

Table 12 (continued)
SRTECH

		Wage Area - Z1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.53	\$10.73
	2	\$11.93	\$12.16
	3	\$13.52	\$13.78
	4	\$15.32	\$15.61
	5	\$17.36	\$17.69
	6	\$19.67	\$20.05
	7	\$22.29	\$22.71
	8	\$25.26	\$25.74
	9	\$28.62	\$29.17
	10	\$32.43	\$33.05
Maximum	11	\$36.75	\$37.45
Pension Band		123	123

Table 12 (continued)
SRTECH

		Wage Area - X2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.16	\$9.33
	2	\$10.43	\$10.63
	3	\$11.88	\$12.10
	4	\$13.53	\$13.78
	5	\$15.40	\$15.69
	6	\$17.54	\$17.87
	7	\$19.97	\$20.35
	8	\$22.75	\$23.18
	9	\$25.90	\$26.39
	10	\$29.50	\$30.06
Maximum	11	\$33.59	\$34.23
Pension Band		119	119

		Wage Area - X3	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.82	\$10.01
	2	\$11.14	\$11.36
	3	\$12.64	\$12.89
	4	\$14.34	\$14.62
	5	\$16.27	\$16.59
	6	\$18.46	\$18.82
	7	\$20.95	\$21.35
	8	\$23.77	\$24.22
	9	\$26.97	\$27.48
	10	\$30.60	\$31.18
Maximum	11	\$34.72	\$35.38
Pension Band		121	121

		Wage Area - X4	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.16	\$9.33
	2	\$10.43	\$10.63
	3	\$11.88	\$12.10
	4	\$13.53	\$13.78
	5	\$15.40	\$15.69
	6	\$17.54	\$17.87
	7	\$19.97	\$20.35
	8	\$22.75	\$23.18
	9	\$25.90	\$26.39
	10	\$29.50	\$30.06
Maximum	11	\$33.59	\$34.23
Pension Band		119	119

Table 12 (continued)
SRTECH

		Wage Area - W2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.82	\$10.01
	2	\$11.14	\$11.36
	3	\$12.64	\$12.89
	4	\$14.34	\$14.62
	5	\$16.27	\$16.59
	6	\$18.46	\$18.82
	7	\$20.95	\$21.35
	8	\$23.77	\$24.22
	9	\$26.97	\$27.48
	10	\$30.60	\$31.18
Maximum	11	\$34.72	\$35.38
Pension Band		121	121

		Wage Area - W3	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.47	\$9.65
	2	\$10.74	\$10.95
	3	\$12.19	\$12.42
	4	\$13.82	\$14.09
	5	\$15.68	\$15.98
	6	\$17.79	\$18.13
	7	\$20.18	\$20.56
	8	\$22.89	\$23.33
	9	\$25.97	\$26.46
	10	\$29.46	\$30.02
Maximum	11	\$33.42	\$34.05
Pension Band		119	119

		Wage Area - X1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.88	\$10.07
	2	\$11.23	\$11.45
	3	\$12.76	\$13.01
	4	\$14.51	\$14.79
	5	\$16.49	\$16.81
	6	\$18.74	\$19.10
	7	\$21.30	\$21.71
	8	\$24.21	\$24.67
	9	\$27.52	\$28.05
	10	\$31.28	\$31.88
Maximum	11	\$35.55	\$36.23
Pension Band		122	122

Table 12 (continued)
SRTECH

		Wage Area - T4	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$9.69	\$9.87
	2	\$11.00	\$11.21
	3	\$12.49	\$12.72
	4	\$14.18	\$14.44
	5	\$16.09	\$16.40
	6	\$18.27	\$18.61
	7	\$20.74	\$21.13
	8	\$23.55	\$23.99
	9	\$26.73	\$27.23
	10	\$30.35	\$30.92
Maximum	11	\$34.45	\$35.10
Pension Band		120	120

		Wage Area - U1	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$11.22	\$11.43
	2	\$12.66	\$12.89
	3	\$14.27	\$14.54
	4	\$16.10	\$16.40
	5	\$18.16	\$18.50
	6	\$20.48	\$20.87
	7	\$23.11	\$23.54
	8	\$26.06	\$26.55
	9	\$29.40	\$29.95
	10	\$33.16	\$33.79
Maximum	11	\$37.40	\$38.11
Pension Band		124	124

		Wage Area - W1	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$9.91	\$10.10
	2	\$11.26	\$11.48
	3	\$12.79	\$13.04
	4	\$14.54	\$14.82
	5	\$16.52	\$16.84
	6	\$18.77	\$19.13
	7	\$21.33	\$21.74
	8	\$24.23	\$24.70
	9	\$27.54	\$28.06
	10	\$31.29	\$31.89
Maximum	11	\$35.55	\$36.23
Pension Band		122	122

Table 12 (continued)
SRTECH

		Wage Area - T1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.65	\$10.85
	2	\$12.05	\$12.28
	3	\$13.64	\$13.90
	4	\$15.44	\$15.73
	5	\$17.47	\$17.80
	6	\$19.77	\$20.15
	7	\$22.38	\$22.80
	8	\$25.33	\$25.81
	9	\$28.66	\$29.21
	10	\$32.44	\$33.05
Maximum	11	\$36.71	\$37.41
Pension Band		123	123

		Wage Area - T2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.28	\$10.48
	2	\$11.65	\$11.87
	3	\$13.20	\$13.45
	4	\$14.95	\$15.24
	5	\$16.94	\$17.27
	6	\$19.20	\$19.57
	7	\$21.75	\$22.17
	8	\$24.65	\$25.12
	9	\$27.92	\$28.46
	10	\$31.64	\$32.24
Maximum	11	\$35.85	\$36.53
Pension Band		122	122

		Wage Area - T3	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.88	\$10.07
	2	\$11.22	\$11.43
	3	\$12.74	\$12.98
	4	\$14.46	\$14.74
	5	\$16.42	\$16.73
	6	\$18.64	\$19.00
	7	\$21.16	\$21.57
	8	\$24.03	\$24.49
	9	\$27.28	\$27.80
	10	\$30.98	\$31.57
Maximum	11	\$35.17	\$35.84
Pension Band		121	121

Table 12 (continued)
SRTECH

		Wage Area - R2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.30	\$9.48
	2	\$10.58	\$10.79
	3	\$12.04	\$12.27
	4	\$13.70	\$13.97
	5	\$15.59	\$15.89
	6	\$17.74	\$18.08
	7	\$20.19	\$20.57
	8	\$22.97	\$23.41
	9	\$26.14	\$26.64
	10	\$29.75	\$30.31
Maximum	11	\$33.85	\$34.49
Pension Band		120	120

		Wage Area - R3	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.05	\$9.22
	2	\$10.31	\$10.50
	3	\$11.74	\$11.96
	4	\$13.37	\$13.62
	5	\$15.23	\$15.52
	6	\$17.35	\$17.67
	7	\$19.76	\$20.13
	8	\$22.50	\$22.93
	9	\$25.63	\$26.12
	10	\$29.19	\$29.75
Maximum	11	\$33.25	\$33.88
Pension Band		119	119

		Wage Area - S1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.53	\$10.73
	2	\$11.93	\$12.16
	3	\$13.52	\$13.77
	4	\$15.31	\$15.60
	5	\$17.35	\$17.68
	6	\$19.66	\$20.03
	7	\$22.27	\$22.69
	8	\$25.23	\$25.71
	9	\$28.58	\$29.13
	10	\$32.38	\$33.00
Maximum	11	\$36.69	\$37.39
Pension Band		123	123

Table 12 (continued)
SRTECH

		Wage Area - P2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.30	\$9.48
	2	\$10.59	\$10.79
	3	\$12.05	\$12.29
	4	\$13.72	\$13.99
	5	\$15.62	\$15.92
	6	\$17.78	\$18.13
	7	\$20.25	\$20.64
	8	\$23.05	\$23.49
	9	\$26.24	\$26.74
	10	\$29.87	\$30.45
Maximum	11	\$34.01	\$34.66
Pension Band		120	120

		Wage Area - P3	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.05	\$9.22
	2	\$10.32	\$10.51
	3	\$11.76	\$11.98
	4	\$13.40	\$13.65
	5	\$15.28	\$15.56
	6	\$17.41	\$17.74
	7	\$19.85	\$20.22
	8	\$22.62	\$23.05
	9	\$25.78	\$26.28
	10	\$29.39	\$29.95
Maximum	11	\$33.50	\$34.14
Pension Band		119	119

		Wage Area - R1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.35	\$9.53
	2	\$10.65	\$10.86
	3	\$12.14	\$12.37
	4	\$13.83	\$14.09
	5	\$15.75	\$16.05
	6	\$17.95	\$18.29
	7	\$20.45	\$20.84
	8	\$23.30	\$23.74
	9	\$26.54	\$27.04
	10	\$30.24	\$30.81
Maximum	11	\$34.45	\$35.10
Pension Band		120	120

Table 12 (continued)
SRTECH

		Wage Area - N1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$11.09	\$11.30
	2	\$12.47	\$12.71
	3	\$14.03	\$14.29
	4	\$15.78	\$16.08
	5	\$17.74	\$18.08
	6	\$19.96	\$20.33
	7	\$22.44	\$22.87
	8	\$25.24	\$25.72
	9	\$28.39	\$28.93
	10	\$31.93	\$32.53
Maximum	11	\$35.91	\$36.59
Pension Band		122	122

		Wage Area - N2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$11.00	\$11.21
	2	\$12.37	\$12.60
	3	\$13.90	\$14.17
	4	\$15.63	\$15.93
	5	\$17.57	\$17.91
	6	\$19.76	\$20.13
	7	\$22.21	\$22.63
	8	\$24.97	\$25.45
	9	\$28.08	\$28.61
	10	\$31.57	\$32.16
Maximum	11	\$35.49	\$36.16
Pension Band		122	122

		Wage Area - P1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.35	\$9.53
	2	\$10.67	\$10.87
	3	\$12.17	\$12.40
	4	\$13.88	\$14.14
	5	\$15.83	\$16.13
	6	\$18.05	\$18.40
	7	\$20.59	\$20.99
	8	\$23.49	\$23.94
	9	\$26.79	\$27.30
	10	\$30.56	\$31.14
Maximum	11	\$34.86	\$35.52
Pension Band		121	121

Table 12 (continued)
SRTECH

		Wage Area - M1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.62	\$10.82
	2	\$11.99	\$12.22
	3	\$13.54	\$13.79
	4	\$15.29	\$15.58
	5	\$17.26	\$17.59
	6	\$19.49	\$19.86
	7	\$22.01	\$22.42
	8	\$24.85	\$25.32
	9	\$28.06	\$28.59
	10	\$31.68	\$32.28
Maximum	11	\$35.77	\$36.45
Pension Band		122	122

		Wage Area - M2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.59	\$10.79
	2	\$11.95	\$12.18
	3	\$13.49	\$13.74
	4	\$15.22	\$15.51
	5	\$17.18	\$17.50
	6	\$19.39	\$19.75
	7	\$21.88	\$22.29
	8	\$24.69	\$25.16
	9	\$27.87	\$28.39
	10	\$31.45	\$32.04
Maximum	11	\$35.49	\$36.16
Pension Band		122	122

		Wage Area - M3	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$16.42	\$16.73
	2	\$18.61	\$18.96
	3	\$21.08	\$21.48
	4	\$23.89	\$24.34
	5	\$27.07	\$27.58
	6	\$30.67	\$31.25
	7	\$34.75	\$35.41
	8	\$39.37	\$40.12
	9	\$44.61	\$45.46
	10	\$50.55	\$51.51
Maximum	11	\$57.28	\$58.37
Pension Band		135	135

Table 12 (continued)
SRTECH

		Wage Area - K3	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.88	\$10.07
	2	\$11.17	\$11.38
	3	\$12.63	\$12.87
	4	\$14.28	\$14.55
	5	\$16.14	\$16.45
	6	\$18.25	\$18.60
	7	\$20.63	\$21.03
	8	\$23.33	\$23.77
	9	\$26.37	\$26.87
	10	\$29.82	\$30.38
Maximum	11	\$33.71	\$34.35
Pension Band		119	119

		Wage Area - L1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.33	\$10.53
	2	\$11.65	\$11.87
	3	\$13.13	\$13.39
	4	\$14.81	\$15.09
	5	\$16.69	\$17.02
	6	\$18.82	\$19.18
	7	\$21.22	\$21.63
	8	\$23.93	\$24.39
	9	\$26.98	\$27.49
	10	\$30.42	\$31.00
Maximum	11	\$34.30	\$34.95
Pension Band		120	120

		Wage Area - L2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.23	\$10.42
	2	\$11.53	\$11.74
	3	\$12.99	\$13.23
	4	\$14.64	\$14.92
	5	\$16.50	\$16.81
	6	\$18.59	\$18.94
	7	\$20.96	\$21.35
	8	\$23.62	\$24.06
	9	\$26.61	\$27.12
	10	\$29.99	\$30.56
Maximum	11	\$33.80	\$34.44
Pension Band		120	120

Table 12 (continued)
SRTECH

		Wage Area - H4	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.58	\$9.76
	2	\$10.90	\$11.10
	3	\$12.39	\$12.63
	4	\$14.10	\$14.36
	5	\$16.03	\$16.34
	6	\$18.24	\$18.58
	7	\$20.74	\$21.14
	8	\$23.59	\$24.04
	9	\$26.84	\$27.35
	10	\$30.53	\$31.10
Maximum	11	\$34.72	\$35.38
Pension Band		121	121

		Wage Area - K1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.23	\$10.42
	2	\$11.59	\$11.81
	3	\$13.13	\$13.38
	4	\$14.88	\$15.16
	5	\$16.86	\$17.17
	6	\$19.10	\$19.46
	7	\$21.64	\$22.04
	8	\$24.51	\$24.98
	9	\$27.77	\$28.30
	10	\$31.47	\$32.06
Maximum	11	\$35.65	\$36.33
Pension Band		122	122

		Wage Area - K2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.23	\$10.42
	2	\$11.56	\$11.78
	3	\$13.06	\$13.31
	4	\$14.76	\$15.04
	5	\$16.68	\$16.99
	6	\$18.85	\$19.20
	7	\$21.30	\$21.70
	8	\$24.07	\$24.52
	9	\$27.20	\$27.71
	10	\$30.73	\$31.32
Maximum	11	\$34.73	\$35.39
Pension Band		121	121

Table 12 (continued)
SRTECH

		Wage Area - G4	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.58	\$9.76
	2	\$10.90	\$11.10
	3	\$12.40	\$12.63
	4	\$14.11	\$14.37
	5	\$16.05	\$16.35
	6	\$18.26	\$18.60
	7	\$20.77	\$21.17
	8	\$23.63	\$24.08
	9	\$26.89	\$27.40
	10	\$30.59	\$31.17
Maximum	11	\$34.80	\$35.46
Pension Band		121	121

		Wage Area - H2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.23	\$10.42
	2	\$11.59	\$11.80
	3	\$13.12	\$13.37
	4	\$14.86	\$15.14
	5	\$16.83	\$17.15
	6	\$19.06	\$19.42
	7	\$21.59	\$22.00
	8	\$24.46	\$24.92
	9	\$27.70	\$28.23
	10	\$31.37	\$31.97
Maximum	11	\$35.53	\$36.21
Pension Band		122	122

		Wage Area - H3	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.67	\$9.85
	2	\$10.99	\$11.20
	3	\$12.50	\$12.73
	4	\$14.21	\$14.47
	5	\$16.15	\$16.45
	6	\$18.36	\$18.70
	7	\$20.87	\$21.26
	8	\$23.73	\$24.17
	9	\$26.97	\$27.48
	10	\$30.66	\$31.24
Maximum	11	\$34.86	\$35.52
Pension Band		121	121

Table 12 (continued)
SRTECH

		Wage Area - E1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.53	\$10.73
	2	\$11.91	\$12.14
	3	\$13.48	\$13.74
	4	\$15.26	\$15.55
	5	\$17.26	\$17.59
	6	\$19.53	\$19.90
	7	\$22.10	\$22.52
	8	\$25.01	\$25.48
	9	\$28.30	\$28.84
	10	\$32.02	\$32.63
Maximum	11	\$36.23	\$36.92
Pension Band		123	123

		Wage Area - G2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$10.62	\$10.82
	2	\$11.99	\$12.22
	3	\$13.55	\$13.80
	4	\$15.30	\$15.59
	5	\$17.28	\$17.60
	6	\$19.51	\$19.88
	7	\$22.04	\$22.45
	8	\$24.89	\$25.36
	9	\$28.11	\$28.64
	10	\$31.74	\$32.35
Maximum	11	\$35.85	\$36.53
Pension Band		122	122

		Wage Area - G3	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.88	\$10.07
	2	\$11.22	\$11.43
	3	\$12.74	\$12.98
	4	\$14.46	\$14.74
	5	\$16.42	\$16.73
	6	\$18.64	\$19.00
	7	\$21.16	\$21.57
	8	\$24.03	\$24.49
	9	\$27.28	\$27.80
	10	\$30.98	\$31.57
Maximum	11	\$35.17	\$35.84
Pension Band		121	121

Table 11 (continued)
AR

		Wage Area - X1	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$8.98	\$9.15
	2	\$10.33	\$10.52
	3	\$11.88	\$12.10
	4	\$13.66	\$13.92
	5	\$15.71	\$16.01
	6	\$18.07	\$18.41
	7	\$20.78	\$21.17
	8	\$23.89	\$24.35
Maximum	9	\$27.48	\$28.00
Pension Band		111	111

Table 12
SRTECH

		Wage Area - C1	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$11.04	\$11.25
	2	\$12.49	\$12.73
	3	\$14.14	\$14.41
	4	\$16.00	\$16.31
	5	\$18.11	\$18.46
	6	\$20.50	\$20.89
	7	\$23.20	\$23.64
	8	\$26.26	\$26.75
	9	\$29.71	\$30.28
	10	\$33.63	\$34.27
Maximum	11	\$38.06	\$38.78
Pension Band		125	125

		Wage Area - C2	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$10.73	\$10.93
	2	\$12.18	\$12.41
	3	\$13.82	\$14.08
	4	\$15.69	\$15.98
	5	\$17.81	\$18.14
	6	\$20.21	\$20.59
	7	\$22.94	\$23.37
	8	\$26.03	\$26.52
	9	\$29.55	\$30.10
	10	\$33.53	\$34.17
Maximum	11	\$38.06	\$38.78
Pension Band		125	125

Table 9 (continued)
SS-2

		Wage Area - X1	
		Effective	Effective
Step		6/10/2012	6/9/2013
Minimum	1	\$8.61	\$8.77
	2	\$9.87	\$10.05
	3	\$11.31	\$11.52
	4	\$12.96	\$13.20
	5	\$14.85	\$15.13
	6	\$17.01	\$17.33
	7	\$19.50	\$19.87
	8	\$22.34	\$22.77
Maximum	9	\$25.60	\$26.09
Pension Band		109	109

Table 10
S-2

		Wage Area - X1	
		Effective	Effective
Step		6/10/2012	6/9/2013
Minimum	1	\$9.16	\$9.33
	2	\$10.48	\$10.68
	3	\$12.00	\$12.22
	4	\$13.73	\$13.99
	5	\$15.71	\$16.01
	6	\$17.98	\$18.32
	7	\$20.58	\$20.97
	8	\$23.55	\$23.99
Maximum	9	\$26.95	\$27.46
Pension Band		111	111

Table 11
AR

		Wage Area - P2	
		Effective	Effective
Step		6/10/2012	6/9/2013
Minimum	1	\$8.27	\$8.43
	2	\$9.56	\$9.75
	3	\$11.05	\$11.27
	4	\$12.78	\$13.02
	5	\$14.77	\$15.06
	6	\$17.08	\$17.41
	7	\$19.74	\$20.12
	8	\$22.83	\$23.26
Maximum	9	\$26.39	\$26.89
Pension Band		110	110

Table 9 (continued)
SS-2

		Wage Area - L1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$8.73	\$8.90
	2	\$9.92	\$10.11
	3	\$11.27	\$11.49
	4	\$12.81	\$13.05
	5	\$14.55	\$14.83
	6	\$16.54	\$16.85
	7	\$18.79	\$19.15
	8	\$21.35	\$21.76
Maximum	9	\$24.26	\$24.72
Pension Band		107	107

		Wage Area - P2	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$8.46	\$8.62
	2	\$9.64	\$9.82
	3	\$10.98	\$11.19
	4	\$12.52	\$12.75
	5	\$14.26	\$14.53
	6	\$16.25	\$16.56
	7	\$18.52	\$18.87
	8	\$21.10	\$21.50
Maximum	9	\$24.04	\$24.50
Pension Band		107	107

		Wage Area - T1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.12	\$9.29
	2	\$10.36	\$10.55
	3	\$11.77	\$11.99
	4	\$13.37	\$13.62
	5	\$15.19	\$15.48
	6	\$17.26	\$17.59
	7	\$19.61	\$19.98
	8	\$22.28	\$22.70
Maximum	9	\$25.31	\$25.79
Pension Band		109	109

Table 7
E-3

		Wage Area - H2	
		Effective	Effective
		6/10/2012	6/9/2013
Step			
Minimum	1	\$8.27	\$8.43
	2	\$9.43	\$9.61
	3	\$10.76	\$10.97
	4	\$12.27	\$12.51
	5	\$14.00	\$14.27
	6	\$15.96	\$16.27
	7	\$18.21	\$18.56
	8	\$20.77	\$21.17
Maximum	9	\$23.69	\$24.14
Pension Band		107	107

Table 8
SS-1

		Wage Area - T2	
		Effective	Effective
		6/10/2012	6/9/2013
Step			
Minimum	1	\$9.12	\$9.29
	2	\$10.35	\$10.55
	3	\$11.75	\$11.97
	4	\$13.34	\$13.59
	5	\$15.14	\$15.43
	6	\$17.19	\$17.52
	7	\$19.62	\$19.89
	8	\$22.15	\$22.58
Maximum	9	\$25.15	\$25.63
Pension Band		106	106

Table 9
SS-2

		Wage Area - H2	
		Effective	Effective
		6/10/2012	6/9/2013
Step			
Minimum	1	\$8.27	\$8.43
	2	\$9.50	\$9.68
	3	\$10.90	\$11.12
	4	\$12.52	\$12.76
	5	\$14.38	\$14.66
	6	\$16.51	\$16.83
	7	\$18.96	\$19.32
	8	\$21.77	\$22.19
Maximum	9	\$25.00	\$25.48
Pension Band		108	108

Table 6
TECH

		Wage Area - P2	
		Effective	Effective
		6/10/2012	6/9/2013
Step			
Minimum	1	\$9.30	\$9.48
	2	\$10.54	\$10.74
	3	\$11.94	\$12.17
	4	\$13.53	\$13.79
	5	\$15.33	\$15.63
	6	\$17.37	\$17.71
	7	\$19.68	\$20.06
	8	\$22.30	\$22.73
	9	\$25.27	\$25.76
	10	\$28.64	\$29.19
Maximum	11	\$32.45	\$33.07
Pension Band		118	118

		Wage Area - R1	
		Effective	Effective
		6/10/2012	6/9/2013
Step			
Minimum	1	\$9.35	\$9.53
	2	\$10.60	\$10.80
	3	\$12.01	\$12.24
	4	\$13.62	\$13.88
	5	\$15.44	\$15.73
	6	\$17.50	\$17.83
	7	\$19.84	\$20.21
	8	\$22.48	\$22.91
	9	\$25.49	\$25.97
	10	\$28.89	\$29.44
Maximum	11	\$32.75	\$33.37
Pension Band		118	118

		Wage Area - X1	
		Effective	Effective
		6/10/2012	6/9/2013
Step			
Minimum	1	\$9.88	\$10.07
	2	\$11.17	\$11.39
	3	\$12.64	\$12.88
	4	\$14.30	\$14.57
	5	\$16.17	\$16.48
	6	\$18.29	\$18.64
	7	\$20.68	\$21.08
	8	\$23.39	\$23.84
	9	\$26.46	\$26.96
	10	\$29.93	\$30.49
Maximum	11	\$33.85	\$34.49
Pension Band		120	120

Table 3 (continued)
TG-6

		Wage Area - X1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$8.98	\$9.15
	2	\$10.34	\$10.54
	3	\$11.90	\$12.13
	4	\$13.71	\$13.97
	5	\$15.78	\$16.08
	6	\$18.17	\$18.51
	7	\$20.92	\$21.32
	8	\$24.08	\$24.54
Maximum	9	\$27.73	\$28.26
Pension Band		112	112

Table 4
TG-7

		Wage Area - X1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$9.39	\$9.57
	2	\$10.84	\$11.05
	3	\$12.52	\$12.76
	4	\$14.46	\$14.74
	5	\$16.70	\$17.02
	6	\$19.29	\$19.65
	7	\$22.27	\$22.69
	8	\$25.72	\$26.20
Maximum	9	\$29.70	\$30.26
Pension Band		114	114

Table 5
SR-C

		Wage Area - X1	
		Effective	Effective
	Step	6/10/2012	6/9/2013
Minimum	1	\$8.98	\$9.15
	2	\$10.34	\$10.54
	3	\$11.90	\$12.13
	4	\$13.71	\$13.97
	5	\$15.78	\$16.08
	6	\$18.17	\$18.51
	7	\$20.92	\$21.32
	8	\$24.08	\$24.54
Maximum	9	\$27.73	\$28.26
Pension Band		112	112

Table 2 (continued)
TG-5

		Wage Area - X1	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$8.63	\$8.79
	2	\$9.90	\$10.08
	3	\$11.35	\$11.56
	4	\$13.01	\$13.26
	5	\$14.92	\$15.20
	6	\$17.11	\$17.44
	7	\$19.63	\$20.00
	8	\$22.51	\$22.93
Maximum	9	\$25.81	\$26.30
Pension Band		109	109

Table 3
TG-6

		Wage Area - P2	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$8.48	\$8.64
	2	\$9.76	\$9.95
	3	\$11.24	\$11.45
	4	\$12.94	\$13.19
	5	\$14.90	\$15.19
	6	\$17.16	\$17.48
	7	\$19.76	\$20.13
	8	\$22.75	\$23.18
Maximum	9	\$26.19	\$26.69
Pension Band		110	110

		Wage Area - R1	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$8.54	\$8.70
	2	\$9.84	\$10.02
	3	\$11.34	\$11.55
	4	\$13.07	\$13.31
	5	\$15.05	\$15.34
	6	\$17.35	\$17.67
	7	\$19.99	\$20.37
	8	\$23.03	\$23.47
Maximum	9	\$26.54	\$27.04
Pension Band		110	110

**Avaya-CWA Wage Schedule Tables
2012 and 2013**

Table 1
TG-3

		Wage Area - P2	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$7.72	\$7.87
	2	\$8.67	\$8.84
	3	\$9.74	\$9.93
	4	\$10.94	\$11.15
	5	\$12.29	\$12.53
	6	\$13.81	\$14.07
	7	\$15.51	\$15.80
	8	\$17.42	\$17.75
Maximum	9	\$19.57	\$19.94
Pension Band		103	103

Table 2
TG-5

		Wage Area - D1	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$8.98	\$9.15
	2	\$10.23	\$10.42
	3	\$11.66	\$11.88
	4	\$13.28	\$13.53
	5	\$15.13	\$15.42
	6	\$17.24	\$17.56
	7	\$19.64	\$20.01
	8	\$22.37	\$22.80
Maximum	9	\$25.49	\$25.97
Pension Band		109	109

		Wage Area - N1	
		Effective	Effective
		6/10/2012	6/9/2013
	Step		
Minimum	1	\$9.84	\$10.03
	2	\$11.11	\$11.32
	3	\$12.54	\$12.78
	4	\$14.16	\$14.43
	5	\$15.98	\$16.28
	6	\$18.04	\$18.38
	7	\$20.36	\$20.75
	8	\$22.99	\$23.42
Maximum	9	\$25.95	\$26.44
Pension Band		110	110