 6 Mos. | \$988.50 | \$113.50 | \$941.00 | \$110.50 |
| 36 Mos. (Maximum) | | \$1,119.00 | \$130.50 | \$1,069.00 | \$128.00 |
| PENSION BAND | | 109 | | 107 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 18

EFFECTIVE JUNE 18, 2017

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. | \$547.00 | | \$508.00 | |
| 6 Mos. | 6 Mos. | \$618.50 | \$71.50 | \$578.00 | \$70.00 |
| 12 Mos. | 6 Mos. | \$703.00 | \$84.50 | \$661.00 | \$83.00 |
| 18 Mos. | 6 Mos. | \$795.00 | \$92.00 | \$755.00 | \$94.00 |
| 24 Mos. | 6 Mos. | \$903.00 | \$108.00 | \$862.50 | \$107.50 |
| 30 Mos. | 6 Mos. | \$1,024.50 | \$121.50 | \$984.00 | \$121.50 |
| 36 Mos. (Maximum) | | \$1,162.00 | \$137.50 | \$1,124.00 | \$140.00 |
| PENSION BAND | | 110 | | 109 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 19

EFFECTIVE JUNE 18, 2017

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. | \$483.50 | | \$468.00 | |
| 6 Mos. | 6 Mos. | \$537.50 | \$54.00 | \$520.00 | \$52.00 |
| 12 Mos. | 6 Mos. | \$598.00 | \$60.50 | \$579.50 | \$59.50 |
| 18 Mos. | 6 Mos. | \$665.00 | \$67.00 | \$645.00 | \$65.50 |
| 24 Mos. | 6 Mos. | \$741.00 | \$76.00 | \$717.00 | \$72.00 |
| 30 Mos. | 6 Mos. | \$826.50 | \$85.50 | \$798.00 | \$81.00 |
| 36 Mos. (Maximum) | | \$920.50 | \$94.00 | \$887.50 | \$89.50 |
| PENSION BAND | | 103 | | 102 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 20

EFFECTIVE JUNE 18, 2017

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. | \$506.50 | | \$479.50 | |
| 6 Mos. | 6 Mos. | \$569.50 | \$63.00 | \$541.00 | \$61.50 |
| 12 Mos. | 6 Mos. | \$641.50 | \$72.00 | \$611.00 | \$70.00 |
| 18 Mos. | 6 Mos. | \$722.50 | \$81.00 | \$689.00 | \$78.00 |
| 24 Mos. | 6 Mos. | \$812.00 | \$89.50 | \$778.00 | \$89.00 |
| 30 Mos. | 6 Mos. | \$915.00 | \$103.00 | \$878.00 | \$100.00 |
| 36 Mos. (Maximum) | | \$1,030.00 | \$115.00 | \$989.00 | \$111.00 |
| PENSION BAND | | 106 | | 105 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 21

EFFECTIVE JUNE 18, 2017

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. | \$517.50 | | \$489.50 | |
| 6 Mos. | 6 Mos. | \$585.00 | \$67.50 | \$554.50 | \$65.00 |
| 12 Mos. | 6 Mos. | \$662.00 | \$77.00 | \$629.00 | \$74.50 |
| 18 Mos. | 6 Mos. | \$746.50 | \$84.50 | \$711.00 | \$82.00 |
| 24 Mos. | 6 Mos. | \$845.00 | \$98.50 | \$806.00 | \$95.00 |
| 30 Mos. | 6 Mos. | \$955.00 | \$110.00 | \$912.50 | \$106.50 |
| 36 Mos. (Maximum) | | \$1,081.00 | \$126.00 | \$1,033.50 | \$121.00 |
| PENSION BAND | | 108 | | 106 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 22

EFFECTIVE JUNE 18, 2017

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. | \$571.50 | | \$533.00 | |
| 6 Mos. | 6 Mos. | \$637.00 | \$65.50 | \$601.50 | \$68.50 |
| 12 Mos. | 6 Mos. | \$714.50 | \$77.50 | \$676.50 | \$75.00 |
| 18 Mos. | 6 Mos. | \$799.50 | \$85.00 | \$760.50 | \$84.00 |
| 24 Mos. | 6 Mos. | \$894.50 | \$95.00 | \$857.00 | \$96.50 |
| 30 Mos. | 6 Mos. | \$1,000.00 | \$105.50 | \$964.00 | \$107.00 |
| 36 Mos. (Maximum) | | \$1,119.50 | \$119.50 | \$1,086.00 | \$122.00 |
| PENSION BAND | | 109 | | 108 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 23

EFFECTIVE JUNE 18, 2017

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. | \$827.00 | | \$440.00 | |
| 6 Mos. | 6 Mos. | \$827.00 | \$0.00 | \$599.50 | \$159.50 |
| 12 Mos. (Maximum) | | | | \$816.50 | \$217.00 |
| PENSION BAND | | 102 | | 102 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 24

EFFECTIVE JUNE 18, 2017

ASSISTANT TECHNICIAN

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE LOCALITY WAGE GROUP A | INCREASE AMOUNT | ZONE LOCALITY WAGE GROUP B | INCREASE AMOUNT |
|---------------------|------------------------|----------------------------|-----------------|----------------------------|-----------------|
| Start | 6 Mos. | \$483.50 | | \$464.00 | |
| 6 Mos. | 6 Mos. | \$544.50 | \$61.00 | \$525.50 | \$61.50 |
| 12 Mos. | 6 Mos. | \$612.00 | \$67.50 | \$593.00 | \$67.50 |
| 18 Mos. | 6 Mos. | \$689.50 | \$77.50 | \$670.50 | \$77.50 |
| 24 Mos. | 6 Mos. | \$777.50 | \$88.00 | \$758.00 | \$87.50 |
| 30 Mos. (Maximum) | | \$877.50 | \$100.00 | \$856.00 | \$98.00 |
| PENSION BAND | | 102 | | 101 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 25

EFFECTIVE JUNE 18, 2017

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. | \$525.00 | | \$489.50 | |
| 6 Mos. | 6 Mos. | \$586.00 | \$61.00 | \$551.00 | \$61.50 |
| 12 Mos. | 6 Mos. | \$656.00 | \$70.00 | \$620.50 | \$69.50 |
| 18 Mos. | 6 Mos. | \$734.50 | \$78.50 | \$697.50 | \$77.00 |
| 24 Mos. | 6 Mos. | \$822.00 | \$87.50 | \$785.00 | \$87.50 |
| 30 Mos. | 6 Mos. | \$920.50 | \$98.50 | \$882.50 | \$97.50 |
| 36 Mos. (Maximum) | | \$1,030.00 | \$109.50 | \$993.50 | \$111.00 |
| PENSION BAND | | 106 | | 105 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 26

EFFECTIVE JUNE 18, 2017

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. | \$529.00 | | \$493.50 | |
| 6 Mos. | 6 Mos. | \$597.50 | \$68.50 | \$558.00 | \$64.50 |
| 12 Mos. | 6 Mos. | \$673.50 | \$76.00 | \$631.50 | \$73.50 |
| 18 Mos. | 6 Mos. | \$757.00 | \$83.50 | \$714.50 | \$83.00 |
| 24 Mos. | 6 Mos. | \$852.50 | \$95.50 | \$809.00 | \$94.50 |
| 30 Mos. | 6 Mos. | \$959.50 | \$107.00 | \$914.00 | \$105.00 |
| 36 Mos. (Maximum) | | \$1,082.50 | \$123.00 | \$1,033.50 | \$119.50 |
| PENSION BAND | | 108 | | 106 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 27

EFFECTIVE JUNE 18, 2017

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. | \$541.00 | | \$503.00 | |
| 6 Mos. | 6 Mos. | \$611.00 | \$70.00 | \$571.50 | \$68.50 |
| 12 Mos. | 6 Mos. | \$690.00 | \$79.00 | \$650.00 | \$78.50 |
| 18 Mos. | 6 Mos. | \$780.00 | \$90.00 | \$738.50 | \$88.50 |
| 24 Mos. | 6 Mos. | \$881.00 | \$101.00 | \$840.00 | \$101.50 |
| 30 Mos. | 6 Mos. | \$995.50 | \$114.50 | \$956.00 | \$116.00 |
| 36 Mos. (Maximum) | | \$1,124.00 | \$128.50 | \$1,087.50 | \$131.50 |
| PENSION BAND | | 109 | | 108 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 28

EFFECTIVE JUNE 18, 2017

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. | \$653.00 | | \$632.50 | |
| 6 Mos. | 6 Mos. | \$732.00 | \$79.00 | \$710.50 | \$78.00 |
| 12 Mos. | 6 Mos. | \$820.00 | \$88.00 | \$797.00 | \$86.50 |
| 18 Mos. | 6 Mos. | \$918.50 | \$98.50 | \$894.50 | \$97.50 |
| 24 Mos. | 6 Mos. | \$1,030.00 | \$111.50 | \$1,004.00 | \$109.50 |
| 30 Mos. | 6 Mos. | \$1,154.50 | \$124.50 | \$1,125.00 | \$121.00 |
| 36 Mos. | 6 Mos. | \$1,292.50 | \$138.00 | \$1,263.00 | \$138.00 |
| 42 Mos. | 6 Mos. | \$1,448.50 | \$156.00 | \$1,417.00 | \$154.00 |
| 48 Mos. (Maximum) | | \$1,623.50 | \$175.00 | \$1,587.50 | \$170.50 |
| PENSION BAND | | 123 | | 122 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 29

EFFECTIVE JUNE 18, 2017

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. | \$628.50 | | \$590.00 | |
| 6 Mos. | 6 Mos. | \$715.00 | \$86.50 | \$676.50 | \$86.50 |
| 12 Mos. | 6 Mos. | \$815.50 | \$100.50 | \$775.50 | \$99.00 |
| 18 Mos. | 6 Mos. | \$930.50 | \$115.00 | \$889.50 | \$114.00 |
| 24 Mos. | 6 Mos. | \$1,061.00 | \$130.50 | \$1,021.50 | \$132.00 |
| 30 Mos. | 6 Mos. | \$1,210.50 | \$149.50 | \$1,171.00 | \$149.50 |
| 36 Mos. (Maximum) | | \$1,378.50 | \$168.00 | \$1,341.50 | \$170.50 |
| PENSION BAND | | 116 | | 115 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 30

EFFECTIVE JUNE 18, 2017

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. | \$655.00 | | \$617.00 | |
| 6 Mos. | 6 Mos. | \$734.50 | \$79.50 | \$696.00 | \$79.00 |
| 12 Mos. | 6 Mos. | \$824.00 | \$89.50 | \$784.50 | \$88.50 |
| 18 Mos. | 6 Mos. | \$923.00 | \$99.00 | \$882.50 | \$98.00 |
| 24 Mos. | 6 Mos. | \$1,037.00 | \$114.00 | \$997.00 | \$114.50 |
| 30 Mos. | 6 Mos. | \$1,162.50 | \$125.50 | \$1,121.50 | \$124.50 |
| 36 Mos. | 6 Mos. | \$1,303.00 | \$140.50 | \$1,264.00 | \$142.50 |
| 42 Mos. | 6 Mos. | \$1,462.50 | \$159.50 | \$1,424.00 | \$160.00 |
| 48 Mos. (Maximum) | | \$1,639.50 | \$177.00 | \$1,605.00 | \$181.00 |
| PENSION BAND | | 124 | | 123 | |

CWA POTOMAC DC, MD, VA, WV

WAGE TABLE: 31

EFFECTIVE JUNE 18, 2017

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. | \$1,000.50 | | \$974.50 | |
| 6 Mos. | 6 Mos. | \$1,097.50 | \$97.00 | \$1,069.50 | \$95.00 |
| 12 Mos. | 6 Mos. | \$1,194.00 | \$96.50 | \$1,164.00 | \$94.50 |
| 18 Mos. | 6 Mos. | \$1,290.50 | \$96.50 | \$1,260.00 | \$96.00 |
| 24 Mos. | 6 Mos. | \$1,387.00 | \$96.50 | \$1,354.50 | \$94.50 |
| 30 Mos. | 6 Mos. | \$1,482.50 | \$95.50 | \$1,449.50 | \$95.00 |
| 36 Mos. (Maximum) | | \$1,579.50 | \$97.00 | \$1,545.50 | \$96.00 |
| PENSION BAND | | 121 | | 120 | |