

THE UNIVERSITY OF
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Local 4319

Collective Bargaining Agreement

Between

The University of Toledo

And

Communication Workers of America Local 4319

Effective July 25, 2014 – December 31, 2016



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ARTICLE 1: RECOGNITION

1.1 **Recognition Clause:** The University recognizes Communications Workers of America, AFL/CIO, as the exclusive representative for purposes of collective bargaining with respect to all matters pertaining to wages, hours, or terms or other conditions of employment of employees of The University of Toledo in the following Bargaining Unit originally certified by SERB on May 8, 1986 in case #86-REP-2-0045:

All regular full-time and regular part-time classified civil service nonprofessional employees, excluding managerial and confidential employees, guards, supervisors, University Police, seasonal, casual employees, temporary, intermittent call-ins, student employees and faculty members.

1.2 **Modification Process:** In the event that jobs currently within the Bargaining Unit are changed, Management will notify the President of the Local; or if the Union feels that newly created positions should be placed in the Bargaining Unit, the parties will meet to discuss if the position(s) should remain, or be placed, in the Bargaining Unit. In any event, the parties may, jointly or separately, file appropriate documentation with the State Employment Relations Board regarding the inclusion in or exclusion from the Bargaining Unit of any position(s) at the University.

1.3 **Notice to Union:** The University will notify the President of Local 4319 of mergers or acquisitions with public or private business interest.

ARTICLE 2: MANAGEMENT RIGHTS

2.1 **Rights:** The University hereby retains and reserves unto itself, without limitations, all the powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Ohio, and of the United States, including the rights specified in 4117.08 (C) of the Ohio Revised Code, subject to the specific terms of this Agreement. Such rights include, but are not limited to, the right to hire, promote, transfer, assign, retain employees in positions, suspend, demote, discharge, remove or take other disciplinary action against employees for just cause, to relieve employees from duties because of lack of work or funds or other legitimate reasons, to determine the methods, means, employees or persons by which University operations shall be conducted, to direct the schedule, shift, and location of the work of employees so that the University may operate in the most efficient manner, subject only to the specific terms of this Agreement. All management rights are retained by the University, including the sole and exclusive right to manage its operation, buildings, and facilities and to direct the workforce including the rights specified in 4117.08(C) of the Ohio Revised Code, subject to the specific terms of this Agreement.

2.2 **Ohio Revised Code:** The Ohio Revised Code, Section 4117.08 (C) states management's rights as:

- 1) Determine matters of inherent managerial policy which include, but are not limited to areas of discretion or policy such as the functions and programs of the public employer, standards of services, its overall budget, utilization of technology, and organizational structure;
- 2) Direct, supervise, evaluate, or hire employees;
- 3) Maintain and improve the efficiency and effectiveness of governmental operations;

- 4) Determine the overall methods, process, means, or personnel by which governmental operations are to be conducted;
- 5) Suspend, discipline, demote, or discharge for just cause, or lay off, transfer, assign, schedule, promote, or retain employees;
- 6) Determine the adequacy of the workforce;
- 7) Determine the overall mission of the employer as a unit of government;
- 8) Effectively manage the workforce;
- 9) Take actions to carry out the mission of the Public employer as a governmental unit.

ARTICLE 3: DUES DEDUCTION AND UNION SECURITY

- 3.1 **Option for Membership:** Effective sixty (60) days following the beginning of employment, employees in the Bargaining Unit who are not members of the Union shall pay to the Union a Fair Share Fee. This does not require any employee to become a member of the Union nor shall the Fair Share Fee exceed dues paid by members of the Union who are in the Bargaining Unit. The Union shall prescribe an internal rebate procedure which conforms to Federal Law and to Ohio Revised Code 4117.09 (C). The deduction of a Fair Share Fee from the payroll checks of employees and its payment to the Union is automatic and does not require the authorization of the employee. Payments by employees holding religious conscientious objections shall be governed by Ohio Revised Code 4117.09 (C). No employee shall be required to become a member of the Union as a condition for securing or retaining employment.
- 3.2 **Dues Payment:** The regular Union dues shall be established under the terms of the CWA Constitution and certified to the University by the Union. The payroll deduction of the regular Union dues or Fair Share Fees shall be made on the first two pay days in each month during which the employee is in active pay status.
- 3.3 **Indemnification Clause:** The Union shall indemnify the University against any and all claims, demands, suits, or other forms of liability or costs that shall arise out of, or relate to, any action taken or not taken by the University for the purpose of complying with the provisions of this Article.
- 3.4 **Dues Check-Off:** The University agrees to make every effort to forward checked-off dues to the Union within two (2) weeks following the second pay day of each month, but no later than thirty (30) days. All remittances shall be mailed by the University to the Secretary/Treasurer of the Communications Workers of America at 501 3rd Street, NW, Washington, DC 20001-2797.
- 3.5 **COPE Check Off:** In addition to dues, the University shall check off payments to COPE or a designated Credit Union. The Union shall maintain a minimum of ten (10) members receiving check-off payments to COPE or a Credit Union if other than the University's. Failure to maintain the minimum requirement will result in the University ceasing check-off payments. The COPE payments shall be identified as such and forwarded to the address specified in 3.4 above on a timely basis. Where applicable, the Union shall notify the University of the proper disposition of Credit Union monies. The Communications Workers of America shall reimburse the University annually for the University's actual cost for the expenses incurred in administering the payroll deductions for COPE or the CWA Credit Union.

ARTICLE 4: NONDISCRIMINATION

- 4.1 **Discrimination Identification:** The parties hereto declare that there shall be no discrimination against any employee because of age, race, sex, color, creed, national origin, sexual orientation, marital status, religion or because such employee is a qualified individual with a disability, or membership or non-membership in the Union. No employee shall be coerced or required to join or refrain from joining the Union.
- 4.2 **Union Protection:** The parties recognize the right of all Bargaining Unit employees to be free to join the Union and to participate in lawful and contractually permitted Union activities. Therefore, the parties agree that there shall be no interference, restraint or coercion by the University or the Union against any Bargaining Unit employee because of Union membership or non-membership or because of any lawful and contractually permitted activity in an official capacity on behalf of the Union.
- 4.3 **Gender Neutrality Clarification:** The use of the masculine or feminine gender in references or titles in this contract shall be construed as including both genders and not as sex limitations unless the Agreement clearly requires a different construction.
- 4.4 **Commitment:** The parties agree to cooperate in complying with the requirements of any federal, state or local law pertaining to non-discrimination.

ARTICLE 5: SAVINGS

- 5.1 **Modifications to Contract Due to Law Change:** Should any provisions of this Agreement or any application thereof become unlawful by virtue of any Federal or State law, or pursuant to being declared invalid by an agency or court of competent jurisdiction, the rest of this Agreement shall remain in force. The parties shall meet to negotiate concerning such decision no later than 14 calendar days after entry of final judgment therein.
- 5.2 **Reopening Options:** This Agreement shall be considered reopened only as to those subjects which such court decisions and/or legislation requires reopening. Nothing herein shall prevent the parties from reopening any other item by mutual agreement, nor shall it render unenforceable any item in this contract which supersedes applicable State law when it is permissible to do so under Ohio Revised Code 4117.10 (A).

ARTICLE 6: GRIEVANCES

- 6.1 **Definition of Grievance:** The term "grievance" means any dispute involving the interpretation, application or alleged violation of a provision of the Agreement. Any Bargaining Unit employee or the Union may file a grievance.
- 6.2 **Informal Process:** Most grievances arise from misunderstandings that should be promptly resolvable on an informal basis. Before commencing the formal grievance procedure, the Bargaining Unit employee, with or without his/her Union Steward, shall first attempt to resolve the grievance informally with his/her immediate supervisor involved in the problem as soon as possible.
- 6.3 **Commitment:** The parties agree that resolution of grievances as early as possible in the grievance procedure is desirable and that once resolved it is the parties' mutual goal that additional grievances, on the same issue, should then be unnecessary. To promote early resolution of grievances the parties agree that any grievance granted which is not moved to the next step of the grievance procedure or any grievance mutually agreed upon as settled by the Union and the University at Step 1 of the grievance procedure are without precedent. If either party feels an issue is the subject of repeated grievances that issue should be

moved along the grievance procedure for resolution or arbitration.

6.4 When a grievance is granted and accepted by the Union or mutually settled, the administrator who resolved the grievance is responsible for notifying all affected parties (including but not limited to the grievant, the President of the Local, the Director of the Department, Human Resources) within ten (10) working days of the resolution.

6.5 **Formal Process:** Any grievance, which cannot be resolved informally, shall be processed in the following manner:

A. LEVEL ONE – Next Level of Supervision

- 1 The employee shall reduce the grievance to writing on a form provided by the Union and present such grievance to the grievant's administrative head or his/her designated representative within ten (10) working days after the event upon which the grievance is based occurs, or with reasonable diligence should have been known. An administrator and/or the grievant's supervisor, will hold a meeting with the steward within five (5) working days following submission of the grievance at which an attempt will be made to resolve the grievance.
- 2 Within five (5) working days after the first level meeting, the Administrator and/or the grievant's supervisor, will answer the grievance in writing on the grievance form and return it to the steward.
- 3 If the Union is not satisfied with the Level One answer, it may appeal said answer by notifying the next level of supervision in writing within five (5) working days of receipt of the answer. The grievance will thereupon proceed to Level Two.

B. LEVEL TWO – Next Level of Supervision

- 1 The union will submit in writing a request to be heard at level two to the next level of supervision from level one above within ten (10) working days after receiving the level one response. This level of supervision will hold a meeting with the steward within five (5) working days of receiving the appeal.
- 2 Within five (5) working days after the level two meeting, this level of supervision will answer the grievance in writing and supply it to the steward.
- 3 If the Union is not satisfied with the level 2 answer, it may appeal said answer by notifying the Director of Labor Relations within five (5) working days of receipt of the answer. The grievance will thereupon proceed to level three.

C. LEVEL THREE – Director of Labor Relations

- 1 The Director of Labor Relations, or his/her designated representative, will hold a third level meeting within ten (10) working days of the Union's appeal.
- 2 The grievant may be present and represented at this level by the Local Union President or his/her designee and the applicable Steward who are employees of the University and such other representatives who are not employees of the University as the Union may select.
- 3 The Director of Labor Relations shall request the attendance of those witnesses and/or Management representatives which the Union shall have demonstrated are necessary for the presentation of the grievant's case. Such witnesses will not lose pay while attending meetings at this level.
- 4 Such documentary evidence as shall be pertinent to the grievance will be available at the hearing.
- 5 Within ten (10) working days after said meeting, the Director of Labor Relations will give the University's final written decision to the President of the Local and the Union representative.

- 6 If the Union is not satisfied with the University's final decision, it may submit the grievance to the impartial arbitration under the provisions of Article 8 by written notice to the Director of Labor Relations within fifteen (15) working days after receipt of the Director's final decision.
- 7 Agreements at this level should be considered precedent setting unless mutually agreed otherwise.
- 6.6 **Grievance Information:** The grievance form shall contain the grievant's name, classification title and department or working unit, a brief statement of the grievance and the remedy sought by the grievant. The specific section of the Agreement that has been allegedly violated must be included as well as the date(s), time(s) and any other information relevant to the decision of the grievance. Copies of all grievances filed at level 1 and above will be provided by the union to the Director of Labor Relations.
- 6.7 **Grievant Participation:** A grievant may attend grievance meetings at the discretion of the Union.
- 6.8 **Compliance:** Pending resolution of any grievance processed under this Agreement, the Bargaining Unit employee involved will comply with the direction of his/her supervisor unless such direction clearly involves circumstances that could result in bodily harm to himself/herself and fellow employees.
- 6.9 **Union Representatives:** Union representatives will have no loss of pay or benefits as a result of participating in meetings under the above levels during their regularly scheduled working hours.
- 6.10 **Definition of Working Days:** Working days, as used anywhere in this Agreement, do not include Saturdays, Sundays, or holidays whether or not work is scheduled thereon.
- 6.11 **Extensions:** All time limits referred to herein may be extended by mutual agreement between the parties. Meetings shall be at mutually agreed times and locations.
- 6.12 **Failure to Respond Timely:** If the grievance is not responded to timely, then the union is awarded the grievance and the impact would be non-precedent setting (not restricted to a department).
- 6.13 **Severe Discipline:** In cases of severe discipline (20 days suspension or more) and terminations, grievances are directly advanced to level 3. After the level three response is received by the union it may accept management's decision, request mediation or proceed to binding arbitration under articles 7 or 8.

ARTICLE 7: MEDIATION

- 7.1 **Mediation Procedure:** The parties agree to utilize the following mediation process:
- A. Grievance mediation shall be established as an option which is available to the parties after the final step of the internal grievance procedure. A request to mediate must be submitted within fifteen (15) work days following the Level 3 response. If mediation is requested by a party and the other party agrees to mediate, the time lines for filing a request for arbitration will be tolled subject to the mediation procedure. A party refusing mediation must give written notice to the other party within five (5) work days of the request. If mediation is refused, applicable time limits for appealing a grievance to arbitration contained in the parties' Collective Bargaining Agreement shall commence

on the day the refusal notice is issued.

- B. The parties agree to utilize the services of the Federal Mediation and Conciliation Service, or other agreed upon mediation service. Notices of mediation requests are to be signed by the parties. Should the availability of a mediator unnecessarily delay the processing of the grievance in the opinion of either party, then either party may withdraw its consent to mediation and the grievance may proceed to arbitration.
- C. The grievant shall have the right to be present at the mediation conference.
- D. Each party shall have one principal spokesperson at the mediation conference, who shall have the authority to resolve the grievance.
- E. Any written material that is presented to the mediator shall be returned to the party presenting that material at the termination of the mediation conference. The mediator may, however, retain one copy of the written grievance, to be used solely for purposes of statistical analysis.
- F. Proceedings before the mediator shall be informal in nature. The presentation of evidence is not limited to that presented at the grievance proceedings, the rules of evidence will not apply, and no record of the mediation conference shall be made.
- G. The mediator will have the authority to meet separately with any person or persons, but will not have the authority to compel the resolution of a grievance.
- H. If no settlement is reached during the mediation conference, the mediator shall provide the parties with an immediate oral advisory decision, unless both parties agree that no decision shall be provided. The mediator shall state the grounds of his advisory decision.
- I. The advisory decision of the mediator, if accepted by the parties, shall not constitute a precedent, unless the parties otherwise agree. If either party requests, the settlement will be reduced to writing and signed by the parties.
- J. If no settlement is reached at mediation, the parties are free to arbitrate. If the parties do not accept the advisory opinion of the mediator the Union may appeal the grievance to arbitration. All applicable time limits for appealing a grievance to arbitration contained in the parties' Collective Bargaining Agreement shall commence on the day the advisory opinion is issued.
- K. In the event that a grievance which has been mediated subsequently goes to arbitration, no person serving as a mediator between these parties may serve as an arbitrator. Nothing said or done by the mediator may be referred to at arbitration. Nothing said or done by either party in the mediation conference may be used against either party in arbitration.
- L. The parties agree the mediator may conduct more than one (1) mediation conference in a day.
- M. The mediator's fee and expense, if any, as well as any associated costs of mediation administrative charges, room charges, cancellation fees, etc.) will be divided equally between the parties.

ARTICLE 8: ARBITRATION

- 8.1 **Panel Selection:** The parties shall request a panel of seven (7) arbitrators from the Federal Mediation and Conciliation Service (FMCS). Either Party may reject a first panel. Within five (5) working days following receipt of such list, the parties will meet to select the arbitrator. A flip of a coin shall decide who shall first strike a name from the list and the parties will then alternate in striking names until only one name remains. If the arbitrator thus chosen cannot serve, the parties shall request a new list and begin the selection process anew. A request for arbitration panel must be submitted to FMCS by the Union within sixty (60) days after the notice under Article 6.5(C)(6). Thereafter if the arbitrator is not selected by the parties and the hearing date scheduled within sixty (60) days, the employer may argue to the arbitrator that any back pay or monetary remedy should be tolled.
- 8.2 **Arbitration Compensations:** The University agrees to allow the Union any necessary employee witnesses time off with pay during the regularly scheduled hours to attend the hearing. The fees and expenses of the arbitration shall be borne equally by the University and the Union. The fees and expenses of the arbitration are defined as follows:
- A. The cost of a stenographer/reporter and the associated transcription costs. If only one party desires a transcript of the proceedings, the party desiring the transcript shall pay the total cost for such transcription for that party and for the arbitrator's copy. If the other party desires a copy, then the total cost of such transcription shall be shared equally by both parties.
 - B. The fees and expenses of the arbitrator used in the case, and a hearing room.
 - C. All other expenses will be borne by the party incurring them.
- 8.3 **Arbitration Decision:** The arbitrator shall be requested to render his/her decision as quickly as possible; but in any event, no later than thirty (30) calendar days after the formal close of the hearing, unless the parties agree otherwise.
- 8.4 **Arbitrability:** Only disputes involving the interpretation, application or alleged violation of a provision of this Agreement shall be subject to arbitration. The arbitrator shall have no power to add to or subtract from or modify any of the terms of this Agreement. The arbitrator's decision shall be final and binding.
- 8.5 **Preparation:** The University shall permit two (2) necessary witnesses, the involved steward and one (1) grievant two (2) hours with pay for preparation per arbitration case. If necessary, the University shall permit further reasonable time off without pay for necessary witnesses, the involved steward and grievant(s) for preparation per arbitration case. All time off (with or without pay) must be approved by the involved supervisor(s) prior to utilization, such request(s) shall not be unreasonably denied.
- 8.6 **Extension:** Time limits referred to herein may be extended by mutual agreement between the parties.

ARTICLE 9: CONTRACTING OUT

- 9.1 **Intent:** The parties do not intend to modify the University's present practice on contracting out. Both parties recognize the value of a well-trained, in house, workforce as being critical to the successful execution of the University's mission statement. The parties recognize that contracting out should be limited to work that the University determines cannot economically or efficiently be performed by Bargaining Unit employees.
- 9.2 **Consequences:** In the event of such contracting out or subcontracting, in which an employee's employment is affected, the University will insure that no employee is laid off or takes a reduction in pay as a result thereof. Upon request of the Union President, the University will discuss any such contracting out or subcontracting, and permit the Union to offer alternatives to such contracting out or subcontracting. Such discussions are not intended to delay implementation of any contracts which the University deems necessary.
- 9.3 **Non-Bargaining Work Subcontracting:** If subcontracting of non-Bargaining Unit work results in the layoff of non-Bargaining Unit employees, those employees will have no right under Article 24 to bump into Bargaining Unit positions.

ARTICLE 10: NO STRIKE/LOCKOUT

- 10.1 **No Strike / Lockout Provision:** During the term of this Agreement or any extensions thereof, there shall be no lockout, no strike, no sympathy strike, no concerted action in failing to report to duty, no failure to report for duty, no willful absence from one's position, no stoppage of work, no slow down, or abstinence in whole or in part from the full, faithful and proper performance of duties of employment. Any employee violating the provisions of this Article may be disciplined as determined appropriate by the University subject to appeal only to the grievance procedure, with the only issue to be determined by the arbitrator being whether a violation of this Article actually occurred.

ARTICLE 11: SENIORITY

- 11.1 **Definition of Bargaining Unit Seniority:** Unless otherwise provided for herein, there shall be only one (1) form of seniority which shall be a Bargaining Unit employee's total uninterrupted regular full-time or regular part-time classified civil service employment, within the Bargaining Unit, with the University.
- 11.2 **Probationary Period Defined:** All Bargaining Unit employees shall be considered probationary employees for the first one hundred twenty (120) or, where applicable, one hundred eighty (180) days of employment. Probationary employees shall not be covered by this Agreement except for wage, overtime, holiday and Union security provisions. Upon successful completion of the probationary period, a Bargaining Unit employee's seniority shall be retroactive to his/her date of hire.
- 11.3 **Termination of Bargaining Unit Seniority:** A Bargaining Unit employee's seniority shall terminate if the Bargaining Unit employee:
- A. Quits, resigns, or retires (excluding disability retirement);
 - B. Is discharged for cause;
 - C. Is laid off for a period of more than twelve (12) consecutive months;
 - D. Fails to report to work as scheduled after leave of absence or layoff;
 - E. Accepts a position out of the Bargaining Unit for a period of more than twelve (12) months. Bargaining Unit employees re-employed after termination of seniority shall not regain credit for such terminated seniority unless mutually agreed by the parties.

11.4 **Proration:** Prorated seniority for part-time Bargaining Unit employees shall continue to be calculated as follows:

$$\frac{\text{Total number of hours in active pay status}}{2080 \text{ hours for each year of employment.}}$$

11.5 **In Cases of a Tie:** If two employees have the same seniority date, the names will appear alphabetically. If two or more employees have the same last names, they shall be ranked alphabetically by the first name.

11.6 **Days Off and Job Preference:** Senior qualified employees will be given preference for shifts for particular scheduled days off and job assignments only when there is a change in operations resulting from leave of absence, vacancies or as initiated by management.

ARTICLE 12: POSITION AUDIT

12.1 **Timeframe for Requests:** No more than once during any consecutive period of 12 months, a Bargaining Unit employee may request a review of his/her job classification to determine whether he/she is working within his/her assigned classification. The employee will be afforded a reasonable opportunity to submit facts relative to the classification.

12.2 **Grievance Rights:** Position specifications and job content are the responsibility of the University; provided, however, that an employee or the Local may grieve at Level 3 the University's determination as to whether he/she is classified in the position which best corresponds to his/her actual duties.

12.3 **Job Audit Process:** An employee requesting a position audit must complete a Position Information Questionnaire which shall be available on-line through the Human Resources and Talent Development website.

Human Resources and Talent Development upon receipt of the Position Information Questionnaire and any other relevant documentation, shall forward the information to the employee's supervisor within five (5) working days. The employee's supervisor must return the Review of Questionnaire to the Human Resources Office within twenty (20) working days from the date the information was sent to the supervisor.

The Job Audit Review Committee shall consist of at least two (2) representatives from Human Resources and one (1) from the CWA. This Committee shall review all the information provided by the employee requesting the job and his/her supervisor. The Job Audit Review Committee shall complete the job audit within thirty-five (35) working days of the date the information is due to be returned to the Human Resources Office from the employee's supervisor. Parties may extend time lines by mutual agreement.

12.4 **Reclassification Process:** The parties recognize a position audit may or may not result in a reclassification. If it has been determined as a result of a position audit that an employee has been performing the duties of a higher rated classification, the University shall, within thirty (30) days from the decision of the Job Audit Committee; 1) Assign the employee to such higher rated classification and continue the duties at the new rate of pay effective the first day of the pay period which includes the day the forms were received by the Human Resources office; or 2) Remove the additional duties, keep the employee in his/her original classification and pay out of classification pay for the time from the date the audit forms were received in Human Resources and Talent Development. If the reclassified position is in the same classification series, the employee, if certified, will retain certified status. If the audit results in assignment to another classification series, civil service tests, if applicable, will be required. When a Bargaining Unit employee is reclassified, he/she shall be given notice setting forth the new classification, pay range, and wage rate.

ARTICLE 13: WORK OUT OF CLASSIFICATION

13.1 **Minimum Number of Hours:** If employees who are covered by this Agreement, perform authorized duties in a higher job classification, for more than four (4) hours in any week, such employees shall be paid for such time worked at the higher classification during that week at the rate which applies to the higher classification in which they were working. If employees are assigned to work at a lower classification, they will maintain the rate of their regular classification. However, in no case shall the University require an employee to work out of classification in order to avoid paying other employees at a premium rate of pay.

13.2 **Standards for Working out of Classification:** In order for an individual to be considered as working out of classification the employee must perform work within the first ranked duties of a higher classification or position which are not in his/her classification. The duties for the position to be temporarily filled will not be unnecessarily distributed to avoid payment under section 13.1.

ARTICLE 14: WORK BY NON-BARGAINING UNIT PERSONNEL

14.1 **Definition of Normal Job Duties:** It shall not be a violation of this Agreement for supervisors and other non-Bargaining Unit personnel to perform Bargaining Unit work which is otherwise within their normal job duties, for training purposes, or where necessary to meet operational needs. Supervisors and other non-Bargaining Unit personnel, by performing their duties, shall not displace or cause to be laid off a regular employee from a regularly scheduled assignment.

14.2 **Student Assistants:** Both parties agree that the primary mission of the University is to educate students. In academic and administrative offices, students may perform as assistants to Bargaining Unit personnel. As long as the bargaining unit member provides work direction to the student employee. At no time will a student employee permanently fill a vacant bargaining unit position. The hiring of student assistants will not cause a Bargaining Unit member to be displaced or laid off.

14.3 **Definitions of Temporary Agency, Intermittent and Non-Student Part Time:** In order to meet operational needs and maintain flexibility, the University utilizes intermittent employees. However, management and the union agree that use of such employees should not be abused. Therefore, Union and Management agree as follows:

TEMPORARY AGENCY EMPLOYEES: A Bargaining Unit position may be filled by an employee from a temporary agency on an interim as needed basis; however, the agency employee shall not work in a bargaining unit position for more than one thousand (1000) hours per calendar year without the mutual agreement of both Union and Management. In regard to a Bargaining Unit position for which a temporary agency employee is working, if the Bargaining Unit employee 1) exhausts all leave rights or 2) advises the University in writing that he/she does not intend to return to work, Management will advise the Union and the position will be posted in accordance with Article 24 upon exhaustion of any contractual payments to the employee.

INTERMITTENT CALL-INS (1410s/61902/H6s) EMPLOYEES:

Employees' hours will be diligently monitored by Human Resources to ensure working hours do not exceed the established hours of work per year (1000 hours for object code 1410/61902/H6s and employees shall not be rolled over to another object code or hired through a temporary agency in order to continue performing in the same capacity.

In the event a vacant bargaining unit position filled by a temporary agency employee or intermittent call-in reaches the maximum allotted hours it shall be considered necessary and filled in accordance with Article 24.

14.4 **Reporting:** Information provided to the Union under Article 39.7 will include a total of all hours the employee has worked year to date.

ARTICLE 15: HOURS OF WORK AND OVERTIME

- 15.1 **Work Week Defined:** Forty (40) hours shall be the standard workweek for all permanent full-time, regular employees, and normally consists of five (5) consecutive days of eight (8) hours per day. However, the work schedule, shift times, and hours may vary significantly due to numerous University requirements and, accordingly, the parties agree that such needs will sometimes necessitate adoption of variable hours/days (or, after consultation with the Union 4/10 schedules) or other changes in employee work schedules, shift, hours or location as determined and directed by Management. It is understood and agreed that except by mutual agreement, there shall be no split shifts for full-time employees.
- 15.2 **Flex-Time Defined:** Where practical and feasible, flex-time may be utilized. Flex-time is defined as a change in a regular schedule requested by the employee(s) and agreed to by Management. Flex-time may include, but is not limited to, variable starting and ending times and other flexible hour concepts. It is understood the flex-time request must be to the mutual benefit of the employee and the University. Management's approval of flex-time must be obtained by the employee prior to its implementation.
- 15.3 **Schedule Change:** In the event it becomes necessary for the University to change a regular work schedule employees will be given ten (10) working days notice of schedule changes. Schedule changes shall not be made to avoid the payment of overtime. In an emergency situation, or where a schedule change could not reasonably have been anticipated, less than ten (10) days notice may be given, but not solely to avoid the payment of overtime.
- 15.4 **Definition of Pay Week:** For the purpose of computation of pay, the pay week is defined as Saturday 12:01 A.M. through Friday midnight.
- 15.5 **Computation of Overtime:** All hours on active pay status in excess of forty (40) hours in any one pay week shall be paid at the rate of time and one-half the employee's regular rate of pay unless compensatory time pursuant to the following is elected. Active pay status is defined as actual hours worked, pre-approved vacation, personal, sick incentive and comp time.
- A. Up to 160 hours of compensatory time may be accrued after which payment will be made for all hours worked. If an employee wants to take compensatory time at time and one-half in lieu of overtime (time and one-half) payment that choice must be clearly indicated on the appropriate overtime card.
 - B. If overtime work is performed in an employee's normal employing unit (cost center); he/she may elect to take either overtime pay or compensatory time off. However, when the overtime work is performed in, or for, another department or cost center, that overtime will be on a paid basis except by mutual agreement between the employee and his/her immediate supervisor.
 - C. Compensatory time must be used (at a time which is mutually convenient to the employee(s) and his/her supervisor) within 120 days from the time it was worked. If not, payment will be made for the accrued and unused time.
 - D. Payment for accrued compensatory time upon termination of employment will be calculated at the average regular rate of pay for the final three (3) years of employment, or the final regular rate received, whichever is the higher.

ARTICLE 16: OVERTIME EQUALIZATION AND TREATMENT

- 16.1 **Equalization of Overtime:** University will equalize overtime among eligible employees, by seniority, who normally work in the same work unit as that in which the overtime is required. Upon request by the President of the Local, the Director of Labor Relations or their designee will review the overtime worked within a particular work unit with a view towards equalizing overtime if desired by the employee(s) in question. Work units will be those mutually agreed to by the President of the Local and the Director of Labor Relations or their designees.
- 16.2 **Posting of Overtime:** Overtime hours for each employee in a work unit shall be posted so that it is available for each employee in these departments to check his/her overtime status. Overtime lists will start each calendar year on January 1 at 12:00 A.M. and end on December 31 at 11:59 P.M.
- 16.3 **Overtime Offering:** If overtime work is requested by supervision, it will normally be offered to available, qualified, most senior employees, with the least number of overtime opportunity hours within a work unit, as defined and agreed to under Article 16.1.
- 16.4 **Additional Break/Lunch During Overtime:** Whenever an employee is assigned an overtime opportunity and such assignment requires him/her to work for more than ten (10) consecutive hours, the employee will be granted a fifteen (15) minute break at the beginning of the 10th hour, and each two (2) hours thereafter, and a thirty (30) minute paid meal break will be given after four (4) consecutive hours of overtime, provided the employee is scheduled to work at least two (2) more hours. Scheduling of breaks and lunch period shall be by agreement with the immediate supervisor.
- 16.5 **Bypass of Overtime:** In the event that the equalization of overtime is not followed, the employee(s) that were bypassed without legitimate reason will be compensated for the same number of hours worked as the employee who worked.
- 16.6 **Overtime for Probationary Employees:** Overtime opportunities will be offered to a probationary employee(s) after the opportunity has been offered to all other non-probationary employees within the work unit.

ARTICLE 17: CALL-IN PAY

- 17.1 **Call In Pay Entitlement:** When a Bargaining Unit employee is called to report to work, under direction of an authorized supervisor at times other than that contiguous to the employee's normally scheduled shift, he/she shall be entitled to a minimum of four (4) hours of pay at time and one-half. Any work in excess of four hours will also be at the time and one-half rate of pay.
- 17.2 **Compensation for Work Performed from a Remote Location:** When a Bargaining Unit employee is called at home to perform work, without being called into the University, under the direction of an authorized supervisor, he/she shall be entitled to a minimum of two (2) hours pay at time and one half. Any work in excess of two (2) hours will also be at time and one-half rate of pay.
- 17.3 **Compensation for Consultation from a Remote Location:** When a bargaining unit employee is called at home to assist in trouble shooting, via consultation without being called in to the University, the employee shall be entitled to one hour pay at time and one half. If the phone assistance results in an employee needing to come in to the University, the one-hour will be included in calculating the four-hour minimum for call in.

ARTICLE 18: REST PERIODS

- 18.1 **Duration of Lunch Period:** Due to the variety of operations throughout the University lunch periods may range from 30 - 60 unpaid minutes in duration. It is a manager's prerogative to determine the appropriate lunch schedule. The lunch period should normally occur during the middle portion of the workday.
- 18.2 **Working Through / During Lunch Period:** If the University requires an employee to perform their job duties through part or all of their scheduled lunch period, the lunch period will be considered as part of the work day and the employee will be compensated at the appropriate rate of pay. In some departments such as Campus Police, Student Medical Center, and 2nd and 3rd shifts in Facilities, the nature of the work may require that the employee remain on call during the lunch period. Under these conditions, the lunch period will be considered part of the workday and compensated at the appropriate hourly rate.
- 18.3 **Rest Periods:** Bargaining Unit employees may take a paid rest period of not more than fifteen (15) minutes for each half day of work at the time approved by the employee's immediate supervisor. The University shall provide and maintain break facilities. The University shall notify the Union of relocation of existing break facilities. When permanently relocating break facilities such facilities shall be similar in size and quality to the original.
- 18.4 **Rest Periods for 4/10 Schedules:** All Bargaining Unit employees scheduled to work a 4/10 schedule may take three (3) rest periods consisting of two (2) fifteen (15) minute breaks and one (1) ten (10) minute break. The first fifteen (15) minute rest period may be taken during the first half day of work. The second fifteen (15) and third ten (10) minute rest periods will be taken during the second half day of work. All three rest periods will be taken at a time approved by the Bargaining Unit employee's immediate supervisor.

ARTICLE 19: CLEAN-UP TIME

19.1 **Clean Up Time Defined:** Bargaining Unit employees performing manual labor will be granted a five (5) minute clean-up time before lunch (or any other on-shift meal according to shift worked), and another five (5) minute clean-up time before the end of the shift. Where additional clean-up time is justified by the nature of the work performed, the immediate supervisor may authorize additional time.

ARTICLE 20: HOLIDAYS

20.1 **Holidays and Pay Identified:** The Bargaining Unit shall observe the following holidays:

- New Years Day - January 1st
- Martin Luther King Day - 3rd Monday in January
- Memorial Day - Last Monday in May
- Independence Day - July 4th
- Labor Day - 1st Monday in September
- Veteran's Day - November 11th
- Thanksgiving Day - 4th Thursday in November
- Day after Thanksgiving - 4th Friday in November
- Day before or after Christmas - 24th or 26th of December
- Christmas Day - 25th of December

Bargaining Unit employees not required to report to work on a holiday will be compensated at their regular rate of pay for hours not worked on the holiday.

20.2 **Observance Identified:** A holiday that falls on a Saturday will be observed on the preceding Friday. A holiday that falls on a Sunday will be observed on the succeeding Monday.

20.3 **Pay for Holiday Worked:** The University will not schedule holiday work unless, in its judgment, a failure to work would impair operations. Anyone required to work on a holiday shall be paid time and one-half for all hours worked in addition to their regularly scheduled holiday pay.

20.4 Employees must work their last scheduled shift before and the first scheduled shift after the observed holiday in order to receive holiday pay unless on approved vacation, approved personal time, or approved FMLA.

ARTICLE 21: LEAVES OF ABSENCE

- 21.1 **Funeral Leave:** In the event of a death in a Bargaining Unit employee's immediate family, the Bargaining Unit employee will receive leave with pay, with all but one day charged to available sick leave, provided the period does not exceed five (5) working days. For the purpose of this paragraph the immediate family is defined as: Spouse, parents, children, grandparents, siblings, grandchildren, brother-in-law, sister-in-law, daughter-in-law, son-in-law, mother-in-law, father-in-law, or a legal guardian or other person who stands in the place of a parent (in loco parentis). In the event of death of an employee's uncle, aunt, nephew, or niece, the Bargaining Unit employee will receive one day of leave pay charged to available sick leave. All funeral/memorial leave must be utilized within 30 calendar days from the day of death unless supporting documentation is provided and prior approval is received from the supervisor.
- 21.2 **Jury Duty:** A Bargaining Unit employee serving on jury duty or ordered to appear before any court as a witness shall be paid for jury duty or witness appearance. A Bargaining Unit employee shall not be required to render monies received from the courts to the University. Personal legal matters shall not be covered under this Article.
- 21.3 **Military Leave:** Ohio Administrative Code 123:1:34-04, 05, and 06, or any successor language shall govern military leaves.
- 21.4 **Family & Medical Leave:** Family leave shall be granted to any Bargaining Unit employee upon the written request of the employee for personal illness, or to care of any seriously ill biological or adopted child or member of the immediate family. When requesting family leave for personal illness the employee must submit medical documentation, which must include expected date of return. When requesting family leave for the care of an immediate family member the employee must submit documentation explaining the need for the employee to provide the care and an expected date of return. Immediate family for the purpose of this Article shall be defined as child, spouse, and parent. Bargaining Unit employees will be required to exhaust existing sick leave and vacation balances down to forty (40) hours each and then be placed in an unpaid status. The Bargaining Unit member may choose to go below the forty (40) hour cap. Up to six (6) months of unpaid leave with no loss of medical benefits may be granted upon written request at the discretion of the appointing authority or designee. Such request for unpaid leave shall not be unreasonably denied.
- 21.5 **Unpaid Personal Leave:** Unpaid personal leaves of absence may be granted for a maximum duration of six (6) months.
- 21.6 **Return to Work Rights:**
- a. Upon returning from personal leave, family leave or sick leave of less than six (6) months the individual shall be assigned to the same position and work location as that held prior to leave.
 - b. Should any paid leave exceed six (6) months the individual will be assigned to an available same or similar position.
 - c. In the case of OPERS disability, military, or educational leaves exceeding six (6) months, the individual will be assigned to a position similar to that held prior to going on leave.
- 21.7 **Return to Work Prior to Expiration Date:** If an employee elects to return from leave before the leave expires, the University shall honor that request if all proper conditions have been met upon fourteen (14) days advance notice.

21.8 **Educational Leaves:** Educational leave may be granted for up to two (2) years of absence. After six (6) months on leave, employees must give a thirty (30) day notice of returning early. Prior seniority will not go into effect until one month after return to the payroll.

21.9 **Personal Days:** Each employee is entitled to three (3) personal days per fiscal year (July 1 through June 30) upon written request to the immediate supervisor. These personal days shall be deducted from sick leave and may not be used a day prior to or a day following, a holiday or vacation period unless approved three (3) days in advance by the employee's supervisor.

No more than one (1) employee per work unit shall take personal leave on the same day except by permission of the immediate supervisor. Personal leave requests shall be considered in order of receipt. Personal leave shall not be granted for other gainful employment, or during a time when vacation may not be scheduled. Personal leave shall be reported utilizing a standard University absence report, checking "Other" on the absence report, and indicating Personal Leave.

ARTICLE 22: SICK LEAVE

22.1 **Accrual Rate:** Sick leave is accumulated at the rate of .058 per hour of pay. Sick leave accumulation is unlimited time. Part-time employees receive sick leave accumulation at a pro-rated basis per hours worked.

22.2 **Justifiable Usage:** Bargaining Unit employees may use accrued sick leave for absence due to personal illness, injury, exposure to serious contagious disease which could be communicated to other employees, or for illness, injury, in one's immediate family. Immediate family is defined as spouse, child, parent, and a legal guardian or other person who stands in the place of a parent. A child placed for adoption or foster care is not an immediate family member. An adopted child, for whom adoption is final, is an immediate family member. For purposes of confirmation of family relationship, the University of Toledo may require the employee giving notice of the need for leave to provide reasonable documentation or statement of family relationship.

22.3 **Proper Notification Defined:** When a Bargaining Unit employee is unable to report to work he/she is to notify his/her supervisor, or supervisor designee, within one half-hour prior to his/her scheduled reporting time. Employees will be informed of the names of supervisors and/or designees who are to be called concerning inability to work due to illness. Bargaining Unit employees may leave messages on voice mail as long as they explain the need for the absence; such as, personal illness, family illness. When a Bargaining Unit employee reports an absence a possible return time should be stated. In continuous operations, which require coverage 24 hours a day, seven days a week, notification shall be made at least two (2) hours before scheduled reporting time. Employees shall be eligible for sick leave payment if they are prevented from calling in prior to the shift by acts of nature or other events documented by a police accident report, hospital admission, or emergency room slip.

22.4 **Return to Work Certificate:** When absent five (5) or more consecutive work days or the absence required hospitalization, for reasons of the employee's health, the employee, as a condition of returning to work, shall present a release from the employee's physician, stating that the employee is fit to return to work, to the employer's designee. The employer's designee may confirm said release with the member's personal physician.

- 22.5 **Return to Work with Restrictions:** When an employee's personal physician has released the employee to report back to work with restrictions, Management will consider such release on a case by case basis. Such release must take into consideration the employees job duties as listed on the employee's job description or State classification specification.
- 22.6 **Transitional Work Program:** The University and the Union are committed to the tenets and concepts of the Transitional Work Program. This program was developed by the Union and Management working with the Bureau of Workers Compensation. The program will allow Bargaining Unit employees to come back to work on a gradual basis after they have incurred an on the job injury. A copy of this program is attached in Appendix A. This attachment is for reference only, should changes be needed in the program such changes shall be done in accordance with the Transitional Work Program policy and procedures manual.
- 22.7 **Patterns of Abuse:** Employees seeking to utilize sick leave shall not be required to state the nature of the illness, but shall give some explanation such as: personal illness, family illness, doctor's appointment, workers compensation, etc. However, employees who have a pattern of absences or other circumstances which suggest abuses of sick leave may be required to submit a physician's statement justifying use of sick leave. If such a pattern or circumstances continues, the University may require the employee to be examined by a physician of the University's choosing and at the University's expense.
- 22.8 **Credit for Unused Sick Leave:** Employees hired after December 29, 1992, who have previous service with political subdivision(s) of the State, will not receive University credit for any prior unused sick leave.

ARTICLE 23: LAYOFF AND RECALL

- 23.1 **Union Notification:** In the event it becomes necessary to permanently reduce the workforce, the University shall notify the Local Union President at least twenty-one (21) days before any layoff goes into effect. The University and the Union shall meet during this twenty-one (21) day period to discuss possible alternatives to a layoff. The University will provide the Union a copy of the bargaining unit seniority list, written justification of the action and other relevant documentation at this time.
- 23.2 **Layoff Process Required:** If it becomes necessary to layoff Bargaining Unit employees, the provisions of Section 124.321 through 124.326 of the Revised Code and Chapter 123:1-41 of the Administrative Code, or any successor language, shall apply with the exception: Bargaining Unit Seniority will substitute for retention points.
- 23.3 **Recall Process Required:** The reinstatement (recall) policy shall be implemented as outlined in Section 124.327 of the Revised Code or Chapter 123:1-41 of the Administrative Code, or any successor language with the exception: Bargaining Unit seniority will substitute for retention points.
- 23.4 **Layoff Jurisdiction Defined:** For layoff purposes, the layoff jurisdiction shall be the University, as defined in the Administrative Rules of the Director of Administrative Services not separate departments or colleges.
- 23.5 **Temporary Layoffs:** Temporary layoffs (i.e. for less than thirty (30) calendar days) shall be by University seniority within affected job classifications, subject to ability to perform the available work. If it becomes necessary to convert a temporary layoff to a permanent layoff, the University will notify the Union at which time the provisions of Sections 23.1, 23.2, 23.3 and 23.4 of this Article will then apply and the temporary layoff may be extended until the permanent layoff takes effect.
- 23.6 **Appeal Process:** Any appeal or challenge to University actions regarding the layoff or recall of Bargaining Unit employees shall be subject to the Grievance and Arbitration provisions of this Agreement.

ARTICLE 24: JOB POSTING

- 24.1 **Posting Timeline:** An open Bargaining Unit position shall be posted within thirty (30) working days once the University's internal request to hire is approved. When a regular classified position included in the Bargaining Unit becomes vacant, which management determines to fill, it shall be filled in the following manner.
- 24.2 **Bidding Timeline:** Vacancies will be posted on-line through the Human Resources and Talent Development website. The posting will indicate the civil service title of the position, the shift and days if other than Monday through Friday, and normal day hours, the skills, experience, education, and other required and preferred qualifications and abilities necessary for the position. The position posting shall be made for four (4) working days not including the day of posting.
- 24.3 **Interviewing:** Those University employees who submit their internal application online prior to the posted deadline and include how they meet the minimum qualifications listed for the position will be evaluated by the Human Resources and Talent Development Department. Those who pass any appropriate skills or written test and meet the posted qualifications shall be interviewed by the supervisor(s) of the department where the vacancy exists. If the University receives more than five (5) bids for the posted vacancy,

management will interview the five (5) most senior applicants who meet the minimum qualifications.

- 24.4 **Role of Seniority:** Where mechanical skills, performance and attendance records and the other abilities and qualifications considered essential to the performance of the job are essentially equal, the senior employee shall be awarded the position. Should the senior employee not be selected the hiring department shall furnish the Human Resources and Talent Development with specific written reasons for the non-selection of the individual which will be made available to the employee.
- 24.5 **Grievability:** Should the senior non-selected employee dispute the decision a grievance may be filed by the Union within ten (10) days of notification to the employee at Level 3. The grievance shall be processed in accordance with Article 6 of the Agreement.
- 24.6 **Notification:** Should the individual not be selected he/she shall be furnished with written reason(s) for their non-selection. Notification shall normally be made within five (5) working days.
- 24.7 **Reclassification Based On Job Audit:** The provisions of this Article shall not apply to a position which is occupied by a Bargaining Unit member and is subject to a job audit and subsequent reclassification.
- 24.8 **Minimum Applicants:** Where only one (1) employee bids on a posted vacancy and meets the minimum qualifications as determined by the University, that candidate shall be accepted by the department unless the department can provide written documentation as to why the candidate is unacceptable. Documentation shall include specific deficiencies in skills, abilities or other abilities necessary to perform the position in a manner which meets departmental needs. If the bidder is determined to be unqualified under this section, and provided the University acts in good faith and without personal favoritism, the University may select non-Bargaining Unit applicants to fill such vacancy to meet affirmative action requirements or because a more qualified non-Bargaining Unit person is available.
- 24.9 **Restrictions on Bidding:** Employees with eight (8) years or more of service may not receive a lateral transfer, promotion or voluntary demotion more than once in any 9-month period. Employees with less than eight (8) years of service may not receive a lateral transfer, promotion, or voluntary demotion more than once in any 12-month period. The University or Union may upon mutual agreement, waive this provision of the Agreement.
- 24.10 **Probationary Period:** Employees awarded a bid to a higher classified position or a lateral transfer or demotion to a different classification series, shall serve an appropriate (120 or 180 day) probationary period. If the lateral transfer or demotion is within the same classification series as their current position, they shall serve a 45-day probationary period.
- 24.11 **Request to Return:** Employees may request transfer back to the same (or by mutual agreement, a similar) position within the first thirty (30) days after transfer to a different position. In the event that management does not grant the request, then 24.9 is automatically waived. Should the individual return to the prior position they shall be prohibited from requesting another transfer/demotion for a period of one (1) year from the returned date.

Employees may request transfer back to the same (or by mutual agreement, a similar) position within the first thirty (30) days after promotion to a different position. Should the individual return to the prior position they shall be prohibited from requesting another promotion for a period of six (6) months. These limits on future transfer/promotion may be waived by mutual agreement upon the presentation of special circumstances by the Union.

24.12 **Departmental Bidding:** Management may offer employees, by University seniority, the right for a voluntary lateral transfer or voluntary demotion by department prior to posting a position.

ARTICLE 25: SAFETY

25.1 **Safety Committee Representation:** Each year the Union shall designate four (4) employees to serve as its representatives on the University Safety Committee. The representatives named to serve on the Safety Committee shall suffer no loss of pay for time necessarily spent in meetings of the Safety Committee during their regularly scheduled working hours.

25.2 **Safe Working Conditions:** The University agrees to maintain safe working conditions. Employees are responsible for reporting any unsafe conditions or practices and for properly using and caring for the tools and equipment furnished by the University. It shall not be a violation of this Agreement where an employee, in good faith because of dangerous or unhealthful working conditions which are abnormal to his/her normal duties, stops work after notifying his/her supervisor, until such time as the University's Safety and Health Coordinator or designee reviews such conditions and determines them not to be abnormally dangerous and unhealthful. Nothing in this paragraph shall be construed as to prevent an employee from filing a grievance.

25.3 **Safety Equipment/Personal Protection Devices:** Where directed by the University (or mandated by the University Department of Safety and Health), safety helmets, safety shoes and/or safety eyeglasses will be worn by the employees. Safety helmets and any other required protective clothing when required will be furnished by the University. Employees required to wear prescription and/or VDT eyeglasses will be provided such glasses by the University, at the department's expense, with one (1) pair of prescription safety and/or VDT eyeglasses every two (2) years, provided the employee furnishes a copy of his/her prescription to the Department of Safety and Health. The Department of Safety and Health shall procure the prescription safety/VDT glasses. Should an employee procure safety glasses through VSP or by other means, the University agrees to reimburse the cost by no more than the cost of the glasses through the Department of Safety and Health. When prescription safety glasses are damaged in the line of duty the eyeglasses shall be replaced at the department's expense. For employees not requiring prescription glasses, safety eyeglasses will be made available by the University, at the department's expense.

25.4 **First Aid Equipment:** Adequate first aid equipment shall be provided and maintained at appropriate locations. The University shall make a good faith effort to make available first aid kits for departmental purchase.

25.5 **Safety Training Calendar:** The University and the University Safety Committee will establish and publish an annual safety calendar of safety training events and programs.

ARTICLE 26: UNIFORMS AND TOOLS

- 26.1 **Tools:** The University shall provide, at no cost to the employee, tools that the department requires the employee to use. Employees are responsible for tools and equipment lost or damaged through employee negligence. Cost of tools not returned by the employee at the time of termination, or transfer to a position not requiring them, shall be withheld from the employee's paycheck.
- 26.2 **Uniforms:** The University will provide five (5) sets of uniforms for all maintenance, grounds, lab machinists, and custodial employees in their first year of employment and three (3) sets in each subsequent year. After the first year of employment, the University will provide the economic equivalent of the required sets of uniforms to be applied to uniforms or additional items (i.e. coats, T-shirts, winter weather pants). These additional items shall be approved by mutual agreement between Management and the Union. Changes in items provided may be made by mutual agreement. Employees who have uniforms which have been damaged or destroyed through an accident on the job or by job related work may request the uniform be replaced via a voucher program. Such requests will not be unreasonably denied. Grounds Department employees and third shift Building Services employees who are required to perform at least two (2) hours of continuous snow removal work during the winter season will be provided two (2) sets of thermal under garments each year.
- 26.3 **Shoes:** Where employees are required to wear safety shoes, the University will furnish one (1) pair of shoes every two years for each employee required to wear them. The cost shall not exceed \$135.00. Grounds Department employees will be provided winter foot wear in the first year of the agreement.

ARTICLE 27: VACATIONS

27.1 **Accrual Rates:** The vacation entitlement of each Bargaining Unit employee shall be as follows:

Length Of Service	Vacation Accrual
Completion of initial probation through 3 years	.038 per compensated hour
4 years through 7 years	.048 per compensated hour
8 years through 11 years	.058 per compensated hour
12 years through 14 years	.067 per compensated hour
15 years through 19 years	.077 per compensated hour
20 years through 24 years	.087 per compensated hour
25 years or more	.096 per compensated hour

Employees shall forfeit their right to take or to be paid for any vacation leave to their credit that is in excess of the accrual for three (3) years. Such excess leave shall be eliminated from the employee's vacation leave balance.

27.2 **Separation Payout:** For an employee hired prior to January 1, 1996, compensation for unused vacation time at the time of separation from University service shall be for all accrued and unused vacation not to exceed three (3) years of accrual. For all employees hired after January 1, 1996, compensation for unused vacation time at the time of separation from University service shall be for all accrued and unused vacation not to exceed 320 hours.

27.3 **Vacation Conversion to Sick:** If an employee, while on vacation, contracts an illness, or accident, or injury, or experiences a death in the family, which would have warranted a paid leave had the employee been at work, he/she shall be allowed, upon showing of proper documented evidence, to charge such absence to the appropriate paid leave rather than charged to vacation time.

27.4 **Vacation Preference List:** A vacation preference list will be posted on the first work day of April and shall remain posted until April 15. When two (2) or more Bargaining Unit employees choose the same vacation time and operational needs require the limitation of the number of Bargaining Unit employees who can be off, the most senior Bargaining Unit employee who signs the preference posting by April 15 will be given first choice. Members who fail to sign the preference posting by April 15 will be granted available vacation slots on a first-come, first-served basis.

27.5 **Special Requests:** If an employee asks for a special day of vacation in writing at least five (5) working days in advance, the supervisor must approve or deny the request within two (2) working days. If an employee requests such a special vacation day less than five (5) working days in advance, the supervisor must approve or deny the request as soon as is practicable thereafter.

27.6 **Vacation Restrictions:** Recognizing the varied operational needs of the University, the Union agrees that Departments may, with reasonable notice, declare that at certain specified times of the year, vacation time will not be approved or that the number of individuals on vacation at any given time may be limited.

ARTICLE 28: EDUCATIONAL BENEFITS

28.1 **Eligibility:** For the purpose of this Article employee shall be defined as:

- A. Full-time permanent Bargaining Unit employees shall be eligible for payment of the tuition and general fees for no more than eight (8) hours per semester for undergraduate, graduate, and for Law.
- B. Bargaining Unit employees with an FTE of .50 or higher shall be eligible for fee payment benefits in proportion to the percentage of full-time which the employee works.

28.2 **Probationary Employees:** Probationary employees will be eligible for the fee payment benefit beginning the first full semester after the date of hire.

28.3 **Spousal Benefit:** For the purpose of this Article, spouse shall be defined as the legal spouse or domestic partner of a Bargaining Unit employee. The spouse or domestic partner of an employee shall not be eligible for fee payment benefits until the employee has completed one (1) continuous year of University employment.

28.4 **Definition of Dependent:** For the purpose of this Article, dependent shall be defined as an individual dependent child (natural child, step child, or adopted child) who is actually claimed as a personal exemption under the provisions of Section 151 of the Internal Revenue Code, a full time University of Toledo student (minimum of twelve credit hours) and unmarried until the end of the calendar year in which the child turns age twenty four. The dependent child of an employee shall not be eligible for fee payment benefits until the employee has completed one (1) continuous year of University employment.

28.5 **Relevant Fees:** Payment of fees for employees include tuition, general application and new student registration fee.

28.6 **Fee Exemptions:** The spouse of an employee hired prior to December 31, 1995 shall be eligible for payment of the general fee for undergraduate courses. The spouse of an employee hired after December 31, 1995 shall be required to pay all general fees.

28.7 **Relevant fees for Spouses / Domestic Partners and Dependents:** Payment of fees for spouse / domestic partner and dependents include tuition, application and new student registration fees.

28.8 **Graduate Level Benefit for Spouses / Domestic Partners and Dependents:** The employee has to be a full time active employee for spouse/domestic partner and dependents to be eligible for selected programs. Covered fees include application fee, new student registration fee and 50% of tuition.

28.9 **Me Too Fee Benefits Increase:** If the fee benefits covered in Article 28.1 through Article 28.7 are increased for other groups of University employees, these increases will apply to this Bargaining Unit also.

28.10 **Survivor Benefit:**

- A. In the case of the death of a Bargaining Unit employee who has completed five (5) years of service with The University of Toledo, or is a retiree, the fee payment entitlement shall continue for the surviving spouse so long as he or she has not remarried and for any dependent children of the decedent, including any child conceived but not born at the time of the employee's death.

B. Fee payment benefits for the surviving spouse and/or children of a deceased Bargaining Unit employee shall be administered in accordance with the Collective Bargaining Agreement in effect at the time the entitlement is used.

- 28.11 **Reciprocals and related fee payment programs:** Employees are only eligible to enroll in courses at Bowling Green State University, which are not available at The University of Toledo. All fees are paid for the maximum of six (6) credit hours per semester for undergraduate and graduate courses. The UT/BGSU reciprocal agreement is not applicable for non-credit courses.
- 28.12 **Employee Termination:** When an employee terminates during the semester in which a fee payment is in effect for the employee, spouse or dependent, the cost of the course(s) must be paid on a pro-rated basis.
- 28.13 **Courses During Work Hours:** Employees may not take courses during working hours, unless the course(s) is a requirement for the job. However, if the course(s) is required for a degree and not offered at another time, the employee may be permitted to take the course(s) and will be required to make up the work time. The employee must receive supervisory approval and notify the Human Resources Department in writing of how this is to be done. Compensated rest periods cannot be used to make up the time; the time may be made up before or after regular hours or on Saturdays. Otherwise, arrangements must be made for unpaid leave for the time off the job resulting in a temporary reduction in pay.
- 28.14 **Pay Rate Adjustment Incentive:** A Bargaining Unit employee who has or receives a bachelor's degree from an accredited institution of higher education will receive a pay rate adjustment of two (2) percent (provided all current employees receiving this benefit would be grandfathered in).

ARTICLE 29: PARKING

- 29.1 **Permit Purchase:** The Employer will provide members the option to purchase an on campus parking permit. The charge for this permit shall be a total of \$58.00 per year, to be paid via payroll deduction in three equal payments, one at the beginning of each semester.
- 29.2 **Compliance:** Permit holders are expected to comply with all parking traffic regulations as currently issued or revised by the University.

ARTICLE 30: PUBLIC EMPLOYEES RETIREMENT SYSTEM

- 30.1 **Definition:** Bargaining Unit employees shall continue to participate in the University's Public Employees Retirement System Program for the duration of this Agreement.

ARTICLE 31: CORRECTIVE ACTION

- 31.1 **Just Cause:** The University will not discharge, suspend, or otherwise discipline employees except for just cause. Management will make a good faith effort to initiate the corrective action process within ten (10) working days after the event upon which the corrective action is based occurs, or with reasonable diligence should have been known.
- 31.2 **Investigatory Meeting:** Employees shall not be discharged or suspended without first being given an opportunity to attend a meeting where the employee may give his/her version of the events at issue. The employee may have a Union representative present. The Union will be notified of the meeting. Such a pre-suspension meeting shall not be required relative to serious offenses requiring immediate action.
- 31.3 **Progressive Discipline:** The University agrees to apply the principles of progressive discipline where appropriate. The normal application of progressive discipline is one (1) or more written reprimands and one (1) or more suspensions prior to termination. The President of the Local will be provided with a copy of any written notice of disciplinary action, suspension or discharge. It is management's intent to issue disciplinary hearing decisions within a reasonable amount of time after a pre-disciplinary hearing is held.
- 31.4 **Union Representation:** An employee may request that a Union representative be present, or another Bargaining Unit employee if a Union representative is unavailable, when disciplinary action is taken.
- 31.5 **Limitations at Investigatory Meetings:** Both Union and Management agree that there shall be no formal recording, either mechanical or stenographic, of investigatory meetings unless mutually agreed to by both Union and Management. The parties further agree that no legal counsel shall attend a pre-disciplinary meeting for the purpose of representing a Bargaining Unit Member.

ARTICLE 32: EMPLOYEE RECORDS

- 32.1 **Personnel Files:** The University will keep only one (1) official personnel folder on each employee which will be kept in the Human Resources Department at all times. Any material placed in an employee's file, which may affect that employee's job classification or performance evaluation, shall be made known to the employee involved, at which time the employee may add to the file and attach to the material, a written, signed statement of rebuttal. An employee may additionally review his/her personnel file, with or without a Union representative, or the Union may request to review personnel files, at any reasonable time during normal working hours, by appointment. Following such review, the employee and/or the Union may obtain copies of materials in the personnel files upon payment of cost to the Human Resources Department.
- 32.2 **Disciplinary Removal:** Upon written request to the Director of Labor Relations, an employee shall have the records of any disciplinary action removed from his/her personnel file, provided there have been no reprimands or disciplinary actions of a like nature for a continuous period of two (2) years.
- 32.3 **Evaluations:** Evaluations will be given to bargaining unit members at least at the mid-point and at the end of their probationary periods. Bargaining Unit employees will be evaluated each year within forty-five (45) days following their anniversary date and the evaluation shall be signed by the employee to show receipt. If the evaluations are not completed by the date due, they will be considered null and void and not placed in the employee's file, unless requested by the employee. Time lines may be extended by mutual agreement between the Union and Management. The evaluation form/online process used shall be determined by the Human Resources Department.

ARTICLE 33: EMERGENCY CLOSING

- 33.1 **Authority:** The President of the University, or his/her designee retains the sole authority to declare an emergency condition in situations in which University operations may be seriously affected by weather, natural disasters, civil disturbances, or other conditions of substantial magnitudes.
- 33.2 **Compensation:** When an emergency is declared by the President of the University, or his/her designee, Bargaining Unit employees in the affected part of the University who are scheduled to work will receive their regular compensation for any straight time hours they are not permitted to work. Bargaining Unit personnel in the affected part of the University who are required to work when other Bargaining Unit employees are excused because of the declared emergency shall be paid at the rate of time and one-half in addition to their regular compensation.
- 33.3 **Unable to Report:** When a snow / weather emergency is declared by state, county, or municipal authorities and the University chooses to remain open, supervisor(s) will take the declared emergency in consideration when authorizing requested leave. If the employee is unable to report they may elect to take available vacation, personal leave or compensatory time, provided that proper report-in procedures have been followed.

ARTICLE 34: LABOR-MANAGEMENT MEETINGS

34.1 **Ad Hoc Meetings:** Labor-Management meetings shall be arranged upon request between the University and Union to discuss matters pertaining to employee relations. Labor-Management meetings will be arranged between the Local Union President and the University or a designated representative thereof upon the request of either party. Such a meeting shall be between no more than four (4) representatives of the University and not more than four (4) representatives designated by the Union. Arrangements for such Labor-Management meetings shall be made in advance and an agenda shall be presented at the time the meeting is requested. The members of the Union shall not lose time or pay for time spent in such Labor-Management meetings. Response to a Labor-Management meeting will be given within 30 working days after the meeting.

ARTICLE 35: COMMITTEE REPRESENTATION

35.1 **Committees:** The parties recognize the unique function of committees in the University setting and the opportunities they provide for the University and the Union to mutually be involved in the activities of the University. For the following University committees, for such time as these committees are in existence, the Union may recommend annually, no later than September 1st of each year, Bargaining Unit employees for each vacancy on the following committees, who will be appointed by the President of the University to serve upon each of the following committees:

Diversity Committee (2) Job Audit Committee (1) Parking and Transit Council (1) Radiation Safety Panel (1) University Safety Committee (4)

35.2 **Additional Committees:** The President of the Local may request to recommend Bargaining Unit employees to serve on additional committees which may be formed, including search committees, or request additional Bargaining Unit employees to serve on designated committees, such requests may be granted upon mutual agreement of the Director of Labor Relations.

35.3 **Notification of Changes:** The Director of Labor Relations will make a good faith effort to notify the Local President of changes in committee functions or the addition/deletion of any committee(s).

35.4 **Good Faith Effort:** A good faith effort will be made on the part of the Local President to insure committee membership is dispersed among the membership. Management will make a good faith effort to allow employees release time for committee participation. Release time may be denied for operational needs. Release time will not be unreasonably denied.

ARTICLE 36: DISTRIBUTION OF AGREEMENT

36.1 **Distribution:** The University will provide 50 printed copies of the Agreement within thirty (30) working days of signing. The University will make available to all employees an electronic copy of the contract on the University's web site.

ARTICLE 37: NON-UNIVERSITY DUTIES

37.1 **Clarification:** Only properly authorized duties on behalf of the University shall be performed by employees on paid University time. University employees are not responsible for providing non-University related services for members of the University community. Alleged violations of this Article shall be referred to the Human Resources Department for investigation. If the employee is not able to satisfactorily resolve his/her complaint, the matter may be referred to the grievance procedure.

ARTICLE 38: UNION REPRESENTATIVES-RIGHTS-LEAVES

38.1 **Union Officers:** The University will recognize Union officers, a reasonable number of stewards, and designated staff representatives, provided that the Union notifies the University in writing of the names of such officers, staff representatives and stewards. It is the Union's responsibility to keep this list current with the University.

38.2 **Non-Employee Officers on Campus:** The University agrees that no more than three (3) non-employee officers and representatives of the Union shall be admitted to any one (1) of the University's facilities and sites during working hours. Such visitations shall be for the purpose of ascertaining whether or not this Agreement is being observed by the parties, to participate in the adjustment of grievance and to attend other Union meetings. The Director of Labor/Employee Relations will be informed as to the necessity of the utilization of this Article.

38.3 **Representation Duties of Local Union Representatives:** Local Union representatives may, during normal working hours, without loss of time or pay, handle grievances after having received permission from their immediate supervisors. Such permission shall not unreasonably be withheld. Before leaving his/her normal work area, the Union representative shall notify his/her supervisor where he/she will be and when he/she will return. The supervisor of the area into which the representative goes must be notified of the representative's presence and purpose of the visit. It is understood and agreed that this time away from his/her normal work area will be devoted to the proper handling or settling of grievances only and will not be abused.

38.4 **Use of Facilities / Services:** The Union shall be permitted the use of University facilities for the purpose of holding meetings at no charge to the Union, outside of normal working hours. The Union shall follow normal reservation procedures in arranging for use of any facility. The Union shall be responsible to pay any extra fees to open the building or provide extra staffing. The Union may make reasonable use of the campus mail and e-mail for individually addressed items and may contract from the University printing and labeling services at a price to be established by the University subject to priority of other printing and labeling requests. The Union shall indemnify the University against any and all claims, demands, suits, or other forms of liability or costs that arise out of, or relate to, any action taken or not taken by the University for the purpose of complying with the provisions of this Article regarding use of campus mail.

38.5 **Union Office:** The University will continue to make available appropriate space to be utilized by the Union for an office. The Union shall be responsible for the costs of telephone installation and service, if same is desired by them. Should this space become unavailable due to renovation or changes in facility usage, the University will endeavor to find other space. However, it is recognized a suitable alternative space may not be available.

38.6 **Officer Training Allowance:** The University recognizes that well trained stewards and

officers aid in improving the operation of the grievance procedure. The University further recognizes that steward training programs that enable Union stewards and officers to better understand and operate within the confines of the Agreement are necessary. The University agrees that up to ten (10) recognized stewards and officers of the Union will be granted one (1) day off with pay during each year of the Agreement to attend such training. The University agrees that up to ten (10) additional recognized stewards of the Union will be granted one (1) day off without pay during each year of the Agreement to attend such training. Three (3) Chief Stewards, designated by the Union, will be permitted one (1) additional day with pay, per each year of this Agreement for advanced stewards training. Such leave will be granted whenever practicable. The Union will make a good faith effort to insure that not more than one (1) steward/officer (excluding the President of the Local) from each department will be requested to be released on the same day. The only exception to this rule will be in Building Services where the Union will make a good faith effort to insure that no more than three (3) stewards/officers from that department will be requested to be released on the same day. If additional leave is required it will be granted whenever practical, without pay and without loss of seniority or benefits. The Union shall provide the Director of Labor Relations, in writing at least ten (10) working days prior to the training, the names of those stewards and officers requesting release time.

38.7 Negotiating Committee Allowance: The University agrees to reimburse not more than five (5) Bargaining Unit employees of the Union who are appointed as representatives to serve on the Union Negotiating Committee for lost straight time spent to re-negotiate this Agreement. It is understood that for the mutual convenience of the parties, it may be necessary that such meetings sometimes start before or extend beyond the scheduled work hours of members of the Negotiating Committee.

38.8 Conventions / Conferences: A leave of absence without pay and without loss of seniority or benefits will be granted where practicable to those employees who are elected or selected by the Union to attend conventions or conferences conducted by the Union. The number not to exceed eight (8) employees and the number of working days will not exceed five (5) days for each employee. These leaves shall not interfere with the necessary operations of the University. In the implementation of Article 38.8 the employee, while on leave, will receive his/her normal pay. The Union will reimburse the University for the employees' wages, the University's Public Employees Retirement contribution, Workers' Compensation and Medicare (where applicable) expenses.

38.9 Union Leave: An employee with one (1) year of service who accepts full-time assignment with the Communications Workers of America by election, appointment or hire shall be granted a leave of absence without pay and not to exceed one (1) year for said assignment without loss of seniority. Upon application in writing, said leave shall be extended for an equal period of time.

38.10 Release Time: The University and the Union recognize the obligation of Bargaining Unit employees to provide regular dependable service to the department where they are assigned. Bargaining Unit employees serving, as Union officers may need time away from their regular duties for reasons related to administration of this Agreement. By submitting an advance written request specifying the name(s) of the employee, reason for the request and the time involved, the Union President may designate an employee for such release time. Additional release time may be granted for officers and stewards providing the union president request such additional release time, in writing, to the Associate Vice President of Human Resources. Said requests will be granted provided the time does not interfere with the necessary operations of the University. A reasonable number of employees may be granted such time without loss of seniority, pay or benefits. The full cost of such time shall

be promptly reimbursed to the University by the Union upon presentation of an invoice for the same.

- 38.11 **Board of Trustees Meetings:** The Union President or his/her designee shall be granted release time to attend regularly scheduled monthly, or emergency, Board of Trustees meetings.
- 38.12 **Orientation:** The University will distribute Union informational materials to new classified employees during the employee's initial orientation program. It shall be the Union's responsibility to produce and provide the information to the Office of Human Resources. All of the information provided by the Union shall be agreed upon by Management and be for informational purposes only.
- 38.13 **Union Bug:** The Union agrees to make available to the University community the opportunity to have the "Union Bug" placed upon printed materials for the duration of this Agreement subject to the licensing requirements of the Allied Printing Trades Council. The placement of the "Union Bug" on printed material will only be done at the request of, or with the permission of, the individual/department requesting the printing.
- 38.14 **Quarterly Meetings:** The Union Executive Board and/or individuals designated by the Union President and agreed to by Management will continue to meet on a quarterly basis with the Vice-President of Finance and Administration, the Associate Vice-President of Human Resources, the Director of Labor Relations and others designated by the University and agreed to by the Union. The purpose of the meetings is to discuss general concerns or challenges facing the Local and the University. It is understood that either party may request the meetings be canceled or rescheduled.

ARTICLE 39: INFORMATION PROVIDED TO THE UNION

- 39.1 **Employee List by Job Classification:** Upon request, the University shall provide the Union a list of Bargaining Unit employees broken down by job classification by seniority.
- 39.2 **Employee List / Hourly Rate and Dues:** Upon request, the University shall provide an alphabetical list of Bargaining Unit employees showing the member's hourly rate and amount of dues or fees paid by the employee and forwarded to the Union.
- 39.3 **Employee Changes:** The University agrees to furnish the Local Union a list showing permanent changes in classifications, new hires, transfers and terminations, including the work location of the affected employees limited to one per month upon union request.
- 39.4 **Summer Leave:** Upon request, management will notify the Local President of the Bargaining Unit employees who request and are granted reduction of hour leave.
- 39.5 **Accident Reports:** Upon receipt of an accident report from a Bargaining Unit member, the Department of Safety and Health will forward a copy of said accident report to the Local President. Management will make a good faith effort to forward the report within five (5) working days of receipt of the report.
- 39.6 **Supplemental Staffing Report:** Upon request, the University will provide the President of the Local a list of all intermittent call-ins (1410/61902/H6).
- 39.7 **Information Provided to CWA International:** The University will provide the following information to the CWA International along with the check-off remittance as described in Article 3 of this agreement. Information required for each employee: social security number,

last name, first name, middle initial, hourly rate of pay, dues paid by individual, mailing address.

ARTICLE 40: BULLETIN BOARDS

40.1 **Student Union Bulletin Board:** The University will provide one locked, glass-enclosed bulletin board in the vicinity of the cafeteria in the Student Union.

40.2 **Other Bulletin Boards:** The University agrees to furnish other bulletin boards as noted in Appendix. The Local President or his/her designee shall be responsible for the keys to the locked, glass-enclosed, bulletin boards.

ARTICLE 41: WAGES

41.1 **General Increases:** The University shall provide an across the board increase of 2.5 % at each step and pay range which includes base wages and longevity upon ratification of this agreement. The University shall provide an across the board increase of 1% at each step and pay range which includes base wages and longevity, effective January 1, 2015. The University agrees to a wage re-opener effective January 1, 2016.

41.2 **Advanced Wage Placement:** The parties agree to review proposals for advance placements in the wage scale on a case by case basis.

41.3 **Retroactive Pay:** Upon ratification of this agreement, the parties agree to 2.5 months of retroactive pay to be processed as a lump sum payment less applicable withholdings within thirty (30) days of ratification.

ARTICLE 42: INSURANCE

42.1 **Insurance Benefits:** From January 1, 2014 through December 31, 2016, the University will provide bargaining unit members with insurance benefits consisting of the group medical, pharmacy, dental and vision plans, co-pays and deductibles set forth in the summary plan description attached to this Agreement (Appendix E). The group medical plans shall include a Preferred Provider Organization (PPO) and at least one Consumer Driven Health Plan (CDHP). It is understood the high-deductible health plan's deductibles are set by IRS regulations and may increase yearly.

All bargaining unit members hired as of January 1, 2012 and thereafter shall sign up for CDHP as healthcare package. New employees will be covered by the benefits described in this Article beginning with their first day of employment provided they have properly and timely enrolled.

42.2 **Employee Contribution:** Effective January 1, 2014, and continuing thereafter, a bargaining unit member will be responsible through payroll deduction on a pretax basis pursuant to the University's Section 125 Employee Benefit Plan to pay twenty percent (20%) of the total monthly premium cost of the University's plan that includes group medical and pharmacy, which the bargaining unit member elects. Part time employees shall continue to pay twenty five percent (25%) of the total monthly premium cost of the University's plan.

Bargaining unit employees enrolled in University benefit plans effective January 1, 2014 will receive a one-time lump sum payment distributed on the basis of their 2014 healthcare plan selection. Employees with spouses/domestic partners that are also University of Toledo employees are eligible for one payment only. The one-time lump sum payment will be paid on the first full pay period in January 2015.

		One-Time Lump Sum Payment
OBA/FrontPath PPO and Rx		
Full-Time	Single	\$186.04
	Single + 1	\$372.91
	Family	\$666.84
Part-Time	Single	\$210.74
	Single + 1	\$293.67
	Family	\$569.85
Paramount 3-Tier Employer Select and Rx		
Full-Time	Single	\$0.00
	Single + 1	\$0.00
	Family	\$0.00
Part-Time	Single	\$0.00
	Single + 1	\$0.00
	Family	\$0.00
MMO CDHP and Rx		
Full-Time	Single	\$287.38
	Family	\$901.03
Part-Time	Single	\$323.44
	Family	\$1,022.06

Full time employees hired prior to January 1, 2012 will be responsible through payroll deduction on a pre-tax basis pursuant to the University's Section 125 Employee Benefit Plan to pay two percent (2%) of the total monthly premium cost of the University's dental and vision plans which the bargaining unit member selects.

Effective January 1, 2012, all full time new hires will be responsible through payroll deduction on a pre-tax basis pursuant to the University's Section 125 Employee Benefit Plan to pay ten percent (10%) of the total monthly premium cost of the University's dental and vision plans which the bargaining unit member selects.

Effective January 1, 2012, all part time employees will be responsible through payroll deduction on a pre-tax basis pursuant to the University's Section 125 Employee Benefit Plan to pay twenty percent (20%) of the total monthly premium cost of the University's dental and vision plans which the bargaining unit member selects.

42.3 **Prescription Drugs:** Prescription drug co-payments shall be set forth in Appendix E. Bargaining unit members shall receive a fifteen percent (15%) discount on the prescription co-pay amount provided the script is written by a UTMC physician and filled at a UT pharmacy.

42.4 **Spousal / Domestic Partner Health Care Eligibility:** If a spouse / domestic partner has accessibility to medical and prescription drug insurance through their employer, they must enroll in that plan as primary for a minimum of single coverage and may stay on the UT plan as secondary. If the working spouse makes \$25,000 or less per year annually and health insurance through their employer would cost them more than \$75/month for a single plan/employee contribution, they may be carried on the UT plan as primary.

42.5 **Domestic Partner Benefits:** The University will extend health care benefits described herein to domestic partners (same and opposite sex partner), with the term “domestic partners” defined in the University health plan. Bargaining unit members will provide to UT proper documentation to determine “domestic partner” status.

42.6 **Dependent Eligibility for Health Care:** Members who elect coverage through the University may also elect coverage for their dependents who are of ages 19 to 28 so long as their dependent meets the following criteria:

Aged 19-26 (end of calendar year they turned age 26)

- Married & unmarried dependents
- Not required to be a full time student
- Not required to be an IRS dependent
- Cannot be secondary on coverage

Aged 26-28 (end of calendar year they turned 28)

- Unmarried
- Not required to be an IRS dependent
- Must be State of Ohio resident or full-time student out of state
- Must be child, step child or custodial child of employee
- Cannot be eligible for other employer sponsored coverage, regardless of cost
- Cannot be secondary on coverage
- Additional post tax premium will be charged per adult child

Persons who are dependents to members because of disability may be covered under the member’s health plan as a “dependent” regardless of age or student status with proper documentation.

42.7 **Life Insurance / Accidental Death and Dismemberment / Supplemental Life / Dependent Life:** The Employer will continue to provide members group term life and accidental death and dismemberment insurance at no cost to the member in the amount of 2.05 times annual base wage and longevity, rounded upward to the next highest \$1,000. Supplemental and dependent life insurance may be purchased at group rates.

42.8 **Retirement:** The Ohio Public Employees Retirement System (OPERS) as per statute. Employee contributions will continue to be “picked up” from the member’s pay and paid to the retirement system on a pre-tax basis; (For members hired on or after February 1, 1999 who timely elect under the terms of the plan) in the alternative retirement plan, authorized by law and adopted by the UT Board of Trustees

pursuant to statute. Contributions to such alternative plan will be governed by the terms of the alternative plan adopted by the Board.

42.9 Tax Sheltered Annuities: The Employer agrees that, pursuant to Internal Revenue Code (IRC) Section 403 (b), and subject to the restrictions and limitations outlined below, a member may enter into a salary reduction agreement pursuant to which the member will agree to have a reduction in the member's salary and the Employer will forward the amount equal to the reduction in the member's salary to an annuity contract or custodial account that is qualified under IRC Section 403 (b) (a "tax sheltered annuity" or "TSA"). The following restrictions and limitations apply with respect to such matters:

- a. The Employer may restrict the timing of the member's salary reduction elections to comply with the requirements of federal tax laws. Each member must enter into a written salary reduction agreement which is provided by the Employer.
- b. Members are responsible for limiting the amount of their contributions to the maximum amount that, under the federal tax laws, may be tax-deferred in any year. The Employer may, but is not required to, restrict or limit contributions on behalf of the members to the extent that it believes that the total contributions for a member will exceed the maximum tax-deferral limits in effect for any year.
- c. In accordance with Ohio Revised Code (ORC) Section 9.91, the Employer may require that a minimum of ten (10) salary reduction agreements be established with and maintained by an annuity or custodial account provider or broker in order for the Employer to make contributions to or through such entity.
- d. In accordance with ORC Section 9.91, the Employer may require all tax sheltered annuity providers or brokers to execute a reasonable hold harmless agreement protecting the Employer from liability. The Employer will make reports to the Internal Revenue Service (e.g., Form W-2's) and withhold federal, state school district and local income taxes and employment taxes as it believes it is required to do by law.

ARTICLE 43: APPRENTICESHIP PROGRAM/CAREER LADDER

43.1 Apprenticeship Committee: The parties agree to maintain an apprenticeship committee consisting of three (3) Management representatives, appointed by the Associate Vice President of Human Resources, and three (3) Union representatives, appointed by the President of the Local. The purpose of the committee will be to ensure compliance with Department of Labor (DOL) requirements for existing programs: Maintenance Repair, Plumber, Refrigeration Mechanic, Electrician, Painter, Carpenter, Cement Mason, Locksmith, and Sheet Metal Worker. The committee may also investigate the development of additional apprenticeship programs. Implementation of any such additional programs will be based upon mutual agreement of the University and the Union.

The Apprenticeship shall promote apprentices as follows:

Trade Class	Starting Pay Range	After 1 Yr.	After 2 Yrs.	Completion of Program	1 Yr. After Completion
4 year Journeyman	6	7	8	9	10
Trade Class	Starting Pay Range	After 1 Yr.	After 2 Yrs.	Completion of Program	1 Yr. After Completion
2 year MR Journeyman	5	6	7	8	9

43.2 **Additional Wage Increases:** Apprentices shall receive contractual wage increases in addition to regular step increases. Range increases shall be at least a five percent (5%) increase rounded up to the next step.

ARTICLE 44: WORKERS COMPENSATION

44.1 Provisions of this Article are effective April 1, 2009. Employees are to complete an Accident Report as soon as physically able. All injuries must be reported to the immediate supervisor by the injured employee. Employees must notify their supervisor of intent to commence a work related leave that is due to injury or occupational disease which is believed to have been contracted "in the course of and arising out" of their employment. Notification from a health care provider is to include the start and approximate end date of the leave. The injured employee will be considered on active duty for the entire shift that the employee leaves to seek medical attention; provided a valid doctor's slip is provided that shows the employee sought medical attention that day.

44.2 Employees who have work restrictions that can be accommodated by the Employer will be offered the opportunity to participate in the Transitional Work Program or Light Duty Program. Light Duty is defined as meaningful employment that meets the restrictions set by the Physician of Record.

44.3 Employees will continue to accrue sick and vacation time for the period they are on Temporary Total Disability (TTD) for up to twelve (12) months. In addition, employees may request vacation or comp time when they are receiving Temporary Total Disability Benefits from the BWC.

44.4 Employees are prohibited from collecting Bureau of Workers' Compensation (BWC) benefits and sick time concurrently. Employees are required to use sick time, if available, for the seven day wait period.

After the wait period, the employee may arrange to continue to use their accrued sick time for BWC related disability periods by notifying their supervisor in writing. A disability form or statement from the physician is required to accompany the request for use of sick time. The extent of sick time used under this provision shall not exceed those hours used in the (45) forty-five work days immediately after the date of injury or exposure. Once the (45) forty-five work days have been exhausted the employee may apply to revert to BWC benefits. At any time during the (45) forty-five work day period the

employee may elect to apply for Temporary Total Disability via the BWC.

- 44.5 Employees that have returned to “regular employment” with an approved BWC claim may request that all sick leave time used during the period they were disabled (up to a maximum of 45 work days) be re-credited to their sick balance. “Regular employment” is defined as the same position pre-injury or a position for which the employee is qualified after light duty and/or transitional duty is exhausted. A valid statement or disability form which clearly states the “to” and “from” dates is to accompany the request for sick time re-credit.
- 44.6 Employees may request vacation or comp time in lieu of sick time; however, time will not be re-credited to either bank.
- 44.7 Employees who return to work prior to the expiration of the (45) forty-five work days and then become disabled at a later date to the same injury or exposure, may use the unused portion of the (45) forty-five work days.
- 44.8 Employees receiving TTD benefits are entitled to accrue seniority at the same rate as they would have if they were on active pay status.
- 44.9 Employees on a certified BWC leave shall retain their Medical and Life Insurance benefits at the same cost they would incur had they not been disabled for a period of up to (12) twelve months from the date TTD benefits are effective OR (30) thirty days after the employee has reached Maximum Medical Improvement; which ever comes first. The employee may elect COBRA coverage for medical benefits after the maximum period has lapsed.
- 44.10 The Employer will recognize CWA’s Workers Compensation Representatives and work with them to benefit covered employees who are injured or sustain an exposure on the job.
- 44.11 Employees have the right to return to their same position for the period of up to (12) twelve months from the date TTD benefits are effective. Should TTD leave exceed (12) twelve months the employee will be assigned to a position similar to that held prior to going on TTD leave. If due to documented medical reasons the employee is not able to perform his or her former job; the Employer shall inform the employee of his or her right to apply for any open positions for which he or she meets the qualifications.

ARTICLE 45: ZIPPER CLAUSE

- 45.1 **Agreement Altering:** It is understood and agreed that this Agreement contains all the agreements of the parties and that the same may be amended or altered only by agreement in writing signed by the parties.
- 45.2 **Waiving of Rights:** The University and the Union agree that all matters desired by either party have been presented, discussed and incorporated herein or rejected. Accordingly, except to the extent expressly stated to the contrary above, it is agreed that for the life of this Agreement each party voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or

matter, whether or not referred to in this Agreement.

ARTICLE 46: DURATION

- 46.1 **Expiration Date:** The Agreement shall be in effect from the date of signing and shall expire December 31, 2016.
- 46.2 **Termination of Agreement:** Should either party desire to terminate this Agreement, that party shall give written notice of such intent to the other party at least sixty (60) calendar days prior to the expiration day of this Agreement or the Agreement shall automatically renew for a period of one (1) year and for one (1) year periods thereafter until such notice is given. The dispute resolution provisions of Ohio Revised Code 4117 shall apply in the event notice to terminate this Agreement is given under the terms of this Article.



ment was ratified by the CWA Membership on July 11, 2014 and approved
iversity Board of Trustees on July 25, 2014.

ations Workers of America,

The University of Toledo:

Linda L Hinton
Linda L Hinton, CWA Vice President
District 4, AFL-CIO

Nagi G. Naganathan
Nagi G. Naganathan, Ph.D., ASME Fellow
Professor & Interim President

CWA Bargaining Committee, Local 4319:

Robert V. Hull
Robert V. Hull, President
CWA Local 4319

Nancy Ellis
Nancy Ellis, Blue Collar Unit Director
CWA Local 4319

Lynn Gowing
Lynn Gowing, White Collar Unit Director,
CWA Local 4319

Robert V. Hull
CWA Local 4319

CWA Local 4319

CWA Local 4319

University Bargaining Committee:

Joseph R. Klep
Joseph R. Klep, Dir. L/E Relations
The University of Toledo

Linda L. Torbet
Linda L. Torbet, Dir. HRTD Operations
The University of Toledo

Mia Guttridge
Mia Guttridge, HRTD Consultant
The University of Toledo

Douglas Collins
Douglas Collins, Dir Grnds/Off Site
Facilities, The University of Toledo

Marcia L. Culling
Marcia L. Culling, Senior Business Mgr.
The University of Toledo

Meghan Rayfield
Meghan Rayfield, HRTD Consultant
The University of Toledo



Appendix A



Return to Work Programs

Restrictions

Restrictions is a temporary job assignment that allows an employee with an occupational injury or illness medically supported restrictions to return to work in some capacity. An example would be a person who has a lifting restriction that prevents him/her from performing regular more physically demanding duties.

Transitional Work

Transitional work is defined under Ohio Administrative Code as:

"A work site program that provides an individualized interim step in the recovery of an injured worker with job restrictions resulting from the allowed conditions in the claim. Developed in conjunction with the employer, labor and with others as needed, including, but not limited to, the collective bargaining agent (where applicable), the physician of record (POR), rehabilitation professionals, and the managed care organization (MCO), a transitional work program assists the injured worker in progressively performing the duties of a targeted job."

Transitional work assignments, designed to progressively return the employee to their original job, are temporary and are not to become permanent accommodations.

Transitional work is:

- Temporary
- Supervised
- Productive and Necessary

A Transitional Work Program may include:

- Progressive conditioning and on-site work activities
- Education for safe work practices
- Work re-adjustments or changes in work tasks
- Job modifications

In transitional work, the employee:

- Returns to work at 100% of the worker's wages for hours worked as compared to a percentage of the employee's wages from workers' compensation payments.

Goal

- Reduce costs associated with work-related injuries and illnesses by decreasing the injured employees' lost-time days and promoting their speedy recovery to full physical and work capabilities
- Promote employees' recovery and return to work by providing an opportunity for injured employees to build their strength and stamina needed to return to their regular job duties



its' Roles, Functions, and Responsibilities

Coordinator (Coordinator) – UT Workers' Compensation Administrator and Other Appropriate Personnel

Administers the return to work programs

- Serves as a liaison to the injured employee, the employee representative(s), the POR, the worker's supervisor, MCO, BWC, therapist and all other persons involved in the programs
- Identifies work tasks in conjunction with POR
- Schedules case management meeting with the employee and all other appropriate persons as needed
Serves as chairperson of the transitional work team
- Contacts eligible employee and explains programs in detail
- Contacts department supervisor(s) to ensure that a return to work or transitional work assignment fits in with the department staff scheduling
- Notifies the BWC of acceptance of transitional work assignment
- Informs the original department of the return of the employee to a Transitional Work Program and instructs the injured employee's original department to submit transitional work time/attendance form (sample attached – Form 1) to Safety and Risk Management so the employee will be re-activated for payroll
- Informs the original department and the transitional work department when the employee has been approved to return to full duty or when the employment status has changed
- Schedules quarterly (or as needed) transitional work team meetings to update members of return to work program progress, suggest plan additions and/or changes, and resolve any problems

Transitional Work Team

- Meets, as needed, to review program progress, suggest program additions or changes and resolve any problems.

The team is comprised of:

- Program coordinator, workers' compensation administrator, CWA representatives and other resource personnel as appropriate such as: director of labor relations, director of safety and risk management, MCO representatives, and representatives of on-site rehabilitation services.

Injured Employee

- Maintains regular program attendance and abides by appropriate attendance rules
- Performs only those work tasks recommended by the POR, Coordinator, or physical/ occupational therapists and supervisor
- Observes safe work practices



ifies the Coordinator, supervisor, physician and/or therapist when experiencing acute pain or discomfort so appropriate modifications or accommodations can be made

vides input and actively participates in the design of his/her individualized return to work program

- . Attends all scheduled therapy sessions
- . Completes and signs a transitional work/attendance form (Form 1) weekly
- . Obtains a return to work approval notice signed by his/her POR which specifies: the work restrictions and accommodations, the return to work date, and the work schedule including daily work hours, and the estimated number of weeks the injured employee will participate.

Physician of Record (POR)

- . Approves all Transitional Work Program participants
- . Indicates whether the employee can realistically expect to return to his/her original job
- . Identifies work restrictions/limitations and conducts periodic reassessment of restrictions and capabilities
- . Makes recommendations regarding program extensions, terminations and/or interruptions

Managed Care Organization (MCO)

- . Documents and implements a case management plan that addresses return to work planning on all lost-time claims where the employee has not returned to work.

Supervisor

- . Identifies return to work job tasks and/or restricted work options
- . Informs the workers' compensation administrator of the program's progress as well as potential obstacles
- . Ensures the injured employee utilizes safe work practices and performs only those tasks allowed in the program
- . Submits a transitional work/attendance form (form) each pay period listing actual hours worked and hours absent with supporting reasons (vacation, sick, etc.)
- . Completes a supervisor evaluation form (Form 2)

Employee representative(s)

- . Communicates the return to work programs' goals and benefits to employees of a collective bargaining unit
- . Informs employees of their rights and responsibilities associated with program participation
- . Notifies the workers' compensation administrator of any unresolved issues or problems associated with workers' concerns or workers' resistance to program participation



Therapist

Performs functional capacity evaluations (FCE) as requested by the physician to determine the injured employee's readiness to participate in a transitional work program

Completes a compatibility analysis form that evaluates the relationship between the employee's job demands and his/her functional capacity to perform the job's essential work duties

- Develops a written transitional work plan which outlines an appropriate progression of tasks, conditioning activities, safe work practices education, program objectives, and timeframes for making a transition to full employment

Return to Work Program Participation

Participation in the return to work program is based on the following criteria:

- The employee's medical condition and physical restrictions temporarily prevent the employee from performing regular duties
- The workers' compensation claim has been established
- The treating physician has:
 - o Determined that the employee has a temporary condition
 - o Determined the employee's current physical capabilities and conditionally released the employee to return to work
 - o Estimated the recovery period

Any University of Toledo employee is eligible.

No employee is guaranteed a bona fide offer of return to work.

Refusal to Participate

If an injured employee who qualifies for a return to work program refuses to participate the Coordinator will contact the employee to obtain the employee's input and reason for refusing to participate.

In most cases, Workers' Compensation law allows temporary total disability benefits to be suspended if an employee refuses a valid return to work assignment.

Offers of Return to Work

A return to work offer is valid when the employee has been released for work by his/her physician and a work assignment has been offered to the employee. A transitional return to work offer is valid when the employee has been released for work by his/her physician and a work assignment has been offered to the employee in writing.

Work Site Options

Employees referred for transitional work on-site therapy services will be evaluated to determine their readiness to participate in the program. Work duties may be modified for a limited time. Job demands may be gradually increased as recovery occurs. If needed, workstation accommodations and occupational/ physical therapy may be provided.



Transitional Work Program should occur at the injured employee's work site as much as possible. If on-site therapy is available, therapy can be conducted at an off-site therapy clinic before and after scheduled work hours. If therapy is available before or after work hours, the employee will be released from work to attend appointments. The employee may be required to use accrued sick, vacation or compensatory leave.

Procedures for All Workers Participating in Transitional Work On-Site Therapy

- Obtain a prescription from their physician of record.

Program Time Frames

The employee may continue to participate for a specified period (usually up to 13 weeks), as long as the employee is making medical progress toward recovery and return to full regular duties. An extension of transitional work beyond the originally approved plan may be approved by the BWC and POR if:

- the injury was found to be more extensive than the original diagnosis;
- the employee re-injures himself/herself while in the transitional program; or
- the employee is not medically stable.

Transitional work can be extended only when it is determined that the additional time would facilitate a return to full regular duties and would not adversely affect the University's operational goals or objectives of the Transitional Work Program.

Attendance

- Attendance requirements will follow any labor agreements.

Time Parameters for Transitional Work Program

- Employees must be able to participate in the program a minimum of 12 hours weekly, but not less than three (3) hours daily.
- Examples of transitional work schedules to consider include the following:

4-Week Program	6-Week Program	8-Week Program
2 weeks at 5 hours/day	2 weeks at 5 hours/day	3 weeks at 5 hours/day
1 week at 6 hours/day	2 weeks at 6 hours/day	3 weeks at 6 hours/day
1 week at 7 hours/day	2 weeks at 7 hours/day	2 weeks at 7 hours/day

If necessary, 12-Week Program

Option 1	Option 2
4 weeks at 5 hours/day	2 weeks at 3 hours/day
4 weeks at 6 hours/day	2 weeks at 4 hours/day
4 weeks at 7 hours/day	2 weeks at 5 hours/day
2 weeks at 6 hours/day	
2 weeks at 7 hours/day	
3 weeks at 8 hours/day	



ork schedule will be agreed upon by the employee and the department supervisor to best fit the needs of the department but not to interfere with any physical therapy schedule. Generally the hours worked should be as close to the employee's regular schedule as possible, except for normal breaks or lunch.

Work Shift Assignments

Efforts should be made to provide the injured employee a return to work assignment during the employee's normal working shift/hours and under their regular supervision/management. In the event work is not available in the employee's regular department and/or regular shift, suitable work assignments in other departments/shifts should be made available.

Placement of Workers in Permanent Modified-Duty Work

In the event the employee cannot return to his/her original job (full-duty) the injured employee may be offered permanent modified-duty work.

Compensation

Program participants' wages will be paid at the employee's pre-injury hourly rate for the hours worked, and charged to the employee's original department budget. No overtime is allowed for return to work program participants.

All benefits, to which the employee is entitled including health and life insurance, will remain in effect.

Program Completion

The employee must supply the Coordinator with the POR evaluation statement declaring the exact return to work date. This statement must indicate no restrictions.

Revision and Severability Clause

Should any provisions of this policy become unlawful under any Federal or State law, or any changes in the rules or regulations of the Ohio Bureau of Workers' Compensation, the remaining policy provision shall continue to be recognized. In such event, the team shall continue the basic tenets and concept of this Program throughout the term of the Agreement. The team shall meet to discuss and revise the policy to comply with the new regulations within fourteen (14) calendar days after notification of the changes.

This procedure may be changed by mutual agreement and confirmation of the AVP of Human Resources. Nothing in this Agreement shall bar the Communications Workers of America, Local 4530, from pursuing redress through the Collective Bargaining Agreement.



Appendix B



CWA BULLETIN BOARDS

Carlson Library
Driscoll Center
Memorial Field House
Glass Bowl
Health Education
Health & Human Services
Law Center
Libbey Hall
Larimer Athletic Complex
Main Campus Medical Center
McMaster Hall
North Engineering
Performing Arts
Plant Operations
Student Recreation Center
Rocket Hall
Sullivan Hall
Snyder Memorial
Stranahan Hall
Savage Hall
Transportation Center
University Hall
Wolfe Hall
Scott Park - 2 Locations



Appendix C



Bargaining Unit Classifications and Pay Ranges

Following is a list of classification numbers, titles, and corresponding pay ranges for positions in the CWA bargaining unit at the time this agreement was negotiated (whether occupied by an employee or as a vacancy). Classification titles marked with an asterisk (*) may also be used outside of the unit depending on specific responsibilities/duties of the incumbents in accordance with state law. Classifications may have been added or deleted since this agreement was signed.

Job Title	Range	State Class
Acad Accom Spec, Compliance	31	
Acad Accom Spec, eText	30	
Acad Accom Spec, Note-taking	30	
Account Clerk 1	04	16511C
Account Clerk 2	26	16512C
Account Clerk 3	27	16513C
Accountant 1	27	66111C
Accountant 2	29	66112C
Admin Assistant 1	28	63121C
Admin Secretary	28	
Admin Secretary 1	28	16831C
Admin. Assistant 1	28	63121C
Admin. Assistant 2	30	63122C
Admin. Secretary 1	28	16831C
Admin. Secretary 2	30	16832C
Administrative Assistant 1	28	63121C
Administrative Assistant 2	30	63122C
Administrative Assistant 3	32	63123C
Administrative Secretary 2 - F	30	
Admissions Analyst 1	26	12125C
Admissions Analyst 2	27	121262C
Air Quality Tech 2	08	
Asst Equip Mgr - Scott Park	25	
Asst Instructional Designer	30	
Automotive Mechanic 2	08	52132C
Automotive Mechanic 3	09	52133C
Bldg Automation Technician	11	
Building Life Safety Tech 3	31	52513C
Building Operator	10	
Building Services Worker	03	



Job Title	Range	State Class
Business Serv Officer 1	28	63311C
Business Services Officer 1	28	63311C
Carpenter Journeyman	10	
Chemical Storekeeper 1	29	14751C
Chemical Storekeeper 2	29	14752C
Clerical Specialist	25	12116C
Computer Graphic Design Artist	29	82122C
Computer Graphics Design	29	82122C
Computer Operator 2	28	52295C
ComputerGraphics Design Artist	29	82122C
Custodial Worker	93	42111C
Custodial Worker	13	42111C
Data Access Control Specialist	29	
Data Systems Coord. 1	29	64151C
Data Systems Coordinator	29	
Data Systems Coordinator 3 - F	32	64153C
Delivery Worker 1	04	53821C
Delivery Worker 2	05	53822C
Direct Service Provider	29	
Elec Technologist 1	30	84415C
Electrician Journeyman 2	12	
Electronic Technician 3	29	84413C
Electronic Technologist 1	30	84415C
Electronic Technologist 2	31	84416C
Events Coordinator 1	27	
Events Coordinator 2	29	
Fin Aid Resource Analyst 1	26	
Fiscal Specialist 1	30	
Grants Coordinator 1	28	
Grants Coordinator 3	32	
Groundskeeper 2	06	53611C
Groundskeeper 3	07	53613C
Horticulturist 2	28	
Housekeeper	93	
Information Writer 2	29	
Instructional Laboratory Coord	28	
Instructional Media Spec. 1	07	
Instructional Media Specialist	07	



Job Title	Range	State Class
Instructional Media Specialist	09	
Instrumentation Specialist	10	
Insurance Mgmt Rep	28	
Inventory & Tech Specialist	29	
Inventory Control Spec 1	26	64551C
IRB Coordinator 2	29	
Lab Technologist	27	
Laboratory Machinist 1	28	52341C
Laboratory Machinist 2	09	52342C
Lead Medical Assist (12 month)	27	
Librarian 1	28	
Library Associate 1	27	18321C
Library Media Tech Assistant 2	26	18314C
Library Media Tech Asst 2	26	18314C
Life Safety Systems Tech 3	31	
Loan Compliance Officer	29	
Locksmith Journeyman 1	10	
Mail Clerk Messenger	03	12731C
Maint Repair Journeyman	09	
Maint Repair Worker 1	04	53111C
Maint Repair Worker 2	05	53112C
Maint Repair Worker 3	07	53113C
Maint Repair Worker Journeyman	09	
Maintenance Repair Journeyman	09	
Maintenance Repair Worker 3	07	53113C
Maintenance Repair Worker Jour	09	
Medical Assistant	26	
Medical Assistant (10 Month)	26	
Medical Assistant (12 month)	26	
Nurse 1	30	65511C
Office Assistant 2	26	
Office Assistant 3	27	
Office Machine Operator 2	06	12422C
Online Admissions Rep	29	
Online Admissions Representati	29	
Outpatient Cert Pharm Tech	05	
Outpt Cert Pharm Tech	05	
Painter 1	07	52251C



Job Title	Range	State Class
Painter Journeyman	10	
Photographer 2	28	
Plumber Journeyman	10	
Plumber Journeyman 1	10	
Police Dispatch Coordinator	09	
Police Dispatcher 1	05	
Police Dispatcher 2	07	
Pool Technician II	08	
Prog Coorditor/Challenge Adven	31	
Program Accrediation Spec	30	
Program Accreditation Spec	30	
Program Database Analyst	32	
Programmer/Analyst 2	30	64112C
Programming Specialist	34	
Promotions Specialist	30	
Public Inquiries Assistant 1	27	64430C
Public Inquiries Asst. 1	27	64430C
Publications Editor	31	
Records Management Officer 2	29	63272C
Records Mgmt Officer 1	27	63271C
Records Mgmt Officer 1	29	63271C
Recruitment Officer 2	29	
Recycler 1	13	
Refrigeration Mech Journey 1	10	
Refrigeration Mech Journeyman	10	
Refrigeration Mech. Journeyman	10	
Refrigeration Mechanic Journey	10	
Reservations Assistant	27	
Secretary 1	26	12551C
Secretary 1	27	12551C
Secretary 2	27	12552C
Secretary 2, Pharmacy-Medicina	27	
Sheet Mtl/Roofer Journ	10	
Software Specialist	34	
Storekeeper 1	25	14741C
Student Account Specialist 2	27	
Student Account Specialist II	27	
Student Loan Spec 1	26	66561C



Job Title	Range	State Class
Student Loan Spec 2	27	66562C
Student Loan Specialist 2	27	66562C
Student Loan Specialist 3	28	66563C
Student Serv Counselor 1	27	69751C
Student Services Coord 2	29	
Student Services Counselor 1	27	69751C
Studnt Acct&Data Specialist 2	27	
Technical Typist	25	12513C
Telecomm Tech	10	
Telecomm Tech Spec	34	12138C
Telephone Coordinator	28	12134C
Test Monitor	26	64670C
Theater/stage Tech. Spec	29	18171C
Ticket Sales Representative 2	31	
Traffic Coordinator 1	34	
Transcriber 1	29	
Transit Services Coordinator	28	
Web Developer	29	



Appendix D



SCHEDULE B CWA Bargaining Unit Employees Only

tenote 180-day probationary period. All other ranges have a 120-day probationary period.
30 for biweekly pay and by 2080 for annual salary
by using both schedule, range, and step (e.g., B041, B052, etc.)

		LONGEVITY																	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
01	1	12.54	12.88	12.97	13.03	13.09	13.17	13.25	13.31	13.40	13.46	13.52	13.62	13.68	13.75	13.83	13.89	13.97	
	2	12.86	13.22	13.30	13.39	13.44	13.50	13.61	13.66	13.72	13.82	13.87	13.95	14.02	14.09	14.16	14.24	14.33	
	3	13.30	13.66	13.72	13.82	13.87	13.95	14.02	14.09	14.16	14.24	14.33	14.39	14.45	14.51	14.59	14.67	14.76	
	4	13.69	14.05	14.12	14.19	14.28	14.36	14.42	14.47	14.54	14.64	14.72	14.79	14.85	14.90	14.99	15.08	15.14	
	5	14.06	14.42	14.48	14.56	14.64	14.74	14.80	14.85	14.91	15.00	15.08	15.15	15.23	15.28	15.35	15.44	15.51	
	6	14.43	14.80	14.86	14.92	15.00	15.09	15.16	15.23	15.29	15.36	15.44	15.52	15.59	15.65	15.73	15.81	15.88	
	7	14.81	15.18	15.24	15.31	15.38	15.45	15.53	15.59	15.68	15.74	15.81	15.89	15.96	16.02	16.10	16.18	16.24	
	8	15.21	15.55	15.62	15.71	15.77	15.84	15.93	15.98	16.06	16.14	16.21	16.28	16.37	16.42	16.48	16.57	16.64	
	9	15.59	15.95	16.02	16.10	16.17	16.24	16.31	16.39	16.45	16.52	16.59	16.68	16.75	16.82	16.89	16.95	17.02	
	10	16.02	16.39	16.45	16.52	16.59	16.68	16.75	16.82	16.89	16.95	17.02	17.11	17.19	17.26	17.32	17.38	17.46	
02	1	12.99	13.35	13.43	13.49	13.57	13.66	13.72	13.82	13.88	13.97	14.03	14.10	14.17	14.26	14.35	14.41	14.47	
	2	13.35	13.71	13.80	13.87	13.95	14.02	14.10	14.17	14.26	14.35	14.41	14.46	14.53	14.62	14.72	14.79	14.85	
	3	13.80	14.16	14.24	14.34	14.40	14.46	14.53	14.62	14.72	14.79	14.85	14.90	14.99	15.08	15.15	15.23	15.29	
	4	14.23	14.59	14.67	14.77	14.83	14.89	14.98	15.04	15.14	15.22	15.28	15.34	15.43	15.51	15.58	15.65	15.73	
	5	14.65	15.01	15.11	15.17	15.25	15.32	15.39	15.47	15.55	15.62	15.71	15.77	15.84	15.93	15.99	16.07	16.16	
	6	15.00	15.36	15.45	15.53	15.60	15.69	15.75	15.83	15.92	15.98	16.06	16.12	16.21	16.28	16.37	16.43	16.50	
	7	15.35	15.73	15.81	15.89	15.96	16.03	16.11	16.20	16.26	16.35	16.42	16.47	16.56	16.64	16.71	16.80	16.87	
	8	15.80	16.17	16.24	16.31	16.40	16.46	16.53	16.62	16.70	16.79	16.86	16.91	16.97	17.08	17.15	17.23	17.30	
	9	16.23	16.59	16.68	16.75	16.83	16.90	16.96	17.06	17.14	17.21	17.29	17.34	17.40	17.50	17.57	17.66	17.73	
	10	16.69	17.06	17.14	17.21	17.29	17.35	17.43	17.51	17.59	17.67	17.74	17.80	17.88	17.96	18.04	18.11	18.19	
03	1	13.29	13.68	13.76	13.84	13.91	13.99	14.06	14.13	14.22	14.33	14.39	14.45	14.52	14.60	14.69	14.78	14.84	
	2	13.69	14.09	14.16	14.24	14.34	14.40	14.46	14.53	14.62	14.74	14.80	14.86	14.92	15.01	15.11	15.17	15.25	
	3	14.23	14.62	14.72	14.79	14.85	14.91	15.00	15.09	15.16	15.25	15.32	15.39	15.47	15.55	15.62	15.71	15.79	
	4	14.74	15.12	15.20	15.26	15.33	15.40	15.50	15.57	15.64	15.73	15.81	15.89	15.96	16.03	16.11	16.20	16.26	
	5	15.16	15.55	15.62	15.71	15.79	15.85	15.94	16.00	16.08	16.18	16.25	16.33	16.41	16.47	16.56	16.64	16.71	
	6	15.59	15.98	16.06	16.14	16.22	16.29	16.38	16.44	16.51	16.61	16.69	16.77	16.84	16.91	16.97	17.08	17.15	
	7	16.02	16.42	16.48	16.57	16.65	16.73	16.81	16.88	16.94	17.03	17.13	17.20	17.28	17.34	17.40	17.50	17.57	
	8	16.45	16.86	16.92	16.98	17.09	17.16	17.25	17.31	17.37	17.48	17.55	17.64	17.71	17.78	17.86	17.93	18.00	
	9	16.94	17.34	17.40	17.50	17.57	17.66	17.73	17.80	17.88	17.97	18.05	18.13	18.20	18.28	18.35	18.42	18.50	
	10	17.46	17.86	17.93	18.00	18.09	18.17	18.25	18.32	18.39	18.48	18.56	18.64	18.72	18.78	18.86	18.93	18.99	
04	1	13.87	14.29	14.37	14.44	14.51	14.59	14.69	14.78	14.84	14.91	15.00	15.11	15.17	15.25	15.33	15.40	15.50	
	2	14.29	14.69	14.78	14.85	14.91	15.00	15.11	15.17	15.25	15.33	15.40	15.51	15.58	15.65	15.74	15.82	15.90	
	3	14.79	15.20	15.26	15.34	15.43	15.51	15.59	15.68	15.74	15.83	15.92	15.99	16.07	16.16	16.24	16.31	16.40	
	4	15.28	15.70	15.77	15.85	15.94	16.00	16.10	16.18	16.25	16.35	16.42	16.50	16.58	16.67	16.75	16.83	16.90	
	5	15.79	16.20	16.26	16.37	16.43	16.50	16.59	16.68	16.75	16.84	16.91	16.98	17.09	17.16	17.26	17.32	17.38	
	6	16.23	16.64	16.71	16.81	16.88	16.94	17.03	17.13	17.20	17.29	17.35	17.44	17.52	17.61	17.70	17.76	17.85	
	7	16.69	17.10	17.17	17.27	17.33	17.39	17.50	17.57	17.66	17.74	17.81	17.90	17.98	18.06	18.16	18.23	18.30	
	8	17.19	17.59	17.67	17.75	17.82	17.90	17.99	18.08	18.16	18.25	18.32	18.40	18.48	18.56	18.66	18.73	18.79	
	9	17.68	18.09	18.17	18.26	18.33	18.40	18.49	18.57	18.66	18.74	18.80	18.90	18.96	19.08	19.15	19.22	19.28	
	10	18.19	18.59	18.69	18.76	18.82	18.91	18.98	19.10	19.16	19.24	19.32	19.41	19.48	19.58	19.65	19.72	19.81	
05	1	14.75	15.15	15.24	15.32	15.39	15.50	15.58	15.65	15.74	15.83	15.92	15.99	16.08	16.17	16.25	16.35	16.42	
	2	15.01	15.44	15.53	15.61	15.70	15.79	15.86	15.95	16.03	16.12	16.21	16.29	16.39	16.45	16.53	16.64	16.71	
	3	15.43	15.84	15.94	16.02	16.10	16.20	16.28	16.37	16.44	16.52	16.61	16.70	16.80	16.87	16.94	17.03	17.13	
	4	15.90	16.31	16.41	16.48	16.57	16.67	16.75	16.83	16.91	16.98	17.09	17.17	17.27	17.33	17.40	17.51	17.59	
	5	16.42	16.84	16.92	16.99	17.10	17.19	17.28	17.34	17.43	17.52	17.61	17.70	17.78	17.86	17.95	18.04	18.11	



SCHEDULE B CWA Bargaining Unit Employees Only

Denote 180-day probationary period. All other ranges have a 120-day probationary period.
30 for biweekly pay and by 2080 for annual salary
by using both schedule, range, and step (e.g., B041, B052, etc.)

Range	Step	LONGEVITY																	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
	6	16.94	17.36	17.46	17.55	17.64	17.72	17.80	17.88	17.97	18.06	18.14	18.23	18.32	18.39	18.48	18.57	18.66	
	7	17.46	17.88	17.97	18.06	18.14	18.23	18.32	18.39	18.48	18.57	18.66	18.74	18.81	18.90	18.97	19.10	19.16	
	8	17.98	18.40	18.49	18.58	18.68	18.75	18.82	18.91	18.98	19.11	19.17	19.25	19.34	19.42	19.50	19.61	19.67	
	9	18.45	18.87	18.95	19.08	19.14	19.22	19.31	19.37	19.46	19.58	19.64	19.72	19.82	19.90	19.97	20.07	20.14	
	10	18.85	19.26	19.35	19.44	19.55	19.62	19.69	19.78	19.86	19.95	20.04	20.12	20.22	20.30	20.37	20.45	20.54	
06	1	15.28	15.73	15.82	15.92	15.99	16.08	16.17	16.25	16.35	16.43	16.51	16.61	16.70	16.80	16.88	16.95	17.06	
	2	15.72	16.17	16.25	16.35	16.43	16.51	16.59	16.69	16.79	16.87	16.94	17.03	17.14	17.23	17.31	17.38	17.49	
	3	16.23	16.68	16.77	16.86	16.93	17.02	17.11	17.20	17.29	17.36	17.46	17.55	17.65	17.73	17.81	17.90	17.99	
	4	16.69	17.14	17.23	17.31	17.38	17.49	17.56	17.66	17.74	17.82	17.91	18.00	18.10	18.19	18.28	18.36	18.45	
	5	17.19	17.64	17.72	17.80	17.89	17.98	18.06	18.16	18.25	18.33	18.41	18.50	18.59	18.70	18.77	18.86	18.94	
	6	17.68	18.13	18.21	18.30	18.39	18.48	18.56	18.66	18.74	18.81	18.91	18.98	19.11	19.19	19.26	19.35	19.44	
	7	18.19	18.64	18.73	18.80	18.90	18.97	19.09	19.16	19.24	19.33	19.42	19.50	19.61	19.68	19.78	19.86	19.95	
	8	18.71	19.15	19.23	19.32	19.41	19.49	19.59	19.66	19.76	19.84	19.93	20.03	20.10	20.21	20.30	20.37	20.45	
	9	19.16	19.61	19.68	19.78	19.86	19.95	20.04	20.12	20.22	20.31	20.38	20.46	20.56	20.67	20.75	20.82	20.91	
	10	19.66	20.10	20.21	20.30	20.37	20.45	20.54	20.64	20.73	20.80	20.88	20.99	21.08	21.17	21.25	21.33	21.43	
07	1	15.72	16.18	16.26	16.38	16.45	16.53	16.64	16.74	16.83	16.91	16.98	17.11	17.20	17.29	17.36	17.48	17.56	
	2	16.37	16.82	16.90	16.98	17.10	17.19	17.28	17.36	17.46	17.55	17.65	17.74	17.82	17.91	18.00	18.11	18.20	
	3	16.97	17.44	17.53	17.65	17.73	17.81	17.90	18.00	18.10	18.19	18.28	18.37	18.46	18.56	18.66	18.75	18.82	
	4	17.51	17.97	18.06	18.17	18.26	18.34	18.42	18.53	18.63	18.72	18.79	18.90	18.97	19.10	19.17	19.26	19.35	
	5	18.04	18.49	18.58	18.70	18.77	18.86	18.94	19.08	19.15	19.23	19.32	19.42	19.50	19.61	19.68	19.79	19.87	
	6	18.45	18.91	18.98	19.12	19.20	19.27	19.36	19.46	19.58	19.65	19.73	19.84	19.93	20.03	20.10	20.22	20.31	
	7	18.85	19.31	19.38	19.49	19.60	19.67	19.77	19.86	19.95	20.05	20.13	20.25	20.33	20.40	20.50	20.62	20.71	
	8	19.36	19.83	19.92	20.03	20.10	20.21	20.30	20.38	20.46	20.56	20.67	20.76	20.83	20.92	21.04	21.14	21.22	
	9	19.90	20.35	20.42	20.54	20.64	20.73	20.80	20.90	21.02	21.09	21.18	21.27	21.36	21.46	21.55	21.66	21.73	
	10	20.52	20.96	21.07	21.17	21.25	21.33	21.43	21.54	21.63	21.71	21.79	21.89	22.01	22.09	22.17	22.27	22.37	
	11	21.16	21.62	21.70	21.79	21.88	21.98	22.08	22.17	22.24	22.36	22.44	22.55	22.62	22.73	22.81	22.90	23.00	
08*	1	16.11	16.59	16.70	16.80	16.89	16.96	17.09	17.19	17.28	17.36	17.48	17.56	17.67	17.75	17.86	17.96	18.05	
	2	16.87	17.34	17.44	17.53	17.65	17.73	17.82	17.93	18.01	18.13	18.23	18.32	18.41	18.50	18.61	18.72	18.79	
	3	17.57	18.06	18.17	18.26	18.35	18.43	18.54	18.66	18.74	18.82	18.93	19.03	19.14	19.22	19.32	19.42	19.50	
	4	18.23	18.72	18.80	18.90	18.98	19.11	19.20	19.28	19.37	19.48	19.60	19.67	19.78	19.86	19.96	20.07	20.16	
	5	18.85	19.33	19.43	19.55	19.63	19.70	19.82	19.92	20.00	20.10	20.22	20.31	20.39	20.47	20.61	20.71	20.78	
	6	19.36	19.85	19.95	20.05	20.14	20.25	20.34	20.42	20.53	20.64	20.74	20.81	20.91	21.03	21.13	21.22	21.30	
	7	19.90	20.37	20.46	20.56	20.68	20.76	20.85	20.95	21.06	21.16	21.25	21.33	21.44	21.54	21.65	21.73	21.82	
	8	20.52	21.02	21.10	21.19	21.28	21.38	21.48	21.60	21.68	21.77	21.87	21.97	22.08	22.16	22.24	22.37	22.45	
	9	21.16	21.65	21.73	21.82	21.91	22.03	22.12	22.21	22.31	22.41	22.52	22.60	22.71	22.80	22.88	23.00	23.09	
	10	21.87	22.37	22.46	22.56	22.64	22.76	22.84	22.95	23.04	23.14	23.24	23.31	23.44	23.52	23.62	23.72	23.81	
	11	22.63	23.13	23.23	23.30	23.43	23.51	23.61	23.70	23.80	23.90	24.01	24.09	24.20	24.27	24.37	24.50	24.59	
09*	1	16.45	16.95	17.08	17.17	17.28	17.37	17.49	17.59	17.70	17.79	17.89	17.99	18.10	18.20	18.30	18.40	18.50	
	2	17.44	17.96	18.06	18.17	18.27	18.37	18.48	18.58	18.70	18.78	18.89	18.97	19.11	19.20	19.28	19.38	19.49	
	3	18.39	18.90	18.98	19.12	19.21	19.32	19.42	19.55	19.63	19.72	19.83	19.93	20.04	20.13	20.25	20.34	20.42	
	4	19.16	19.66	19.77	19.86	19.96	20.08	20.19	20.30	20.38	20.47	20.61	20.71	20.79	20.88	21.02	21.10	21.21	
	5	19.85	20.36	20.45	20.56	20.68	20.78	20.87	20.99	21.09	21.19	21.28	21.39	21.50	21.61	21.70	21.79	21.89	
	6	20.52	21.04	21.14	21.23	21.32	21.44	21.55	21.66	21.74	21.85	21.96	22.07	22.16	22.24	22.37	22.46	22.57	
	7	21.16	21.67	21.76	21.86	21.97	22.09	22.18	22.29	22.39	22.50	22.59	22.68	22.80	22.88	23.00	23.10	23.21	
	8	21.87	22.39	22.50	22.59	22.68	22.81	22.90	23.02	23.11	23.22	23.30	23.43	23.52	23.62	23.72	23.82	23.92	
	9	22.63	23.15	23.25	23.34	23.46	23.56	23.67	23.78	23.88	23.99	24.07	24.19	24.27	24.37	24.50	24.60	24.66	
	10	23.59	24.09	24.20	24.28	24.40	24.53	24.62	24.70	24.82	24.93	25.03	25.11	25.22	25.34	25.42	25.53	25.63	
	11	24.59	25.08	25.17	25.30	25.39	25.50	25.60	25.72	25.81	25.90	26.01	26.12	26.21	26.32	26.41	26.53	26.63	
10*	1	17.08	17.63	17.73	17.82	17.95	18.05	18.17	18.28	18.37	18.49	18.59	18.72	18.81	18.92	19.05	19.15	19.25	
	2	18.21	18.76	18.87	18.96	19.11	19.20	19.31	19.42	19.55	19.64	19.73	19.85	19.96	20.07	20.19	20.30	20.39	



SCHEDULE B CWA Bargaining Unit Employees Only

lenote 180-day probationary period. All other ranges have a 120-day probationary period.
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by using both schedule, range, and step (e.g., B041, B052, etc.)

		LONGEVITY																
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
	3	19.19	19.72	19.84	19.94	20.06	20.16	20.28	20.38	20.47	20.62	20.72	20.81	20.92	21.05	21.16	21.25	21.36
	4	20.16	20.72	20.81	20.91	21.05	21.15	21.25	21.36	21.47	21.60	21.69	21.79	21.90	22.03	22.13	22.22	22.36
	5	21.13	21.67	21.77	21.87	22.01	22.10	22.20	22.32	22.43	22.55	22.63	22.77	22.86	22.97	23.09	23.20	23.29
	6	21.87	22.43	22.55	22.63	22.77	22.85	22.97	23.09	23.20	23.29	23.42	23.52	23.64	23.73	23.84	23.94	24.06
	7	22.63	23.20	23.29	23.42	23.52	23.62	23.73	23.84	23.94	24.06	24.18	24.27	24.40	24.52	24.62	24.70	24.85
	8	23.59	24.15	24.24	24.33	24.48	24.58	24.67	24.77	24.91	25.02	25.10	25.22	25.35	25.43	25.56	25.65	25.77
	9	24.59	25.11	25.23	25.35	25.46	25.56	25.67	25.78	25.88	26.00	26.11	26.21	26.33	26.42	26.55	26.66	26.76
	10	25.53	26.08	26.19	26.30	26.40	26.51	26.63	26.73	26.83	26.97	27.07	27.16	27.30	27.40	27.50	27.59	27.71
	11	26.69	27.21	27.35	27.46	27.56	27.66	27.79	27.89	28.00	28.12	28.23	28.32	28.46	28.55	28.66	28.76	28.87
11*	1	18.06	18.66	18.77	18.89	18.98	19.13	19.24	19.35	19.46	19.60	19.70	19.83	19.94	20.07	20.19	20.31	20.40
	2	19.32	19.91	20.04	20.14	20.27	20.37	20.50	20.63	20.74	20.83	20.96	21.09	21.21	21.32	21.44	21.56	21.68
	3	20.47	21.08	21.21	21.31	21.43	21.55	21.68	21.78	21.89	22.03	22.14	22.24	22.38	22.51	22.61	22.74	22.84
	4	21.66	22.22	22.37	22.47	22.59	22.71	22.83	22.95	23.07	23.19	23.29	23.43	23.53	23.66	23.78	23.89	24.01
	5	22.60	23.20	23.30	23.44	23.55	23.66	23.79	23.90	24.02	24.15	24.25	24.36	24.50	24.62	24.71	24.86	24.97
	6	23.59	24.18	24.28	24.41	24.54	24.64	24.74	24.89	25.01	25.10	25.23	25.36	25.47	25.59	25.72	25.82	25.94
	7	24.59	25.14	25.30	25.40	25.52	25.63	25.76	25.87	25.99	26.11	26.23	26.34	26.47	26.59	26.70	26.80	26.93
	8	25.53	26.12	26.24	26.35	26.48	26.59	26.71	26.81	26.96	27.07	27.17	27.31	27.42	27.54	27.65	27.76	27.88
	9	26.69	27.27	27.41	27.52	27.61	27.76	27.87	27.99	28.11	28.23	28.34	28.47	28.57	28.71	28.82	28.94	29.04
	10	27.86	28.46	28.57	28.70	28.79	28.93	29.04	29.15	29.27	29.38	29.51	29.63	29.75	29.86	29.99	30.10	30.21
	11	29.12	29.70	29.83	29.95	30.06	30.18	30.30	30.42	30.53	30.65	30.78	30.89	31.01	31.12	31.25	31.34	31.47
12*	1	19.32	19.95	20.08	20.22	20.34	20.45	20.61	20.73	20.83	20.96	21.10	21.23	21.34	21.50	21.63	21.74	21.87
	2	20.68	21.30	21.43	21.56	21.69	21.81	21.95	22.08	22.19	22.32	22.45	22.58	22.71	22.84	22.97	23.10	23.23
	3	21.96	22.59	22.73	22.84	22.97	23.10	23.23	23.34	23.49	23.61	23.73	23.85	24.00	24.15	24.25	24.37	24.53
	4	23.22	23.84	23.99	24.13	24.23	24.35	24.50	24.62	24.72	24.88	25.01	25.11	25.26	25.39	25.52	25.64	25.77
	5	24.36	25.02	25.12	25.27	25.39	25.52	25.64	25.77	25.89	26.02	26.16	26.29	26.40	26.55	26.68	26.79	26.93
	6	25.53	26.17	26.30	26.41	26.55	26.68	26.79	26.93	27.07	27.17	27.32	27.45	27.56	27.70	27.84	27.95	28.09
	7	26.69	27.33	27.46	27.57	27.70	27.84	27.95	28.09	28.23	28.34	28.48	28.59	28.73	28.86	28.99	29.12	29.25
	8	27.86	28.51	28.61	28.75	28.87	29.00	29.13	29.26	29.38	29.51	29.64	29.77	29.88	30.04	30.17	30.29	30.42
	9	29.12	29.76	29.87	30.01	30.15	30.26	30.40	30.52	30.65	30.78	30.90	31.03	31.15	31.29	31.43	31.54	31.68
	10	30.42	31.05	31.20	31.30	31.44	31.55	31.69	31.81	31.94	32.09	32.21	32.32	32.46	32.61	32.71	32.84	32.97
	11	31.75	32.39	32.51	32.65	32.77	32.91	33.04	33.15	33.28	33.40	33.55	33.66	33.78	33.94	34.06	34.18	34.32
13	1	12.18	12.54	12.59	12.66	12.72	12.80	12.86	12.96	13.01	13.07	13.15	13.22	13.30	13.38	13.44	13.49	13.57
	2	12.55	12.89	12.97	13.03	13.09	13.17	13.24	13.31	13.39	13.45	13.50	13.61	13.67	13.72	13.82	13.87	13.95
	3	12.76	13.10	13.17	13.25	13.31	13.40	13.45	13.52	13.61	13.67	13.72	13.82	13.88	13.95	14.02	14.09	14.16
	4	13.44	13.80	13.86	13.94	14.00	14.07	14.13	14.22	14.29	14.37	14.42	14.48	14.56	14.64	14.74	14.79	14.85
	5	13.78	14.13	14.19	14.29	14.36	14.42	14.47	14.54	14.62	14.72	14.78	14.84	14.90	14.98	15.04	15.13	15.21
	6	14.09	14.44	14.50	14.58	14.65	14.75	14.80	14.86	14.91	15.00	15.08	15.15	15.23	15.28	15.35	15.43	15.51
	7	14.81	15.16	15.23	15.29	15.35	15.44	15.51	15.58	15.64	15.72	15.79	15.85	15.94	15.99	16.07	16.14	16.22
	8	15.00	15.35	15.43	15.51	15.57	15.64	15.71	15.79	15.84	15.93	15.98	16.06	16.14	16.21	16.28	16.35	16.42
	9	15.35	15.72	15.79	15.85	15.93	15.99	16.06	16.14	16.21	16.28	16.35	16.42	16.48	16.56	16.64	16.70	16.79
	10	15.80	16.16	16.22	16.29	16.37	16.43	16.48	16.57	16.64	16.71	16.79	16.86	16.92	16.97	17.08	17.14	17.21
	11	16.23	16.58	16.65	16.73	16.80	16.87	16.92	16.98	17.08	17.15	17.21	17.29	17.35	17.40	17.50	17.56	17.65
	12	16.69	17.03	17.11	17.19	17.26	17.32	17.37	17.46	17.52	17.61	17.67	17.74	17.81	17.88	17.96	18.01	18.10
23	1	12.93	13.30	13.39	13.45	13.52	13.62	13.68	13.76	13.84	13.91	13.99	14.06	14.13	14.19	14.29	14.37	14.43
	2	13.43	13.82	13.88	13.97	14.03	14.11	14.18	14.28	14.36	14.42	14.48	14.56	14.65	14.74	14.80	14.86	14.92
	3	13.91	14.30	14.38	14.44	14.51	14.59	14.67	14.77	14.83	14.89	14.98	15.04	15.14	15.21	15.27	15.34	15.43
	4	14.37	14.76	14.82	14.88	14.97	15.03	15.13	15.21	15.27	15.34	15.43	15.51	15.58	15.64	15.72	15.80	15.86
	5	14.80	15.17	15.25	15.32	15.39	15.47	15.55	15.62	15.71	15.79	15.85	15.94	16.00	16.07	16.16	16.23	16.30
	6	15.21	15.58	15.65	15.73	15.81	15.89	15.96	16.03	16.11	16.20	16.26	16.35	16.42	16.47	16.56	16.64	16.71
	7	15.59	15.97	16.04	16.12	16.21	16.28	16.37	16.43	16.50	16.58	16.67	16.74	16.82	16.88	16.94	17.02	17.11



SCHEDULE B CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
30 for biweekly pay and by 2080 for annual salary
by using both schedule, range, and step (e.g., B041, B052, etc.)

Range	Step	LONGEVITY																
		A Base	B 5 yrs	C 6 yrs	D 7 yrs	E 8 yrs	F 9 yrs	G 10 yrs	H 11 yrs	I 12 yrs	J 13 yrs	K 14 yrs	L 15 yrs	M 16 yrs	N 17 yrs	O 18 yrs	P 19 yrs	Q 20 yrs
	8	16.02	16.41	16.47	16.56	16.64	16.71	16.80	16.87	16.93	16.99	17.10	17.17	17.26	17.31	17.37	17.46	17.53
	9	16.45	16.84	16.91	16.97	17.08	17.15	17.23	17.30	17.36	17.44	17.52	17.61	17.68	17.74	17.81	17.89	17.97
	10	16.94	17.33	17.39	17.49	17.56	17.65	17.72	17.79	17.87	17.95	18.01	18.10	18.18	18.25	18.32	18.39	18.46
	11	17.46	17.85	17.91	17.99	18.08	18.16	18.23	18.30	18.37	18.45	18.53	18.61	18.70	18.75	18.81	18.90	18.96
24	1	13.43	13.83	13.89	13.98	14.06	14.13	14.22	14.30	14.38	14.45	14.52	14.60	14.69	14.78	14.85	14.91	15.00
	2	13.93	14.34	14.40	14.46	14.54	14.64	14.74	14.80	14.86	14.93	15.02	15.12	15.20	15.26	15.34	15.43	15.51
	3	14.48	14.88	14.97	15.03	15.14	15.22	15.28	15.35	15.44	15.53	15.60	15.69	15.75	15.83	15.93	15.99	16.07
	4	14.91	15.32	15.39	15.47	15.57	15.64	15.72	15.80	15.86	15.96	16.03	16.11	16.20	16.26	16.37	16.43	16.50
	5	15.36	15.77	15.84	15.93	16.00	16.08	16.17	16.24	16.31	16.41	16.47	16.56	16.64	16.71	16.81	16.88	16.94
	6	15.80	16.20	16.26	16.35	16.43	16.50	16.58	16.67	16.74	16.83	16.90	16.96	17.06	17.14	17.23	17.30	17.36
	7	16.23	16.62	16.70	16.79	16.87	16.93	16.99	17.10	17.17	17.27	17.33	17.39	17.49	17.56	17.66	17.73	17.80
	8	16.69	17.09	17.16	17.25	17.32	17.38	17.48	17.55	17.64	17.72	17.79	17.87	17.95	18.01	18.11	18.19	18.27
	9	17.11	17.50	17.57	17.66	17.74	17.81	17.89	17.97	18.05	18.14	18.21	18.29	18.36	18.43	18.53	18.61	18.70
	10	17.68	18.08	18.16	18.23	18.32	18.39	18.46	18.54	18.63	18.72	18.78	18.86	18.93	18.99	19.12	19.19	19.25
	11	18.19	18.58	18.68	18.74	18.81	18.90	18.96	19.08	19.14	19.22	19.28	19.36	19.44	19.55	19.62	19.68	19.77
25	1	14.03	14.44	14.52	14.60	14.72	14.79	14.86	14.92	15.02	15.12	15.21	15.27	15.34	15.44	15.52	15.60	15.69
	2	14.44	14.85	14.92	15.01	15.12	15.20	15.27	15.34	15.44	15.52	15.60	15.69	15.75	15.84	15.93	16.00	16.08
	3	14.90	15.32	15.40	15.50	15.58	15.65	15.74	15.82	15.92	15.98	16.07	16.16	16.23	16.31	16.40	16.47	16.56
	4	15.43	15.83	15.93	15.99	16.08	16.17	16.25	16.33	16.42	16.48	16.58	16.67	16.74	16.83	16.90	16.97	17.08
	5	15.94	16.35	16.43	16.50	16.59	16.68	16.77	16.84	16.92	16.98	17.10	17.17	17.26	17.33	17.39	17.50	17.57
	6	16.45	16.87	16.94	17.02	17.13	17.20	17.29	17.35	17.44	17.52	17.63	17.70	17.76	17.86	17.93	18.01	18.10
	7	16.94	17.35	17.44	17.52	17.63	17.70	17.78	17.86	17.95	18.01	18.11	18.19	18.27	18.35	18.42	18.51	18.59
	8	17.46	17.87	17.96	18.04	18.13	18.20	18.29	18.36	18.45	18.53	18.63	18.71	18.77	18.86	18.93	19.03	19.12
	9	17.98	18.39	18.48	18.56	18.66	18.73	18.80	18.89	18.96	19.08	19.15	19.22	19.28	19.37	19.45	19.57	19.63
	10	18.45	18.86	18.94	19.03	19.13	19.20	19.27	19.35	19.44	19.55	19.62	19.68	19.77	19.85	19.93	20.03	20.09
	11	18.85	19.25	19.34	19.42	19.50	19.60	19.67	19.76	19.84	19.92	20.00	20.08	20.16	20.26	20.33	20.40	20.47
26	1	14.72	15.14	15.22	15.29	15.38	15.47	15.55	15.64	15.73	15.82	15.90	15.98	16.07	16.17	16.24	16.33	16.42
	2	15.23	15.65	15.73	15.82	15.92	15.99	16.07	16.17	16.25	16.35	16.42	16.50	16.59	16.69	16.77	16.86	16.93
	3	15.69	16.11	16.20	16.28	16.38	16.45	16.52	16.62	16.71	16.81	16.88	16.95	17.06	17.15	17.23	17.31	17.38
	4	16.18	16.61	16.69	16.79	16.87	16.94	17.02	17.13	17.21	17.30	17.36	17.46	17.55	17.65	17.72	17.80	17.89
	5	16.68	17.11	17.19	17.28	17.35	17.44	17.52	17.63	17.71	17.79	17.87	17.96	18.05	18.14	18.21	18.30	18.39
	6	17.19	17.63	17.70	17.78	17.87	17.96	18.04	18.13	18.21	18.30	18.37	18.46	18.56	18.66	18.73	18.80	18.90
	7	17.68	18.11	18.19	18.28	18.36	18.45	18.53	18.63	18.72	18.79	18.87	18.95	19.08	19.15	19.22	19.31	19.38
	8	18.19	18.63	18.71	18.78	18.87	18.95	19.05	19.14	19.22	19.31	19.37	19.46	19.58	19.65	19.72	19.82	19.91
	9	18.71	19.14	19.21	19.28	19.37	19.46	19.57	19.64	19.72	19.82	19.90	19.97	20.07	20.16	20.25	20.33	20.40
	10	19.16	19.60	19.66	19.76	19.84	19.93	20.00	20.09	20.19	20.28	20.35	20.42	20.53	20.63	20.71	20.78	20.86
	11	19.66	20.09	20.17	20.27	20.35	20.42	20.52	20.62	20.71	20.78	20.85	20.93	21.05	21.14	21.21	21.28	21.38
27	1	15.43	15.86	15.96	16.04	16.16	16.24	16.33	16.42	16.50	16.59	16.69	16.79	16.87	16.94	17.03	17.14	17.23
	2	16.06	16.50	16.59	16.69	16.80	16.88	16.95	17.06	17.15	17.25	17.32	17.39	17.50	17.59	17.68	17.76	17.86
	3	16.57	16.99	17.11	17.20	17.30	17.37	17.48	17.56	17.66	17.74	17.82	17.91	18.00	18.10	18.19	18.28	18.36
	4	17.11	17.55	17.65	17.73	17.82	17.91	18.00	18.10	18.19	18.28	18.36	18.45	18.54	18.64	18.73	18.80	18.90
	5	17.50	17.95	18.04	18.13	18.23	18.32	18.40	18.49	18.58	18.69	18.76	18.85	18.93	19.03	19.13	19.21	19.28
	6	17.98	18.42	18.51	18.61	18.72	18.79	18.89	18.96	19.09	19.16	19.24	19.33	19.42	19.50	19.61	19.68	19.78
	7	18.45	18.90	18.97	19.10	19.19	19.26	19.35	19.44	19.56	19.63	19.70	19.81	19.90	19.97	20.07	20.16	20.26
	8	18.85	19.28	19.37	19.46	19.59	19.66	19.76	19.84	19.93	20.03	20.10	20.21	20.30	20.37	20.45	20.55	20.65
	9	19.36	19.82	19.91	19.99	20.09	20.19	20.28	20.36	20.44	20.54	20.64	20.73	20.80	20.88	20.99	21.06	21.17
	10	19.90	20.34	20.41	20.52	20.63	20.72	20.79	20.87	20.96	21.07	21.16	21.24	21.32	21.41	21.51	21.61	21.69
	11	20.52	20.95	21.06	21.15	21.24	21.32	21.41	21.51	21.61	21.69	21.77	21.86	21.96	22.06	22.13	22.21	22.31
	12	21.16	21.61	21.69	21.77	21.87	21.97	22.07	22.14	22.22	22.32	22.41	22.51	22.59	22.67	22.78	22.85	22.95
28	1	15.80	16.26	16.37	16.45	16.53	16.65	16.74	16.83	16.92	16.99	17.13	17.21	17.30	17.38	17.49	17.59	17.68



SCHEDULE B CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
 30 for biweekly pay and by 2080 for annual salary
 by using both schedule, range, and step (e.g., B041, B052, etc.)

		LONGEVITY																	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
	2	16.52	16.98	17.10	17.20	17.29	17.37	17.48	17.56	17.67	17.75	17.86	17.95	18.04	18.14	18.23	18.33	18.41	
	3	17.17	17.65	17.73	17.82	17.91	18.01	18.11	18.20	18.30	18.39	18.49	18.58	18.69	18.77	18.86	18.95	19.08	
	4	17.79	18.27	18.35	18.45	18.54	18.66	18.74	18.81	18.92	18.99	19.13	19.21	19.28	19.38	19.46	19.60	19.67	
	5	18.33	18.79	18.89	18.97	19.10	19.19	19.26	19.35	19.45	19.57	19.65	19.73	19.83	19.93	20.03	20.12	20.22	
	6	18.85	19.32	19.41	19.50	19.61	19.69	19.79	19.87	19.97	20.07	20.17	20.27	20.35	20.44	20.54	20.65	20.74	
	7	19.36	19.84	19.93	20.04	20.12	20.24	20.32	20.39	20.50	20.61	20.71	20.78	20.86	20.96	21.07	21.17	21.25	
	8	19.90	20.36	20.44	20.55	20.65	20.75	20.82	20.91	21.04	21.13	21.22	21.30	21.39	21.50	21.60	21.69	21.77	
	9	20.52	20.99	21.08	21.18	21.26	21.36	21.46	21.55	21.66	21.73	21.83	21.91	22.03	22.12	22.20	22.31	22.40	
	10	21.16	21.63	21.71	21.81	21.89	22.02	22.10	22.18	22.29	22.38	22.47	22.57	22.64	22.77	22.84	22.95	23.04	
	11	21.87	22.36	22.44	22.55	22.62	22.74	22.82	22.90	23.02	23.10	23.21	23.28	23.36	23.49	23.58	23.67	23.77	
	12	22.63	23.11	23.21	23.29	23.39	23.50	23.59	23.67	23.78	23.85	23.95	24.05	24.16	24.24	24.32	24.43	24.54	
29*	1	16.21	16.70	16.81	16.90	16.98	17.10	17.20	17.30	17.38	17.50	17.59	17.70	17.79	17.89	17.99	18.09	18.19	
	2	17.15	17.65	17.74	17.85	17.95	18.04	18.14	18.25	18.34	18.43	18.53	18.64	18.74	18.82	18.93	19.03	19.14	
	3	17.91	18.41	18.51	18.63	18.73	18.80	18.91	18.99	19.13	19.22	19.31	19.41	19.50	19.62	19.70	19.81	19.91	
	4	18.64	19.14	19.23	19.33	19.43	19.55	19.63	19.72	19.83	19.93	20.03	20.12	20.24	20.33	20.41	20.52	20.63	
	5	19.28	19.79	19.90	19.99	20.09	20.19	20.30	20.38	20.47	20.61	20.69	20.78	20.87	20.99	21.09	21.18	21.27	
	6	19.90	20.38	20.47	20.61	20.71	20.78	20.87	20.99	21.09	21.19	21.27	21.38	21.48	21.60	21.69	21.77	21.87	
	7	20.52	21.03	21.13	21.22	21.31	21.40	21.51	21.62	21.71	21.81	21.89	22.02	22.11	22.20	22.31	22.40	22.51	
	8	21.16	21.66	21.74	21.85	21.96	22.06	22.14	22.23	22.36	22.45	22.55	22.63	22.76	22.84	22.95	23.04	23.14	
	9	21.87	22.38	22.47	22.58	22.67	22.78	22.86	22.97	23.08	23.19	23.26	23.35	23.47	23.58	23.67	23.77	23.85	
	10	22.63	23.14	23.24	23.33	23.45	23.53	23.64	23.73	23.83	23.93	24.03	24.15	24.23	24.32	24.43	24.54	24.63	
	11	23.59	24.07	24.19	24.27	24.37	24.49	24.59	24.67	24.75	24.89	24.98	25.07	25.15	25.28	25.38	25.47	25.57	
	12	24.59	25.07	25.15	25.28	25.38	25.47	25.57	25.67	25.77	25.87	25.97	26.06	26.17	26.26	26.36	26.47	26.56	
30*	1	16.80	17.32	17.40	17.52	17.64	17.74	17.85	17.95	18.06	18.17	18.27	18.37	18.48	18.58	18.71	18.79	18.90	
	2	17.75	18.29	18.39	18.49	18.59	18.72	18.80	18.91	19.03	19.14	19.23	19.34	19.44	19.57	19.66	19.77	19.86	
	3	18.74	19.26	19.36	19.46	19.59	19.68	19.79	19.90	20.00	20.10	20.22	20.33	20.41	20.53	20.65	20.75	20.83	
	4	19.67	20.22	20.32	20.40	20.52	20.64	20.74	20.82	20.93	21.06	21.16	21.26	21.36	21.47	21.60	21.69	21.78	
	5	20.42	20.96	21.08	21.18	21.27	21.39	21.50	21.61	21.71	21.81	21.90	22.05	22.13	22.22	22.36	22.45	22.56	
	6	21.16	21.69	21.78	21.88	22.01	22.11	22.20	22.31	22.43	22.53	22.62	22.76	22.84	22.95	23.07	23.17	23.26	
	7	21.87	22.41	22.52	22.61	22.73	22.83	22.93	23.04	23.15	23.25	23.34	23.47	23.58	23.67	23.79	23.89	24.00	
	8	22.63	23.19	23.27	23.36	23.49	23.60	23.69	23.80	23.91	24.02	24.14	24.23	24.32	24.43	24.57	24.65	24.73	
	9	23.59	24.14	24.22	24.30	24.42	24.56	24.64	24.72	24.87	24.97	25.06	25.15	25.28	25.38	25.49	25.59	25.71	
	10	24.59	25.10	25.20	25.33	25.41	25.53	25.63	25.74	25.84	25.96	26.05	26.17	26.26	26.36	26.49	26.59	26.69	
	11	25.53	26.06	26.17	26.26	26.36	26.49	26.59	26.69	26.79	26.90	27.02	27.12	27.20	27.33	27.45	27.54	27.64	
	12	26.69	27.20	27.33	27.44	27.53	27.64	27.76	27.85	27.95	28.06	28.16	28.28	28.37	28.50	28.59	28.71	28.79	
31*	1	17.44	18.00	18.13	18.25	18.35	18.46	18.58	18.71	18.80	18.92	19.05	19.15	19.25	19.36	19.48	19.61	19.70	
	2	18.59	19.16	19.26	19.37	19.49	19.62	19.72	19.84	19.95	20.07	20.19	20.30	20.39	20.52	20.64	20.75	20.85	
	3	19.77	20.33	20.42	20.55	20.68	20.78	20.88	21.03	21.14	21.24	21.34	21.46	21.59	21.69	21.79	21.90	22.05	
	4	20.73	21.27	21.39	21.51	21.63	21.73	21.85	21.97	22.09	22.19	22.31	22.41	22.53	22.63	22.77	22.86	22.99	
	5	21.70	22.24	22.38	22.50	22.60	22.73	22.83	22.95	23.07	23.19	23.28	23.39	23.51	23.62	23.73	23.84	23.95	
	6	22.63	23.21	23.30	23.44	23.55	23.66	23.78	23.89	24.01	24.14	24.23	24.32	24.44	24.58	24.67	24.77	24.92	
	7	23.59	24.16	24.25	24.36	24.50	24.61	24.70	24.85	24.95	25.06	25.15	25.28	25.39	25.50	25.61	25.74	25.84	
	8	24.59	25.12	25.26	25.37	25.48	25.59	25.72	25.82	25.94	26.05	26.17	26.26	26.38	26.50	26.62	26.72	26.83	
	9	25.53	26.10	26.20	26.32	26.42	26.55	26.67	26.77	26.89	27.02	27.12	27.20	27.34	27.46	27.56	27.68	27.81	
	10	26.69	27.24	27.36	27.48	27.58	27.70	27.83	27.93	28.05	28.16	28.28	28.37	28.51	28.60	28.73	28.84	28.96	
	11	27.86	28.43	28.54	28.64	28.76	28.87	28.99	29.10	29.23	29.33	29.45	29.55	29.67	29.78	29.88	30.01	30.12	
	12	29.12	29.68	29.79	29.92	30.03	30.15	30.24	30.36	30.49	30.59	30.70	30.82	30.92	31.04	31.15	31.27	31.39	
32*	1	18.74	19.34	19.46	19.61	19.70	19.84	19.96	20.08	20.22	20.34	20.44	20.60	20.71	20.81	20.93	21.07	21.19	
	2	20.05	20.67	20.78	20.90	21.04	21.16	21.27	21.39	21.53	21.66	21.76	21.88	22.02	22.13	22.24	22.38	22.51	
	3	21.28	21.89	22.05	22.16	22.27	22.40	22.53	22.63	22.78	22.88	23.02	23.14	23.25	23.36	23.51	23.62	23.76	



SCHEDULE B CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
30 for biweekly pay and by 2080 for annual salary
by using both schedule, range, and step (e.g., B041, B052, etc.)

		LONGEVITY																
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
	4	22.44	23.05	23.19	23.29	23.43	23.55	23.67	23.76	23.91	24.04	24.17	24.27	24.40	24.54	24.65	24.74	24.81
	5	23.81	24.22	24.33	24.49	24.60	24.70	24.86	24.97	25.08	25.20	25.34	25.46	25.57	25.71	25.82	25.94	26.05
	6	24.59	25.17	25.33	25.43	25.59	25.70	25.81	25.93	26.05	26.18	26.30	26.41	26.54	26.67	26.78	26.90	27.04
	7	25.53	26.15	26.26	26.39	26.51	26.65	26.78	26.88	27.02	27.13	27.24	27.39	27.49	27.60	27.70	27.88	27.99
	8	26.49	27.31	27.44	27.55	27.68	27.81	27.92	28.04	28.16	28.29	28.39	28.54	28.64	28.77	28.91	29.01	29.14
	9	27.46	28.48	28.54	28.73	28.84	28.97	29.08	29.22	29.33	29.46	29.58	29.70	29.82	29.95	30.07	30.19	30.31
	10	28.12	29.73	29.85	29.99	30.10	30.22	30.35	30.47	30.59	30.72	30.84	30.97	31.07	31.22	31.32	31.45	31.57
	11	30.42	31.03	31.15	31.28	31.41	31.52	31.66	31.75	31.90	32.01	32.14	32.28	32.38	32.50	32.64	32.74	32.87
	12	31.75	32.36	32.48	32.63	32.72	32.85	32.96	33.10	33.23	33.36	33.47	33.60	33.71	33.83	33.98	34.08	34.20
	13	32.14	33.75	33.87	34.02	34.11	34.24	34.38	34.49	34.62	34.75	34.88	34.98	35.12	35.22	35.35	35.49	35.60
33'	1	28.26	29.00	29.05	29.18	29.31	29.44	29.56	29.71	29.80	29.95	30.05	30.20	30.29	30.42	30.54	30.67	30.79
	2	29.66	30.31	30.45	30.58	30.73	30.84	30.99	31.11	31.26	31.36	31.50	31.65	31.75	31.91	32.05	32.15	32.30
	3	31.00	31.86	31.90	32.02	32.18	32.29	32.44	32.54	32.69	32.79	32.93	33.07	33.16	33.31	33.45	33.58	33.71
	4	32.27	33.15	33.20	33.32	33.48	33.58	33.74	33.84	34.00	34.09	34.24	34.38	34.47	34.62	34.76	34.89	35.02
	5	33.63	34.51	34.56	34.68	34.84	34.94	35.10	35.20	35.36	35.45	35.60	35.74	35.83	36.00	36.13	36.26	36.39
	6	34.69	35.57	35.62	35.74	35.90	36.00	36.16	36.26	36.42	36.51	36.66	36.80	36.89	37.06	37.19	37.32	37.45
	7	35.86	36.74	36.79	36.91	37.07	37.17	37.33	37.43	37.59	37.68	37.83	37.97	38.10	38.27	38.40	38.53	38.66
	8	36.12	37.00	37.05	37.17	37.33	37.43	37.59	37.69	37.85	37.94	38.09	38.23	38.36	38.53	38.66	38.79	38.92
	9	37.42	38.30	38.35	38.47	38.63	38.73	38.89	38.99	39.15	39.24	39.39	39.53	39.66	39.83	39.96	40.09	40.22
	10	38.75	39.63	39.68	39.80	40.00	40.09	40.25	40.35	40.51	40.60	40.75	40.89	41.02	41.19	41.32	41.45	41.58
	11	39.14	40.02	40.07	40.19	40.35	40.45	40.61	40.71	40.87	40.96	41.11	41.25	41.38	41.55	41.68	41.81	41.94
	12	39.56	40.44	40.49	40.61	40.77	40.87	41.03	41.13	41.29	41.38	41.53	41.67	41.80	41.97	42.10	42.23	42.36
	13	39.90	40.78	40.83	40.95	41.11	41.21	41.37	41.47	41.63	41.72	41.87	42.01	42.14	42.31	42.44	42.57	42.70
34'	1	29.88	30.62	30.67	30.80	30.93	31.06	31.18	31.33	31.42	31.57	31.67	31.82	31.91	32.06	32.18	32.31	32.44
	2	31.28	32.02	32.07	32.20	32.33	32.46	32.58	32.73	32.82	32.97	33.07	33.22	33.31	33.46	33.58	33.71	33.84
	3	32.62	33.36	33.41	33.54	33.67	33.80	33.92	34.07	34.16	34.31	34.41	34.56	34.65	34.80	34.92	35.05	35.18
	4	33.96	34.70	34.75	34.88	35.01	35.14	35.26	35.41	35.50	35.65	35.75	35.90	36.00	36.15	36.28	36.41	36.54
	5	35.33	36.07	36.12	36.25	36.38	36.51	36.63	36.78	36.87	37.02	37.12	37.27	37.36	37.51	37.64	37.77	37.90
	6	36.69	37.43	37.48	37.61	37.74	37.87	38.00	38.15	38.24	38.39	38.49	38.64	38.73	38.88	39.01	39.14	39.27
	7	37.96	38.70	38.75	38.88	39.01	39.14	39.26	39.41	39.50	39.65	39.75	39.90	40.00	40.15	40.28	40.41	40.54
	8	39.32	40.06	40.11	40.24	40.37	40.50	40.62	40.77	40.86	41.01	41.11	41.26	41.35	41.50	41.63	41.76	41.89
	9	40.68	41.42	41.47	41.60	41.73	41.86	41.98	42.13	42.22	42.37	42.47	42.62	42.71	42.86	42.99	43.12	43.25
	10	41.96	42.70	42.75	42.88	43.01	43.14	43.26	43.41	43.50	43.65	43.75	43.90	44.00	44.15	44.28	44.41	44.54
	11	43.32	44.06	44.11	44.24	44.37	44.50	44.62	44.77	44.86	45.01	45.11	45.26	45.35	45.50	45.63	45.76	45.89
	12	43.71	44.45	44.50	44.63	44.76	44.89	45.01	45.16	45.25	45.40	45.50	45.65	45.74	45.89	46.02	46.15	46.28
	13	44.05	44.79	44.84	44.97	45.10	45.23	45.35	45.50	45.59	45.74	45.84	45.99	46.08	46.23	46.36	46.49	46.62
35'	1	29.90	30.64	30.69	30.82	30.95	31.08	31.20	31.35	31.44	31.59	31.69	31.84	31.93	32.08	32.20	32.33	32.46
	2	31.30	32.04	32.09	32.22	32.35	32.48	32.60	32.75	32.84	32.99	33.09	33.24	33.33	33.48	33.60	33.73	33.86
	3	32.64	33.38	33.43	33.56	33.69	33.82	33.94	34.09	34.18	34.33	34.43	34.58	34.67	34.82	34.94	35.07	35.20
	4	33.98	34.72	34.77	34.90	35.03	35.16	35.28	35.43	35.52	35.67	35.77	35.92	36.01	36.16	36.28	36.41	36.54
	5	35.34	36.08	36.13	36.26	36.39	36.52	36.64	36.79	36.88	37.03	37.13	37.28	37.37	37.52	37.64	37.77	37.90
	6	36.70	37.44	37.49	37.62	37.75	37.88	38.00	38.15	38.24	38.39	38.49	38.64	38.73	38.88	39.00	39.13	39.26
	7	38.06	38.80	38.85	38.98	39.11	39.24	39.36	39.51	39.60	39.75	39.85	39.99	40.08	40.23	40.35	40.48	40.61
	8	39.42	40.16	40.21	40.34	40.47	40.60	40.72	40.87	40.96	41.11	41.21	41.36	41.45	41.60	41.72	41.85	41.98
	9	40.78	41.52	41.57	41.70	41.83	41.96	42.08	42.23	42.32	42.47	42.57	42.72	42.81	42.96	43.08	43.21	43.34
	10	42.14	42.88	42.93	43.06	43.19	43.32	43.44	43.59	43.68	43.83	43.93	44.08	44.17	44.32	44.44	44.57	44.70
	11	43.50	44.24	44.29	44.42	44.55	44.68	44.80	44.95	45.04	45.19	45.29	45.44	45.53	45.68	45.80	45.93	46.06
	12	44.86	45.60	45.65	45.78	45.91	46.04	46.16	46.31	46.40	46.55	46.65	46.80	46.89	47.04	47.16	47.29	47.42
	13	45.25	45.99	46.04	46.17	46.30	46.43	46.55	46.70	46.79	46.94	47.04	47.19	47.28	47.43	47.55	47.68	47.81
36'	1	29.97	30.71	30.76	30.89	31.02	31.15	31.27	31.42	31.51	31.66	31.76	31.91	32.00	32.15	32.27	32.40	32.53



SCHEDULE B CWA Bargaining Unit Employees Only

lenote 180-day probationary period. All other ranges have a 120-day probationary period.
 IO for biweekly pay and by 2080 for annual salary
 by using both schedule, range, and step (e.g., B041, B052, etc.)

Range	Step	LONGEVITY																
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
	2	27.94	28.82	28.99	29.15	29.33	29.51	29.68	29.85	30.03	30.20	30.37	30.55	30.72	30.89	31.06	31.25	31.42
	3	29.73	30.59	30.78	30.94	31.11	31.29	31.46	31.65	31.80	31.98	32.16	32.32	32.50	32.67	32.84	33.04	33.19
	4	31.45	32.30	32.49	32.66	32.83	33.02	33.18	33.36	33.54	33.70	33.87	34.05	34.21	34.40	34.55	34.75	34.90
	5	33.11	33.99	34.16	34.33	34.50	34.69	34.85	35.03	35.19	35.37	35.56	35.69	35.90	36.05	36.22	36.44	36.57
	6	34.66	35.54	35.68	35.88	36.04	36.21	36.38	36.56	36.73	36.92	37.07	37.25	37.42	37.61	37.75	37.96	38.11
	7	36.20	37.06	37.25	37.41	37.61	37.75	37.95	38.11	38.28	38.46	38.64	38.80	38.99	39.13	39.34	39.50	39.67
	8	37.90	38.75	38.94	39.09	39.27	39.46	39.61	39.81	39.96	40.14	40.33	40.48	40.66	40.84	41.02	41.17	41.34
	9	39.58	40.46	40.63	40.82	40.99	41.15	41.32	41.51	41.65	41.85	42.01	42.18	42.37	42.52	42.71	42.89	43.05
	10	41.39	42.25	42.42	42.57	42.77	42.94	43.10	43.29	43.44	43.61	43.82	43.97	44.15	44.31	44.49	44.67	44.83
	11	43.37	44.23	44.39	44.57	44.74	44.94	45.08	45.28	45.43	45.62	45.80	45.95	46.14	46.31	46.48	46.66	46.81
	12	45.38	46.25	46.40	46.59	46.76	46.95	47.10	47.27	47.45	47.61	47.81	47.95	48.14	48.31	48.49	48.66	48.84
	13	47.47	48.33	48.51	48.68	48.86	49.04	49.22	49.36	49.55	49.72	49.92	50.06	50.25	50.42	50.59	50.77	50.94
93	7	15.80	16.17	16.24	16.31	16.40	16.46	16.53	16.62	16.70	16.79	16.86	16.91	16.97	17.08	17.15	17.23	17.30
	8	16.23	16.59	16.68	16.75	16.83	16.90	16.96	17.06	17.14	17.21	17.29	17.34	17.40	17.50	17.57	17.66	17.73
	9	16.69	17.06	17.14	17.21	17.29	17.35	17.43	17.51	17.59	17.67	17.74	17.80	17.88	17.96	18.04	18.11	18.19



SCHEDULE D CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

		LONGEVITY																
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
	Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
01	1	12.78	13.14	13.22	13.28	13.36	13.44	13.52	13.58	13.66	13.72	13.79	13.90	13.96	14.02	14.10	14.17	14.25
	2	13.12	13.49	13.57	13.65	13.70	13.77	13.89	13.94	14.00	14.09	14.15	14.23	14.30	14.38	14.44	14.52	14.62
	3	13.57	13.94	14.00	14.09	14.15	14.23	14.30	14.38	14.44	14.52	14.62	14.68	14.74	14.80	14.87	14.97	15.06
	4	13.97	14.33	14.41	14.47	14.57	14.65	14.71	14.76	14.83	14.93	15.02	15.09	15.15	15.20	15.28	15.38	15.45
	5	14.34	14.71	14.77	14.84	14.93	15.04	15.10	15.15	15.21	15.29	15.38	15.46	15.54	15.59	15.66	15.74	15.82
	6	14.72	15.10	15.16	15.22	15.29	15.39	15.47	15.54	15.60	15.67	15.74	15.83	15.90	15.97	16.05	16.12	16.17
	7	15.11	15.47	15.55	15.62	15.67	15.75	15.84	15.90	16.00	16.06	16.12	16.21	16.28	16.34	16.42	16.51	16.58
	8	15.52	15.86	15.93	16.03	16.09	16.15	16.25	16.30	16.38	16.47	16.53	16.61	16.70	16.75	16.81	16.90	16.96
	9	15.90	16.27	16.34	16.42	16.50	16.56	16.64	16.72	16.78	16.85	16.92	17.02	17.09	17.16	17.23	17.29	17.35
	10	16.34	16.72	16.78	16.85	16.92	17.02	17.09	17.16	17.23	17.29	17.35	17.45	17.54	17.61	17.67	17.73	17.80
02	1	13.24	13.61	13.69	13.76	13.84	13.94	14.00	14.09	14.16	14.25	14.31	14.39	14.45	14.54	14.64	14.70	14.76
	2	13.61	13.99	14.07	14.15	14.23	14.30	14.39	14.45	14.54	14.64	14.70	14.75	14.82	14.91	15.02	15.09	15.15
	3	14.07	14.44	14.52	14.63	14.69	14.75	14.82	14.91	15.02	15.09	15.15	15.20	15.28	15.38	15.46	15.54	15.60
	4	14.51	14.87	14.97	15.07	15.13	15.19	15.27	15.33	15.45	15.53	15.59	15.65	15.73	15.82	15.89	15.97	16.05
	5	14.94	15.30	15.41	15.48	15.56	15.63	15.69	15.77	15.86	15.93	16.03	16.09	16.15	16.25	16.31	16.39	16.49
	6	15.29	15.67	15.75	15.84	15.91	16.01	16.07	16.14	16.24	16.30	16.38	16.44	16.53	16.61	16.70	16.76	16.83
	7	15.66	16.05	16.12	16.21	16.28	16.35	16.43	16.52	16.58	16.68	16.75	16.80	16.89	16.96	17.05	17.14	17.21
	8	16.11	16.50	16.56	16.64	16.73	16.79	16.86	16.94	17.04	17.13	17.20	17.25	17.31	17.41	17.49	17.58	17.65
	9	16.55	16.92	17.02	17.09	17.17	17.24	17.30	17.39	17.48	17.56	17.64	17.69	17.75	17.85	17.92	18.01	18.09
	10	17.03	17.39	17.48	17.56	17.64	17.70	17.77	17.86	17.94	18.02	18.10	18.16	18.23	18.32	18.40	18.47	18.56
03	1	13.56	13.96	14.03	14.11	14.19	14.27	14.34	14.42	14.50	14.62	14.68	14.74	14.81	14.88	14.99	15.08	15.14
	2	13.97	14.38	14.44	14.52	14.63	14.69	14.75	14.82	14.91	15.04	15.10	15.16	15.22	15.30	15.41	15.48	15.56
	3	14.61	14.91	15.02	15.09	15.15	15.21	15.29	15.39	15.47	15.56	15.63	15.69	15.77	15.86	15.93	16.03	16.10
	4	16.04	15.43	15.51	15.57	15.64	15.70	15.81	15.88	15.96	16.05	16.12	16.21	16.28	16.35	16.43	16.52	16.58
	5	15.47	15.86	15.93	16.03	16.10	16.16	16.26	16.32	16.40	16.51	16.57	16.66	16.74	16.80	16.89	16.96	17.05
	6	15.90	16.30	16.38	16.47	16.54	16.62	16.71	16.77	16.84	16.93	17.03	17.11	17.18	17.25	17.31	17.41	17.49
	7	16.34	16.75	16.81	16.90	16.97	17.07	17.15	17.22	17.28	17.36	17.47	17.55	17.63	17.69	17.75	17.85	17.92
	8	16.78	17.20	17.26	17.32	17.43	17.50	17.60	17.66	17.72	17.82	17.90	17.99	18.07	18.14	18.21	18.29	18.36
	9	17.28	17.69	17.75	17.85	17.92	18.01	18.09	18.16	18.23	18.33	18.41	18.49	18.57	18.64	18.72	18.79	18.87
	10	17.80	18.21	18.29	18.36	18.45	18.53	18.61	18.69	18.76	18.85	18.93	19.01	19.10	19.16	19.24	19.31	19.37
04	1	14.15	14.58	14.66	14.73	14.80	14.87	14.99	15.08	15.14	15.21	15.29	15.41	15.48	15.56	15.64	15.70	15.81
	2	14.58	14.99	15.08	15.15	15.21	15.29	15.41	15.48	15.56	15.64	15.70	15.82	15.89	15.97	16.06	16.13	16.22
	3	15.09	15.51	15.57	15.65	15.73	15.82	15.90	16.00	16.06	16.14	16.24	16.31	16.39	16.49	16.56	16.64	16.73
	4	15.59	16.02	16.09	16.16	16.26	16.32	16.42	16.51	16.57	16.68	16.75	16.83	16.91	17.00	17.09	17.17	17.24
	5	16.10	16.52	16.58	16.70	16.76	16.83	16.92	17.02	17.09	17.18	17.25	17.32	17.43	17.50	17.61	17.67	17.73
	6	16.55	16.96	17.05	17.15	17.22	17.28	17.36	17.47	17.55	17.64	17.70	17.78	17.87	17.96	18.06	18.12	18.20
	7	17.03	17.44	17.52	17.62	17.68	17.74	17.85	17.92	18.01	18.10	18.17	18.26	18.34	18.42	18.52	18.60	18.67
	8	17.54	17.94	18.02	18.11	18.18	18.26	18.35	18.44	18.52	18.61	18.69	18.77	18.85	18.93	19.02	19.11	19.17
	9	18.04	18.45	18.53	18.62	18.70	18.77	18.86	18.94	19.02	19.12	19.18	19.28	19.34	19.45	19.53	19.61	19.67
	10	18.56	18.96	19.05	19.14	19.20	19.29	19.36	19.48	19.54	19.63	19.71	19.80	19.86	19.97	20.04	20.11	20.21
05	1	15.05	15.46	15.55	15.63	15.69	15.81	15.89	15.97	16.06	16.14	16.24	16.31	16.40	16.50	16.57	16.68	16.75
	2	15.30	15.74	15.84	15.92	16.02	16.10	16.17	16.27	16.35	16.44	16.53	16.62	16.72	16.78	16.86	16.96	17.05
	3	15.73	16.15	16.26	16.34	16.42	16.52	16.61	16.70	16.77	16.85	16.93	17.04	17.14	17.21	17.28	17.36	17.47
	4	16.22	16.64	16.74	16.81	16.90	17.00	17.09	17.17	17.25	17.32	17.43	17.52	17.62	17.68	17.75	17.86	17.94
	5	16.75	17.18	17.26	17.33	17.44	17.54	17.63	17.69	17.77	17.87	17.96	18.06	18.14	18.21	18.31	18.40	18.47



SCHEDULE D CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
by 80 for biweekly pay and by 2080 for annual salary
As by using both schedule, range, and step (e.g., B041, B052, etc.)

		LONGEVITY																
		Base	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
			5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
	6	17.28	17.71	17.80	17.90	17.99	18.08	18.16	18.23	18.33	18.42	18.50	18.60	18.69	18.76	18.85	18.94	19.02
	7	17.80	18.23	18.33	18.42	18.50	18.60	18.69	18.76	18.85	18.94	19.02	19.12	19.19	19.28	19.35	19.48	19.54
	8	18.34	18.77	18.86	18.95	19.04	19.13	19.20	19.29	19.36	19.49	19.55	19.64	19.73	19.81	19.89	20.00	20.06
	9	18.82	19.25	19.33	19.45	19.52	19.61	19.70	19.76	19.85	19.97	20.03	20.11	20.22	20.30	20.37	20.47	20.54
	10	19.23	19.65	19.74	19.83	19.94	20.01	20.08	20.18	20.26	20.35	20.44	20.52	20.62	20.71	20.78	20.86	20.95
06	1	15.69	16.05	16.13	16.24	16.31	16.40	16.50	16.57	16.68	16.76	16.84	16.93	17.04	17.14	17.22	17.29	17.39
	2	16.04	16.50	16.57	16.68	16.76	16.84	16.92	17.03	17.13	17.21	17.28	17.36	17.48	17.58	17.66	17.73	17.84
	3	16.55	17.02	17.11	17.20	17.27	17.35	17.45	17.55	17.64	17.71	17.80	17.90	18.00	18.09	18.17	18.26	18.35
	4	17.03	17.48	17.58	17.66	17.73	17.84	17.91	18.01	18.10	18.18	18.27	18.36	18.46	18.56	18.64	18.73	18.82
	5	17.54	17.99	18.08	18.16	18.25	18.34	18.42	18.52	18.61	18.70	18.78	18.87	18.96	19.07	19.15	19.24	19.32
	6	18.04	18.49	18.58	18.67	18.76	18.85	18.93	19.02	19.12	19.19	19.29	19.36	19.49	19.57	19.65	19.74	19.83
	7	18.56	19.01	19.11	19.18	19.28	19.35	19.46	19.54	19.63	19.72	19.81	19.89	20.00	20.07	20.18	20.26	20.35
	8	19.09	19.53	19.62	19.71	19.80	19.87	19.98	20.05	20.16	20.24	20.33	20.43	20.50	20.61	20.71	20.78	20.86
	9	19.54	20.00	20.07	20.18	20.26	20.35	20.44	20.52	20.62	20.72	20.79	20.87	20.97	21.08	21.16	21.24	21.33
	10	20.05	20.50	20.61	20.71	20.78	20.86	20.95	21.05	21.14	21.22	21.30	21.41	21.50	21.59	21.67	21.76	21.86
07	1	16.04	16.51	16.58	16.71	16.78	16.86	16.96	17.08	17.17	17.25	17.32	17.45	17.55	17.64	17.71	17.82	17.91
	2	16.70	17.16	17.24	17.32	17.44	17.54	17.63	17.71	17.80	17.90	18.00	18.10	18.18	18.27	18.36	18.47	18.57
	3	17.31	17.78	17.88	18.00	18.09	18.17	18.26	18.36	18.46	18.56	18.64	18.74	18.83	18.93	19.02	19.13	19.20
	4	17.86	18.33	18.42	18.53	18.62	18.71	18.79	18.90	19.00	19.10	19.17	19.28	19.35	19.48	19.55	19.65	19.74
	5	18.40	18.86	18.95	19.07	19.15	19.24	19.32	19.45	19.53	19.62	19.71	19.81	19.89	20.00	20.07	20.19	20.27
	6	18.82	19.29	19.36	19.50	19.58	19.66	19.75	19.85	19.97	20.04	20.13	20.24	20.33	20.43	20.50	20.62	20.72
	7	19.23	19.70	19.77	19.87	19.99	20.06	20.17	20.26	20.35	20.45	20.53	20.66	20.74	20.81	20.91	21.03	21.12
	8	19.75	20.23	20.32	20.43	20.50	20.61	20.71	20.79	20.87	20.97	21.08	21.18	21.25	21.34	21.46	21.56	21.64
	9	20.30	20.76	20.83	20.95	21.05	21.14	21.22	21.32	21.44	21.51	21.60	21.70	21.79	21.89	21.98	22.09	22.16
	10	20.93	21.38	21.49	21.59	21.67	21.76	21.86	21.97	22.06	22.14	22.23	22.33	22.45	22.53	22.61	22.71	22.82
	11	21.58	22.05	22.13	22.23	22.32	22.42	22.52	22.61	22.68	22.81	22.89	23.00	23.07	23.19	23.27	23.36	23.46
08*	1	16.43	16.92	17.04	17.14	17.23	17.30	17.43	17.54	17.63	17.71	17.82	17.91	18.02	18.11	18.21	18.32	18.41
	2	17.21	17.69	17.78	17.88	18.00	18.09	18.18	18.29	18.37	18.49	18.60	18.69	18.78	18.87	18.98	19.10	19.17
	3	17.92	18.42	18.53	18.62	18.72	18.80	18.91	19.02	19.12	19.20	19.31	19.41	19.52	19.61	19.71	19.81	19.89
	4	18.60	19.10	19.18	19.28	19.36	19.49	19.58	19.67	19.76	19.86	19.99	20.06	20.18	20.26	20.36	20.47	20.56
	5	19.23	19.72	19.82	19.94	20.02	20.09	20.22	20.32	20.40	20.50	20.62	20.72	20.80	20.88	21.02	21.12	21.20
	6	19.75	20.25	20.35	20.45	20.54	20.66	20.75	20.83	20.94	21.05	21.15	21.23	21.33	21.45	21.55	21.64	21.73
	7	20.30	20.78	20.87	20.97	21.09	21.18	21.27	21.37	21.48	21.58	21.67	21.76	21.87	21.97	22.08	22.16	22.26
	8	20.93	21.44	21.53	21.61	21.71	21.81	21.91	22.03	22.11	22.20	22.31	22.41	22.52	22.60	22.68	22.82	22.90
	9	21.58	22.08	22.16	22.26	22.36	22.47	22.56	22.65	22.77	22.86	22.97	23.05	23.17	23.25	23.34	23.46	23.55
	10	22.31	22.82	22.91	23.01	23.09	23.21	23.30	23.41	23.50	23.61	23.70	23.77	23.91	24.00	24.09	24.19	24.28
	11	23.08	23.60	23.69	23.76	23.90	23.99	24.08	24.17	24.27	24.38	24.49	24.57	24.68	24.75	24.87	24.99	25.08
09*	1	16.78	17.29	17.41	17.52	17.63	17.72	17.84	17.94	18.06	18.15	18.25	18.35	18.46	18.57	18.67	18.77	18.87
	2	17.78	18.32	18.42	18.53	18.63	18.74	18.85	18.95	19.07	19.16	19.27	19.35	19.49	19.58	19.67	19.77	19.87
	3	18.76	19.28	19.36	19.50	19.59	19.71	19.81	19.94	20.02	20.11	20.23	20.33	20.44	20.53	20.66	20.75	20.83
	4	19.54	20.05	20.17	20.26	20.36	20.48	20.59	20.71	20.79	20.88	21.02	21.12	21.21	21.30	21.44	21.53	21.63
	5	20.25	20.77	20.86	20.97	21.09	21.20	21.29	21.41	21.51	21.61	21.71	21.82	21.94	22.04	22.13	22.23	22.33
	6	20.93	21.46	21.56	21.65	21.75	21.87	21.98	22.09	22.17	22.29	22.40	22.51	22.60	22.68	22.82	22.91	23.02
	7	21.58	22.10	22.19	22.30	22.41	22.53	22.62	22.74	22.84	22.95	23.04	23.13	23.25	23.34	23.46	23.56	23.67
	8	22.31	22.84	22.95	23.04	23.13	23.27	23.36	23.48	23.58	23.68	23.76	23.90	24.00	24.09	24.19	24.29	24.41
	9	23.08	23.62	23.71	23.81	23.93	24.05	24.14	24.25	24.36	24.47	24.55	24.67	24.75	24.87	24.99	25.09	25.17
	10	24.06	24.57	24.68	24.76	24.89	25.02	25.11	25.19	25.31	25.43	25.53	25.61	25.72	25.84	25.93	26.05	26.14
	11	25.08	25.58	25.68	25.80	25.90	26.01	26.12	26.23	26.32	26.42	26.54	26.64	26.73	26.84	26.95	27.06	27.16
10*	1	17.41	17.98	18.09	18.18	18.31	18.41	18.53	18.64	18.74	18.86	18.96	19.10	19.19	19.30	19.43	19.53	19.64
	2	18.50	19.14	19.25	19.34	19.49	19.58	19.70	19.81	19.94	20.03	20.13	20.25	20.36	20.47	20.59	20.71	20.80
	3	19.57	20.11	20.24	20.34	20.46	20.56	20.69	20.79	20.88	21.03	21.13	21.23	21.34	21.47	21.58	21.67	21.79



SCHEDULE D CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

		LONGEVITY																
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
	4	20.56	21.13	21.23	21.33	21.47	21.57	21.67	21.79	21.90	22.03	22.12	22.23	22.35	22.47	22.57	22.66	22.81
	5	21.65	22.10	22.20	22.31	22.45	22.54	22.64	22.78	22.88	23.00	23.08	23.22	23.32	23.43	23.55	23.66	23.75
	6	22.31	22.88	23.00	23.08	23.22	23.31	23.43	23.55	23.66	23.75	23.89	24.00	24.11	24.20	24.32	24.43	24.54
	7	23.08	23.66	23.75	23.89	24.00	24.09	24.20	24.32	24.43	24.54	24.66	24.75	24.89	25.01	25.11	25.19	25.34
	8	24.06	24.63	24.72	24.82	24.97	25.07	25.16	25.27	25.41	25.52	25.60	25.72	25.85	25.94	26.08	26.16	26.28
	9	25.08	25.61	25.73	25.85	25.97	26.08	26.18	26.29	26.40	26.53	26.63	26.73	26.86	26.96	27.08	27.19	27.30
	10	26.05	26.60	26.71	26.82	26.94	27.04	27.16	27.27	27.37	27.51	27.61	27.71	27.84	27.94	28.05	28.15	28.26
	11	27.22	27.76	27.89	28.01	28.12	28.22	28.34	28.44	28.57	28.68	28.79	28.88	29.04	29.12	29.23	29.34	29.45
11*	1	18.42	19.02	19.15	19.27	19.36	19.51	19.63	19.74	19.85	19.99	20.09	20.23	20.34	20.47	20.59	20.72	20.81
	2	19.71	20.31	20.44	20.54	20.68	20.78	20.91	21.04	21.15	21.25	21.38	21.51	21.63	21.75	21.87	21.99	22.11
	3	20.88	21.50	21.63	21.74	21.86	21.98	22.11	22.22	22.33	22.47	22.58	22.68	22.83	22.96	23.06	23.20	23.30
	4	22.09	22.66	22.82	22.92	23.04	23.17	23.29	23.41	23.53	23.65	23.75	23.90	24.01	24.13	24.25	24.37	24.49
	5	23.05	23.66	23.76	23.91	24.03	24.13	24.26	24.38	24.50	24.63	24.73	24.86	24.99	25.11	25.20	25.36	25.47
	6	24.06	24.66	24.76	24.90	25.03	25.13	25.24	25.39	25.51	25.60	25.73	25.86	25.98	26.11	26.23	26.33	26.47
	7	25.08	25.65	25.80	25.91	26.04	26.14	26.27	26.38	26.52	26.63	26.75	26.87	27.00	27.12	27.23	27.34	27.47
	8	26.05	26.64	26.76	26.88	27.01	27.12	27.24	27.35	27.50	27.61	27.72	27.85	27.97	28.10	28.21	28.33	28.43
	9	27.22	27.81	27.95	28.07	28.17	28.31	28.42	28.56	28.67	28.79	28.91	29.05	29.14	29.28	29.40	29.51	29.62
	10	28.41	29.04	29.14	29.27	29.37	29.50	29.62	29.74	29.86	29.96	30.10	30.23	30.34	30.45	30.60	30.71	30.81
	11	29.70	30.30	30.42	30.55	30.67	30.78	30.90	31.03	31.15	31.26	31.40	31.51	31.63	31.74	31.88	31.97	32.09
12*	1	19.71	20.35	20.48	20.62	20.75	20.86	21.02	21.14	21.25	21.38	21.53	21.65	21.77	21.94	22.06	22.17	22.31
	2	21.09	21.73	21.86	21.99	22.12	22.25	22.39	22.52	22.63	22.78	22.90	23.03	23.17	23.30	23.43	23.56	23.69
	3	22.40	23.04	23.19	23.30	23.43	23.56	23.69	23.81	23.96	24.08	24.20	24.33	24.48	24.63	24.73	24.87	25.02
	4	23.68	24.32	24.47	24.61	24.71	24.85	24.99	25.11	25.22	25.38	25.51	25.61	25.76	25.90	26.04	26.15	26.28
	5	24.86	25.52	25.63	25.77	25.90	26.04	26.15	26.28	26.41	26.55	26.68	26.81	26.94	27.08	27.21	27.33	27.47
	6	26.05	26.69	26.82	26.95	27.08	27.21	27.33	27.47	27.61	27.72	27.86	28.00	28.12	28.25	28.39	28.52	28.65
	7	27.22	27.87	28.01	28.13	28.25	28.39	28.52	28.65	28.79	28.91	29.06	29.16	29.30	29.44	29.57	29.70	29.84
	8	28.41	29.08	29.18	29.33	29.45	29.58	29.71	29.85	29.96	30.10	30.24	30.36	30.47	30.65	30.77	30.89	31.03
	9	29.70	30.35	30.46	30.62	30.75	30.86	31.01	31.14	31.26	31.40	31.52	31.65	31.78	31.92	32.05	32.17	32.32
	10	31.03	31.67	31.83	31.93	32.06	32.19	32.33	32.44	32.57	32.74	32.85	32.98	33.11	33.26	33.36	33.50	33.63
	11	32.39	33.04	33.16	33.30	33.43	33.57	33.69	33.81	33.95	34.07	34.21	34.34	34.46	34.61	34.74	34.87	35.00
13	1	12.42	12.78	12.84	12.92	12.98	13.06	13.12	13.21	13.26	13.34	13.42	13.49	13.57	13.64	13.70	13.76	13.84
	2	12.79	13.15	13.22	13.28	13.36	13.44	13.51	13.58	13.65	13.71	13.77	13.89	13.95	14.00	14.09	14.15	14.23
	3	13.01	13.37	13.44	13.52	13.58	13.66	13.71	13.78	13.89	13.95	14.00	14.09	14.16	14.23	14.30	14.38	14.44
	4	13.70	14.07	14.13	14.22	14.28	14.35	14.42	14.50	14.58	14.66	14.71	14.77	14.84	14.93	15.04	15.09	15.15
	5	14.05	14.42	14.47	14.58	14.65	14.71	14.76	14.83	14.91	15.02	15.08	15.14	15.20	15.27	15.33	15.44	15.52
	6	14.38	14.73	14.79	14.86	14.94	15.05	15.10	15.16	15.21	15.29	15.38	15.46	15.54	15.59	15.66	15.73	15.82
	7	15.11	15.47	15.54	15.60	15.66	15.74	15.82	15.89	15.96	16.04	16.10	16.16	16.26	16.31	16.39	16.47	16.54
	8	15.29	15.66	15.73	15.82	15.88	15.96	16.03	16.10	16.15	16.25	16.30	16.38	16.47	16.53	16.61	16.68	16.75
	9	15.66	16.04	16.10	16.16	16.25	16.31	16.38	16.47	16.53	16.61	16.68	16.75	16.81	16.89	16.96	17.04	17.13
	10	16.11	16.49	16.54	16.62	16.70	16.76	16.81	16.90	16.96	17.05	17.13	17.20	17.26	17.31	17.41	17.48	17.56
	11	16.55	16.91	16.97	17.07	17.14	17.21	17.26	17.32	17.41	17.49	17.58	17.64	17.70	17.75	17.85	17.91	18.00
	12	17.03	17.36	17.45	17.54	17.61	17.67	17.72	17.80	17.87	17.96	18.02	18.10	18.17	18.23	18.32	18.37	18.46
23	1	13.18	13.57	13.65	13.71	13.79	13.90	13.96	14.03	14.11	14.19	14.27	14.34	14.42	14.47	14.58	14.66	14.72
	2	13.69	14.09	14.16	14.25	14.31	14.40	14.46	14.57	14.65	14.71	14.77	14.84	14.94	15.04	15.10	15.16	15.22
	3	14.19	14.59	14.67	14.73	14.80	14.87	14.97	15.07	15.13	15.19	15.27	15.33	15.45	15.52	15.58	15.65	15.73
	4	14.66	15.06	15.12	15.18	15.26	15.32	15.44	15.52	15.58	15.65	15.73	15.82	15.89	15.96	16.04	16.11	16.17
	5	15.10	15.48	15.56	15.63	15.69	15.77	15.86	15.93	16.03	16.10	16.16	16.26	16.32	16.39	16.49	16.55	16.63
	6	15.52	15.89	15.97	16.05	16.12	16.21	16.28	16.35	16.43	16.52	16.58	16.68	16.75	16.80	16.89	16.96	17.05
	7	15.90	16.29	16.36	16.44	16.53	16.61	16.70	16.76	16.83	16.91	17.00	17.08	17.16	17.22	17.28	17.35	17.45
	8	16.34	16.74	16.80	16.89	16.96	17.05	17.14	17.21	17.27	17.33	17.44	17.52	17.61	17.66	17.72	17.80	17.88
	9	16.78	17.18	17.25	17.31	17.41	17.49	17.58	17.65	17.71	17.78	17.87	17.96	18.04	18.10	18.17	18.25	18.33



SCHEDULE D CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

		LONGEVITY																
		Base	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
			5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
	10	17.28	17.68	17.74	17.84	17.91	18.00	18.08	18.15	18.22	18.31	18.37	18.46	18.54	18.61	18.69	18.76	18.83
	11	17.80	18.20	18.27	18.35	18.44	18.52	18.60	18.67	18.74	18.82	18.90	18.98	19.07	19.13	19.19	19.28	19.34
24	1	13.69	14.10	14.17	14.26	14.34	14.42	14.50	14.59	14.67	14.74	14.81	14.88	14.99	15.08	15.15	15.21	15.29
	2	14.21	14.63	14.69	14.75	14.83	14.93	15.04	15.10	15.16	15.23	15.31	15.43	15.51	15.57	15.65	15.73	15.82
	3	14.77	15.18	15.26	15.32	15.45	15.53	15.59	15.66	15.74	15.84	15.91	16.01	16.07	16.14	16.25	16.31	16.39
	4	15.21	15.63	15.69	15.77	15.88	15.96	16.04	16.11	16.17	16.28	16.35	16.43	16.52	16.58	16.70	16.76	16.83
	5	15.67	16.09	16.15	16.25	16.32	16.40	16.50	16.56	16.64	16.74	16.80	16.89	16.96	17.05	17.15	17.22	17.28
	6	16.11	16.52	16.58	16.68	16.76	16.83	16.91	17.00	17.08	17.17	17.24	17.30	17.39	17.48	17.58	17.65	17.71
	7	16.55	16.94	17.04	17.13	17.21	17.27	17.33	17.44	17.52	17.62	17.68	17.74	17.84	17.91	18.01	18.09	18.16
	8	17.03	17.43	17.50	17.60	17.67	17.73	17.82	17.90	17.99	18.08	18.15	18.22	18.31	18.37	18.47	18.56	18.63
	9	17.45	17.85	17.92	18.01	18.10	18.17	18.25	18.33	18.41	18.50	18.58	18.66	18.73	18.80	18.90	18.98	19.07
	10	18.04	18.44	18.52	18.60	18.69	18.76	18.83	18.91	19.00	19.10	19.16	19.24	19.31	19.37	19.50	19.57	19.64
	11	18.56	18.95	19.04	19.12	19.19	19.28	19.34	19.45	19.52	19.61	19.67	19.75	19.83	19.94	20.01	20.07	20.17
25	1	14.31	14.73	14.81	14.88	15.02	15.09	15.16	15.22	15.31	15.43	15.52	15.58	15.65	15.74	15.83	15.91	16.01
	2	14.73	15.15	15.22	15.30	15.43	15.51	15.58	15.65	15.74	15.83	15.91	16.01	16.07	16.15	16.25	16.32	16.40
	3	15.20	15.63	15.70	15.81	15.89	15.97	16.06	16.13	16.24	16.30	16.39	16.49	16.55	16.64	16.73	16.80	16.89
	4	15.73	16.14	16.25	16.31	16.40	16.50	16.57	16.66	16.75	16.81	16.91	17.00	17.08	17.17	17.24	17.31	17.41
	5	16.26	16.68	16.76	16.83	16.92	17.02	17.11	17.18	17.26	17.32	17.44	17.52	17.61	17.68	17.74	17.85	17.92
	6	16.78	17.21	17.28	17.35	17.47	17.55	17.64	17.70	17.78	17.87	17.98	18.06	18.12	18.21	18.29	18.37	18.46
	7	17.28	17.70	17.78	17.87	17.98	18.06	18.14	18.21	18.31	18.37	18.47	18.56	18.63	18.72	18.79	18.88	18.96
	8	17.80	18.22	18.32	18.40	18.49	18.57	18.66	18.73	18.82	18.90	19.00	19.09	19.15	19.24	19.31	19.41	19.50
	9	18.34	18.76	18.85	18.93	19.02	19.11	19.18	19.27	19.34	19.45	19.53	19.61	19.67	19.76	19.84	19.96	20.02
	10	18.82	19.24	19.32	19.41	19.51	19.58	19.66	19.74	19.83	19.94	20.01	20.07	20.17	20.25	20.33	20.43	20.49
	11	19.23	19.64	19.73	19.81	19.89	19.99	20.06	20.16	20.24	20.32	20.40	20.48	20.56	20.67	20.74	20.81	20.88
26	1	15.02	15.45	15.53	15.60	15.68	15.77	15.86	15.96	16.05	16.13	16.22	16.30	16.39	16.50	16.56	16.66	16.75
	2	15.54	15.97	16.05	16.13	16.24	16.31	16.39	16.50	16.57	16.68	16.75	16.83	16.92	17.03	17.11	17.20	17.27
	3	16.01	16.43	16.52	16.61	16.71	16.78	16.85	16.94	17.05	17.15	17.22	17.29	17.39	17.49	17.58	17.66	17.73
	4	16.51	16.93	17.03	17.13	17.21	17.28	17.35	17.47	17.56	17.65	17.71	17.80	17.90	18.00	18.08	18.16	18.25
	5	17.02	17.45	17.54	17.63	17.70	17.78	17.87	17.98	18.07	18.15	18.22	18.32	18.41	18.50	18.58	18.67	18.76
	6	17.54	17.98	18.06	18.14	18.22	18.32	18.40	18.49	18.58	18.67	18.74	18.83	18.93	19.02	19.11	19.18	19.28
	7	18.04	18.47	18.56	18.64	18.73	18.82	18.90	19.00	19.10	19.17	19.25	19.33	19.45	19.53	19.61	19.70	19.77
	8	18.56	19.00	19.09	19.16	19.25	19.33	19.43	19.52	19.61	19.70	19.76	19.85	19.97	20.04	20.11	20.22	20.31
	9	19.09	19.52	19.59	19.67	19.76	19.85	19.96	20.03	20.11	20.22	20.30	20.37	20.47	20.56	20.66	20.74	20.81
	10	19.54	19.99	20.05	20.16	20.24	20.33	20.40	20.49	20.59	20.69	20.76	20.83	20.94	21.04	21.12	21.20	21.28
	11	20.06	20.49	20.57	20.68	20.76	20.83	20.93	21.03	21.12	21.20	21.27	21.35	21.47	21.56	21.63	21.71	21.81
27	1	15.73	16.17	16.28	16.36	16.49	16.56	16.66	16.75	16.83	16.92	17.03	17.13	17.21	17.28	17.36	17.48	17.58
	2	16.38	16.83	16.92	17.03	17.14	17.22	17.29	17.39	17.49	17.60	17.67	17.74	17.85	17.94	18.04	18.12	18.21
	3	16.90	17.33	17.45	17.55	17.65	17.72	17.82	17.91	18.01	18.10	18.18	18.27	18.36	18.46	18.56	18.64	18.73
	4	17.45	17.90	18.00	18.09	18.18	18.27	18.36	18.46	18.56	18.64	18.73	18.82	18.91	19.01	19.11	19.18	19.28
	5	17.85	18.31	18.40	18.49	18.60	18.69	18.77	18.86	18.95	19.05	19.14	19.23	19.31	19.41	19.51	19.59	19.67
	6	18.34	18.79	18.88	18.98	19.10	19.17	19.27	19.34	19.46	19.54	19.63	19.72	19.81	19.89	20.00	20.07	20.18
	7	18.82	19.28	19.35	19.48	19.57	19.65	19.74	19.83	19.95	20.02	20.09	20.21	20.30	20.37	20.47	20.56	20.67
	8	19.23	19.67	19.76	19.85	19.98	20.05	20.16	20.24	20.33	20.43	20.50	20.61	20.71	20.78	20.86	20.96	21.06
	9	19.75	20.22	20.31	20.39	20.49	20.59	20.69	20.77	20.85	20.95	21.05	21.14	21.22	21.30	21.41	21.50	21.59
	10	20.30	20.75	20.82	20.93	21.04	21.13	21.21	21.29	21.38	21.49	21.58	21.66	21.75	21.84	21.95	22.04	22.12
	11	20.93	21.37	21.48	21.57	21.66	21.75	21.84	21.95	22.04	22.12	22.20	22.30	22.40	22.50	22.57	22.65	22.77
	12	21.58	22.04	22.12	22.20	22.31	22.41	22.51	22.58	22.66	22.78	22.86	22.96	23.04	23.12	23.23	23.31	23.41
28	1	16.11	16.56	16.70	16.78	16.86	16.97	17.08	17.17	17.26	17.33	17.47	17.56	17.65	17.73	17.84	17.94	18.04
	2	16.85	17.32	17.44	17.55	17.64	17.72	17.82	17.91	18.02	18.11	18.21	18.31	18.40	18.50	18.60	18.70	18.78
	3	17.62	18.00	18.09	18.18	18.27	18.37	18.47	18.57	18.67	18.76	18.86	18.95	19.05	19.15	19.24	19.33	19.45
	4	18.15	18.63	18.72	18.82	18.91	19.02	19.12	19.19	19.30	19.37	19.51	19.59	19.67	19.77	19.86	19.99	20.06



SCHEDULE D CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 as by using both schedule, range, and step (e.g., B041, B052, etc.)

		LONGEVITY																
	Base	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
5	18.70	19.17	19.27	19.35	19.48	19.57	19.65	19.74	19.84	19.96	20.04	20.13	20.23	20.33	20.43	20.52	20.62	
6	19.23	19.71	19.80	19.89	20.00	20.08	20.19	20.27	20.37	20.47	20.57	20.68	20.76	20.85	20.95	21.06	21.15	
7	19.75	20.24	20.33	20.44	20.52	20.65	20.73	20.80	20.91	21.02	21.12	21.20	21.28	21.38	21.49	21.59	21.67	
8	20.30	20.77	20.85	20.96	21.06	21.16	21.24	21.33	21.46	21.55	21.64	21.73	21.82	21.94	22.03	22.12	22.20	
9	20.93	21.41	21.50	21.60	21.68	21.79	21.89	21.98	22.09	22.16	22.27	22.36	22.47	22.56	22.64	22.77	22.85	
10	21.58	22.06	22.14	22.25	22.33	22.46	22.54	22.62	22.74	22.83	22.92	23.02	23.09	23.22	23.30	23.41	23.50	
11	22.31	22.81	22.89	23.00	23.07	23.20	23.28	23.36	23.48	23.56	23.67	23.74	23.83	23.96	24.05	24.14	24.24	
12	23.08	23.58	23.67	23.75	23.88	23.97	24.06	24.14	24.25	24.33	24.44	24.53	24.64	24.72	24.81	24.92	25.03	
29*	1	16.53	17.04	17.15	17.24	17.32	17.44	17.55	17.65	17.73	17.85	17.94	18.06	18.15	18.25	18.35	18.45	18.56
	2	17.49	18.00	18.10	18.20	18.31	18.40	18.50	18.61	18.71	18.80	18.90	19.01	19.12	19.20	19.31	19.41	19.52
	3	18.27	18.78	18.88	19.00	19.11	19.18	19.29	19.37	19.51	19.61	19.70	19.80	19.89	20.01	20.09	20.21	20.31
	4	19.01	19.52	19.62	19.72	19.82	19.94	20.02	20.11	20.23	20.33	20.43	20.52	20.65	20.74	20.82	20.93	21.04
	5	19.67	20.19	20.30	20.39	20.49	20.59	20.71	20.79	20.88	21.02	21.10	21.20	21.29	21.41	21.51	21.60	21.70
	6	20.30	20.79	20.88	21.02	21.12	21.20	21.29	21.41	21.51	21.61	21.70	21.81	21.91	22.03	22.12	22.20	22.31
	7	20.93	21.45	21.55	21.64	21.74	21.83	21.95	22.05	22.14	22.25	22.33	22.46	22.55	22.64	22.77	22.85	22.96
	8	21.58	22.09	22.17	22.29	22.40	22.50	22.58	22.67	22.81	22.90	23.00	23.08	23.21	23.30	23.41	23.50	23.61
	9	22.31	22.83	22.92	23.03	23.12	23.23	23.32	23.43	23.54	23.65	23.72	23.82	23.94	24.05	24.14	24.24	24.33
	10	23.08	23.61	23.70	23.80	23.92	24.01	24.11	24.20	24.31	24.42	24.51	24.63	24.71	24.81	24.92	25.03	25.12
	11	24.06	24.55	24.67	24.75	24.87	24.98	25.08	25.16	25.25	25.39	25.48	25.57	25.66	25.78	25.89	25.98	26.09
	12	25.08	25.57	25.66	25.78	25.89	25.98	26.09	26.18	26.28	26.38	26.50	26.58	26.69	26.78	26.89	27.00	27.09
30*	1	17.14	17.67	17.75	17.87	17.99	18.10	18.20	18.31	18.42	18.53	18.63	18.74	18.85	18.95	19.09	19.17	19.28
	2	18.11	18.66	18.76	18.86	18.96	19.10	19.18	19.29	19.41	19.52	19.62	19.73	19.83	19.96	20.05	20.17	20.26
	3	19.12	19.65	19.75	19.85	19.98	20.07	20.19	20.30	20.40	20.50	20.62	20.74	20.82	20.94	21.06	21.16	21.25
	4	20.06	20.62	20.73	20.81	20.93	21.05	21.15	21.24	21.35	21.48	21.58	21.68	21.79	21.90	22.03	22.12	22.22
	5	20.83	21.38	21.50	21.60	21.70	21.82	21.94	22.04	22.14	22.25	22.35	22.49	22.57	22.66	22.81	22.90	23.01
	6	21.58	22.12	22.22	22.32	22.45	22.55	22.64	22.77	22.88	22.98	23.07	23.21	23.30	23.41	23.53	23.63	23.72
	7	22.31	22.86	22.97	23.06	23.19	23.29	23.39	23.50	23.62	23.71	23.81	23.94	24.05	24.14	24.26	24.37	24.48
	8	23.08	23.65	23.73	23.83	23.96	24.07	24.16	24.27	24.40	24.50	24.62	24.71	24.81	24.92	25.06	25.14	25.23
	9	24.06	24.62	24.70	24.78	24.91	25.05	25.13	25.22	25.37	25.47	25.56	25.66	25.78	25.89	26.00	26.11	26.22
	10	25.08	25.60	25.71	25.83	25.92	26.05	26.14	26.25	26.35	26.49	26.57	26.69	26.78	26.89	27.02	27.12	27.22
	11	26.05	26.58	26.69	26.78	26.89	27.02	27.12	27.22	27.33	27.43	27.56	27.66	27.75	27.87	28.00	28.10	28.20
	12	27.22	27.75	27.87	27.99	28.09	28.20	28.31	28.40	28.52	28.63	28.72	28.84	28.94	29.07	29.16	29.28	29.37
31*	1	17.78	18.36	18.49	18.61	18.72	18.83	18.95	19.09	19.18	19.30	19.43	19.53	19.64	19.75	19.86	20.00	20.09
	2	18.96	19.54	19.65	19.76	19.87	20.01	20.11	20.24	20.35	20.47	20.59	20.71	20.80	20.93	21.05	21.16	21.27
	3	20.17	20.74	20.83	20.96	21.09	21.20	21.30	21.45	21.56	21.66	21.77	21.89	22.02	22.12	22.23	22.35	22.49
	4	21.14	21.70	21.82	21.95	22.06	22.16	22.29	22.41	22.53	22.63	22.77	22.86	22.98	23.08	23.22	23.32	23.45
	5	22.13	22.68	22.83	22.95	23.05	23.19	23.29	23.41	23.53	23.65	23.74	23.86	23.99	24.09	24.20	24.32	24.44
	6	23.08	23.67	23.76	23.91	24.03	24.13	24.25	24.37	24.49	24.62	24.71	24.81	24.93	25.07	25.16	25.27	25.42
	7	24.06	24.64	24.73	24.86	24.99	25.10	25.19	25.34	25.45	25.56	25.66	25.78	25.90	26.01	26.13	26.25	26.35
	8	25.08	25.63	25.76	25.88	25.99	26.11	26.23	26.33	26.47	26.57	26.69	26.78	26.91	27.03	27.15	27.25	27.37
	9	26.05	26.62	26.72	26.84	26.96	27.08	27.20	27.31	27.42	27.56	27.66	27.75	27.88	28.01	28.12	28.23	28.36
	10	27.22	27.79	27.92	28.03	28.14	28.25	28.38	28.50	28.62	28.72	28.84	28.94	29.08	29.17	29.30	29.42	29.54
	11	28.41	29.00	29.11	29.21	29.34	29.45	29.57	29.68	29.82	29.91	30.03	30.15	30.27	30.37	30.47	30.62	30.73
	12	29.70	30.28	30.38	30.51	30.64	30.75	30.84	30.97	31.11	31.20	31.31	31.44	31.54	31.66	31.78	31.90	32.01
32*	1	19.12	19.73	19.85	20.00	20.09	20.24	20.36	20.48	20.62	20.75	20.85	21.01	21.12	21.23	21.35	21.49	21.61
	2	20.45	21.08	21.20	21.32	21.46	21.58	21.70	21.82	21.96	22.09	22.19	22.32	22.46	22.57	22.68	22.83	22.96
	3	21.71	22.33	22.49	22.60	22.71	22.85	22.98	23.08	23.23	23.34	23.48	23.61	23.71	23.83	23.99	24.09	24.23
	4	22.89	23.52	23.65	23.75	23.90	24.03	24.14	24.26	24.40	24.52	24.65	24.75	24.89	25.03	25.14	25.24	25.41
	5	24.08	24.70	24.82	24.98	25.09	25.19	25.36	25.47	25.58	25.71	25.84	25.97	26.09	26.22	26.33	26.47	26.58
	6	25.08	25.68	25.83	25.94	26.08	26.21	26.32	26.46	26.57	26.70	26.82	26.95	27.07	27.20	27.32	27.43	27.58
	7	26.05	26.67	26.78	26.93	27.04	27.18	27.30	27.41	27.56	27.68	27.79	27.93	28.04	28.16	28.31	28.41	28.56



SCHEDULE D CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

		LONGEVITY																
	Base	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
8	27.22	27.85	27.99	28.11	28.22	28.38	28.47	28.61	28.72	28.85	28.95	29.11	29.21	29.35	29.48	29.59	29.73	
9	28.41	29.05	29.18	29.30	29.42	29.55	29.67	29.81	29.91	30.04	30.15	30.30	30.41	30.55	30.68	30.79	30.91	
10	29.70	30.32	30.44	30.60	30.71	30.82	30.95	31.08	31.20	31.33	31.46	31.58	31.69	31.85	31.95	32.07	32.21	
11	31.03	31.65	31.78	31.91	32.03	32.15	32.30	32.40	32.53	32.65	32.79	32.90	33.03	33.15	33.29	33.39	33.53	
12	32.39	33.01	33.14	33.28	33.37	33.51	33.64	33.76	33.90	34.03	34.13	34.25	34.39	34.50	34.65	34.77	34.89	
13	33.80	34.43	34.54	34.70	34.80	34.92	35.06	35.18	35.32	35.44	35.56	35.68	35.82	35.93	36.06	36.19	36.31	
33	1	20.67	21.32	21.45	21.60	21.74	21.87	22.03	22.14	22.29	22.42	22.56	22.67	22.84	22.97	23.09	23.24	
	2	22.08	22.77	22.90	23.03	23.19	23.30	23.45	23.58	23.71	23.83	24.00	24.12	24.26	24.40	24.53	24.67	
	3	23.46	24.13	24.27	24.41	24.54	24.69	24.81	24.97	25.10	25.20	25.38	25.51	25.69	25.77	25.91	26.05	
	4	24.76	25.45	25.58	25.71	25.86	25.99	26.13	26.26	26.40	26.54	26.68	26.81	26.95	27.09	27.22	27.34	
	5	26.06	26.71	26.85	27.00	27.14	27.25	27.40	27.54	27.68	27.80	27.95	28.09	28.22	28.36	28.50	28.63	
	6	27.22	27.89	28.04	28.18	28.32	28.43	28.59	28.71	28.85	29.00	29.13	29.27	29.41	29.54	29.67	29.82	
	7	28.41	29.10	29.25	29.38	29.51	29.63	29.79	29.90	30.04	30.19	30.32	30.44	30.61	30.73	30.86	31.01	
	8	29.70	30.37	30.52	30.66	30.79	30.91	31.07	31.19	31.33	31.47	31.61	31.73	31.89	32.01	32.15	32.30	
	9	31.03	31.69	31.85	31.98	32.10	32.27	32.39	32.52	32.65	32.80	32.92	33.06	33.23	33.33	33.48	33.61	
	10	32.39	33.05	33.23	33.33	33.48	33.61	33.75	33.88	34.03	34.14	34.31	34.43	34.55	34.71	34.85	34.96	
	11	33.80	34.47	34.62	34.75	34.89	35.02	35.17	35.30	35.44	35.57	35.72	35.85	35.97	36.11	36.26	36.38	
	12	35.35	36.01	36.17	36.30	36.43	36.57	36.72	36.84	36.97	37.11	37.26	37.38	37.53	37.67	37.79	37.95	
	13	36.93	37.61	37.74	37.88	38.02	38.15	38.30	38.43	38.56	38.70	38.84	38.98	39.12	39.25	39.38	39.51	
34	1	22.42	23.17	23.31	23.46	23.62	23.74	23.91	24.05	24.19	24.36	24.50	24.66	24.77	24.93	25.10	25.27	
	2	24.03	24.74	24.91	25.07	25.19	25.37	25.51	25.64	25.80	25.94	26.10	26.25	26.38	26.54	26.69	26.83	
	3	25.67	26.31	26.49	26.62	26.76	26.91	27.06	27.21	27.34	27.52	27.65	27.80	27.95	28.10	28.24	28.39	
	4	27.01	27.73	27.89	28.04	28.20	28.34	28.47	28.64	28.79	28.93	29.09	29.23	29.37	29.52	29.67	29.83	
	5	28.36	29.12	29.28	29.42	29.57	29.71	29.85	30.01	30.16	30.31	30.44	30.62	30.76	30.89	31.03	31.19	
	6	29.70	30.43	30.61	30.75	30.89	31.04	31.19	31.33	31.48	31.64	31.78	31.93	32.07	32.23	32.38	32.52	
	7	31.03	31.75	31.92	32.06	32.23	32.37	32.50	32.65	32.81	32.94	33.11	33.27	33.39	33.55	33.70	33.85	
	8	32.39	33.13	33.29	33.43	33.59	33.73	33.87	34.03	34.15	34.33	34.46	34.62	34.77	34.90	35.08	35.20	
	9	33.80	34.53	34.71	34.85	35.00	35.14	35.29	35.44	35.58	35.74	35.89	36.02	36.19	36.32	36.48	36.62	
	10	35.35	36.09	36.25	36.38	36.53	36.70	36.83	36.97	37.13	37.28	37.42	37.59	37.72	37.87	38.02	38.16	
	11	36.93	37.68	37.81	37.98	38.13	38.27	38.41	38.56	38.71	38.85	39.00	39.18	39.31	39.44	39.62	39.75	
	12	38.55	39.38	39.53	39.69	39.84	39.98	40.14	40.28	40.42	40.60	40.72	40.87	41.01	41.17	41.31	41.46	
	13	40.38	41.14	41.28	41.42	41.58	41.72	41.87	42.00	42.16	42.32	42.45	42.63	42.77	42.89	43.06	43.21	
35	1	24.36	25.17	25.37	25.52	25.69	25.84	26.00	26.15	26.32	26.50	26.65	26.81	26.98	27.14	27.30	27.45	
	2	26.12	26.93	27.09	27.24	27.41	27.58	27.73	27.90	28.07	28.22	28.39	28.56	28.73	28.88	29.06	29.15	
	3	27.81	28.63	28.80	28.94	29.12	29.28	29.44	29.59	29.78	29.91	30.09	30.26	30.41	30.57	30.75	30.89	
	4	29.41	30.22	30.37	30.53	30.71	30.84	31.03	31.15	31.34	31.51	31.67	31.85	31.99	32.15	32.33	32.46	
	5	30.94	31.74	31.92	32.07	32.27	32.40	32.56	32.75	32.89	33.05	33.24	33.36	33.55	33.70	33.87	34.03	
	6	32.39	33.22	33.35	33.51	33.69	33.85	34.01	34.15	34.34	34.48	34.67	34.81	34.97	35.14	35.32	35.47	
	7	33.80	34.61	34.78	34.92	35.11	35.24	35.43	35.56	35.76	35.91	36.08	36.24	36.39	36.55	36.73	36.89	
	8	35.36	36.16	36.32	36.46	36.65	36.81	36.98	37.13	37.29	37.45	37.64	37.78	37.96	38.10	38.27	38.43	
	9	36.93	37.73	37.93	38.06	38.23	38.39	38.53	38.71	38.87	39.04	39.21	39.35	39.52	39.69	39.85	40.00	
	10	38.66	39.44	39.63	39.78	39.92	40.11	40.27	40.42	40.61	40.75	40.92	41.07	41.25	41.40	41.56	41.72	
	11	40.35	41.10	41.35	41.50	41.69	41.85	41.99	42.15	42.34	42.47	42.67	42.81	42.98	43.15	43.31	43.48	
	12	42.22	43.00	43.18	43.33	43.50	43.67	43.83	43.98	44.15	44.30	44.46	44.64	44.80	44.95	45.13	45.27	
	13	44.24	45.03	45.19	45.36	45.52	45.68	45.86	46.00	46.19	46.33	46.50	46.66	46.82	47.00	47.15	47.31	
36	1	26.50	27.35	27.56	27.71	27.89	28.09	28.24	28.42	28.61	28.79	28.95	29.13	29.32	29.48	29.68	29.85	
	2	28.51	29.40	29.57	29.74	29.91	30.10	30.28	30.44	30.64	30.80	30.98	31.19	31.33	31.51	31.68	31.88	
	3	30.32	31.20	31.40	31.56	31.73	31.92	32.08	32.29	32.43	32.62	32.81	32.98	33.15	33.32	33.50	33.69	
	4	32.07	32.94	33.14	33.31	33.49	33.67	33.85	34.03	34.20	34.38	34.54	34.73	34.90	35.09	35.24	35.44	
	5	33.77	34.67	34.85	35.01	35.19	35.38	35.55	35.73	35.90	36.08	36.26	36.41	36.61	36.77	36.95	37.17	
	6	35.26	36.20	36.40	36.59	36.78	36.94	37.11	37.29	37.46	37.65	37.81	38.00	38.17	38.36	38.51	38.67	



SCHEDULE D CWA Bargaining Unit Employees Only

s denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

		LONGEVITY																
		B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
	Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
7	36.93	37.80	38.00	38.16	38.36	38.51	38.70	38.87	39.05	39.23	39.41	39.58	39.77	39.91	40.13	40.29	40.46	
8	38.66	39.52	39.72	39.87	40.06	40.25	40.40	40.61	40.76	40.94	41.14	41.29	41.47	41.66	41.84	41.99	42.17	
9	40.36	41.27	41.44	41.64	41.81	41.97	42.15	42.34	42.48	42.69	42.86	43.02	43.22	43.37	43.56	43.75	43.91	
10	42.22	43.09	43.28	43.42	43.62	43.80	43.96	44.15	44.31	44.49	44.70	44.85	45.03	45.19	45.38	45.56	45.73	
11	44.24	45.11	45.28	45.46	45.63	45.84	45.98	46.19	46.34	46.54	46.71	46.87	47.06	47.23	47.42	47.59	47.74	
12	46.29	47.17	47.33	47.52	47.69	47.89	48.04	48.22	48.40	48.56	48.76	48.91	49.11	49.27	49.47	49.63	49.82	
13	48.42	49.29	49.49	49.65	49.84	50.02	50.20	50.35	50.54	50.72	50.91	51.07	51.25	51.42	51.61	51.78	51.96	
93	7	16.11	16.50	16.56	16.64	16.73	16.79	16.86	16.94	17.04	17.13	17.20	17.25	17.31	17.41	17.49	17.58	
	8	16.55	16.92	17.02	17.09	17.17	17.24	17.30	17.39	17.48	17.56	17.64	17.69	17.75	17.85	17.92	18.01	
	9	17.03	17.39	17.48	17.56	17.64	17.70	17.77	17.86	17.94	18.02	18.10	18.16	18.23	18.32	18.40	18.47	



SCHEDULE M CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 as by using both schedule, range, and step (e.g., B041, B052, etc.)

Range	Step	LONGEVITY																
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
01	1	12.90	13.27	13.36	13.42	13.49	13.57	13.65	13.71	13.80	13.86	13.92	14.04	14.10	14.17	14.25	14.31	14.39
	2	13.25	13.62	13.70	13.79	13.84	13.90	14.03	14.08	14.15	14.24	14.29	14.37	14.44	14.52	14.59	14.67	14.76
	3	13.70	14.08	14.15	14.24	14.29	14.37	14.44	14.52	14.59	14.67	14.76	14.82	14.88	14.94	15.03	15.12	15.21
	4	14.11	14.47	14.56	14.62	14.71	14.79	14.85	14.90	14.98	15.09	15.17	15.24	15.30	15.35	15.44	15.53	15.60
	5	14.48	14.85	14.91	14.99	15.09	15.19	15.25	15.30	15.36	15.45	15.53	15.61	15.69	15.74	15.82	15.90	15.97
	6	14.86	15.25	15.31	15.38	15.45	15.54	15.62	15.69	15.75	15.83	15.90	15.98	16.06	16.13	16.22	16.29	16.34
	7	15.26	15.62	15.70	15.77	15.83	15.91	15.99	16.06	16.16	16.23	16.29	16.37	16.44	16.50	16.58	16.68	16.73
	8	15.67	16.01	16.09	16.20	16.26	16.32	16.41	16.46	16.54	16.64	16.70	16.77	16.86	16.91	16.97	17.07	17.14
	9	16.06	16.43	16.50	16.58	16.67	16.73	16.80	16.88	16.94	17.02	17.10	17.19	17.26	17.33	17.40	17.47	17.53
	10	16.50	16.88	16.94	17.02	17.10	17.19	17.26	17.33	17.40	17.47	17.53	17.62	17.71	17.78	17.85	17.91	17.98
02	1	13.38	13.75	13.83	13.89	13.98	14.08	14.15	14.24	14.30	14.39	14.45	14.53	14.60	14.69	14.78	14.84	14.90
	2	13.75	14.13	14.22	14.29	14.37	14.44	14.53	14.60	14.69	14.78	14.84	14.89	14.97	15.07	15.17	15.24	15.30
	3	14.22	14.59	14.67	14.77	14.83	14.89	14.97	15.07	15.17	15.24	15.30	15.35	15.44	15.53	15.61	15.69	15.75
	4	14.66	15.03	15.12	15.22	15.28	15.34	15.43	15.49	15.60	15.68	15.74	15.81	15.89	15.97	16.05	16.13	16.22
	5	15.10	15.46	15.56	15.63	15.71	15.79	15.85	15.93	16.01	16.09	16.20	16.26	16.32	16.41	16.47	16.55	16.66
	6	15.45	15.83	15.91	15.99	16.07	16.17	16.24	16.31	16.40	16.46	16.54	16.61	16.70	16.77	16.86	16.92	16.99
	7	15.92	16.22	16.29	16.37	16.44	16.51	16.59	16.69	16.75	16.84	16.91	16.90	17.00	17.14	17.22	17.31	17.38
	8	16.28	16.67	16.73	16.80	16.89	16.95	17.03	17.12	17.21	17.30	17.37	17.43	17.49	17.59	17.66	17.75	17.82
	9	16.72	17.10	17.19	17.26	17.34	17.41	17.48	17.57	17.65	17.73	17.81	17.87	17.93	18.02	18.09	18.19	18.28
	10	17.20	17.57	17.65	17.73	17.81	17.88	17.95	18.03	18.12	18.20	18.29	18.35	18.42	18.50	18.58	18.66	18.75
03	1	13.69	14.10	14.18	14.26	14.33	14.41	14.48	14.57	14.65	14.76	14.82	14.88	14.95	15.04	15.14	15.23	15.29
	2	14.11	14.52	14.59	14.67	14.77	14.83	14.89	14.97	15.07	15.19	15.25	15.31	15.38	15.46	15.56	15.63	15.71
	3	14.66	15.07	15.17	15.24	15.30	15.36	15.45	15.54	15.62	15.71	15.79	15.85	15.93	16.01	16.09	16.20	16.27
	4	15.19	15.58	15.66	15.72	15.80	15.86	15.96	16.03	16.12	16.22	16.29	16.37	16.44	16.51	16.59	16.69	16.75
	5	15.62	16.01	16.09	16.20	16.27	16.33	16.42	16.48	16.56	16.68	16.74	16.82	16.90	16.96	17.06	17.14	17.22
	6	16.06	16.46	16.54	16.64	16.71	16.78	16.87	16.93	17.00	17.11	17.20	17.28	17.35	17.43	17.49	17.59	17.66
	7	16.50	16.91	16.97	17.07	17.15	17.24	17.32	17.39	17.46	17.54	17.64	17.72	17.80	17.87	17.93	18.02	18.09
	8	16.94	17.37	17.44	17.50	17.60	17.67	17.77	17.84	17.90	18.00	18.07	18.17	18.26	18.33	18.40	18.47	18.54
	9	17.46	17.87	17.93	18.02	18.09	18.19	18.28	18.35	18.42	18.51	18.59	18.68	18.76	18.83	18.90	18.97	19.05
	10	17.98	18.40	18.47	18.54	18.63	18.72	18.80	18.87	18.94	19.03	19.12	19.21	19.29	19.35	19.43	19.51	19.57
04	1	14.29	14.72	14.80	14.87	14.94	15.03	15.14	15.23	15.29	15.36	15.45	15.56	15.63	15.71	15.80	15.86	15.96
	2	14.72	15.14	15.23	15.30	15.36	15.45	15.56	15.63	15.71	15.80	15.86	15.97	16.05	16.13	16.23	16.30	16.38
	3	15.24	15.66	15.72	15.81	15.89	15.97	16.06	16.16	16.23	16.31	16.40	16.47	16.55	16.66	16.73	16.80	16.89
	4	15.74	16.18	16.26	16.33	16.42	16.48	16.58	16.68	16.74	16.84	16.91	16.99	17.09	17.18	17.26	17.34	17.41
	5	16.27	16.69	16.75	16.86	16.92	16.99	17.10	17.19	17.26	17.35	17.43	17.50	17.60	17.67	17.78	17.85	17.91
	6	16.72	17.14	17.22	17.32	17.39	17.46	17.54	17.64	17.72	17.81	17.88	17.96	18.04	18.14	18.25	18.31	18.39
	7	17.20	17.61	17.69	17.79	17.86	17.92	18.02	18.09	18.19	18.29	18.36	18.44	18.52	18.60	18.71	18.79	18.85
	8	17.71	18.12	18.20	18.30	18.37	18.44	18.53	18.62	18.71	18.80	18.87	18.95	19.03	19.12	19.22	19.30	19.36
	9	18.22	18.63	18.72	18.81	18.88	18.95	19.04	19.13	19.22	19.31	19.37	19.48	19.54	19.65	19.72	19.80	19.86
	10	18.75	19.16	19.25	19.33	19.39	19.49	19.56	19.67	19.73	19.82	19.91	20.00	20.06	20.16	20.24	20.32	20.42
05	1	15.20	15.61	15.70	15.79	15.85	15.96	16.05	16.13	16.23	16.31	16.40	16.47	16.56	16.67	16.74	16.84	16.91
	2	15.46	15.90	15.99	16.08	16.18	16.27	16.34	16.43	16.51	16.61	16.70	16.78	16.88	16.94	17.03	17.14	17.22
	3	15.89	16.32	16.42	16.50	16.58	16.69	16.77	16.86	16.93	17.02	17.11	17.21	17.31	17.38	17.46	17.54	17.64
	4	16.38	16.80	16.90	16.97	17.07	17.18	17.26	17.34	17.43	17.50	17.60	17.69	17.79	17.86	17.93	18.03	18.12
	5	16.91	17.35	17.44	17.51	17.61	17.71	17.80	17.87	17.95	18.04	18.14	18.25	18.33	18.40	18.49	18.58	18.66



SCHEDULE M CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.

by 80 for biweekly pay and by 2080 for annual salary

is by using both schedule, range, and step (e.g., B041, B052, etc.)

Range	Step	LONGEVITY																	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
	6	17.46	17.89	17.98	18.07	18.17	18.27	18.35	18.42	18.51	18.60	18.69	18.79	18.87	18.94	19.03	19.13	19.22	
	7	17.98	18.42	18.51	18.60	18.69	18.79	18.87	18.94	19.03	19.13	19.22	19.31	19.38	19.48	19.55	19.67	19.73	
	8	18.52	18.95	19.04	19.14	19.24	19.32	19.39	19.49	19.56	19.68	19.74	19.83	19.93	20.01	20.08	20.20	20.26	
	9	19.00	19.44	19.53	19.65	19.71	19.80	19.90	19.96	20.05	20.16	20.23	20.32	20.43	20.50	20.57	20.67	20.75	
	10	19.42	19.84	19.94	20.03	20.13	20.21	20.28	20.39	20.47	20.55	20.64	20.73	20.83	20.91	20.98	21.06	21.16	
06	1	16.74	16.22	16.30	16.40	16.47	16.56	16.67	16.71	16.84	16.92	17.00	17.11	17.21	17.31	17.39	17.47	17.57	
	2	16.21	16.67	16.74	16.84	16.92	17.00	17.10	17.20	17.30	17.38	17.46	17.54	17.65	17.75	17.84	17.91	18.01	
	3	16.72	17.19	17.28	17.37	17.45	17.53	17.62	17.72	17.81	17.89	17.98	18.07	18.18	18.28	18.36	18.44	18.53	
	4	17.20	17.65	17.75	17.84	17.91	18.01	18.08	18.19	18.29	18.37	18.45	18.54	18.64	18.75	18.83	18.91	19.00	
	5	17.71	18.17	18.27	18.35	18.43	18.52	18.60	18.71	18.80	18.88	18.96	19.05	19.16	19.26	19.34	19.43	19.52	
	6	18.22	18.68	18.77	18.85	18.94	19.03	19.12	19.22	19.31	19.38	19.49	19.56	19.68	19.76	19.84	19.94	20.03	
	7	18.75	19.21	19.30	19.37	19.48	19.55	19.66	19.73	19.82	19.92	20.01	20.08	20.20	20.27	20.39	20.47	20.55	
	8	19.28	19.72	19.81	19.91	20.00	20.07	20.17	20.25	20.37	20.45	20.53	20.63	20.71	20.82	20.91	20.98	21.06	
	9	19.73	20.20	20.27	20.39	20.47	20.55	20.64	20.73	20.83	20.92	20.99	21.07	21.18	21.30	21.37	21.45	21.55	
	10	20.25	20.71	20.82	20.91	20.98	21.06	21.16	21.27	21.35	21.43	21.51	21.63	21.72	21.80	21.88	21.98	22.08	
07	1	16.21	16.68	16.75	16.87	16.94	17.03	17.14	17.25	17.34	17.43	17.50	17.62	17.72	17.81	17.89	18.00	18.08	
	2	16.86	17.33	17.41	17.50	17.61	17.71	17.80	17.89	17.98	18.07	18.18	18.29	18.37	18.45	18.54	18.66	18.76	
	3	17.49	17.96	18.05	18.18	18.28	18.36	18.44	18.54	18.64	18.75	18.83	18.92	19.01	19.12	19.22	19.32	19.39	
	4	18.03	18.51	18.60	18.72	18.81	18.89	18.97	19.09	19.20	19.29	19.36	19.48	19.55	19.67	19.74	19.84	19.94	
	5	18.58	19.04	19.14	19.26	19.34	19.43	19.52	19.65	19.72	19.81	19.91	20.01	20.08	20.20	20.27	20.40	20.48	
	6	19.00	19.49	19.56	19.69	19.77	19.85	19.95	20.05	20.16	20.24	20.34	20.45	20.53	20.63	20.71	20.83	20.92	
	7	19.42	19.90	19.97	20.07	20.19	20.26	20.38	20.47	20.55	20.65	20.74	20.87	20.94	21.01	21.12	21.25	21.33	
	8	19.95	20.44	20.52	20.63	20.71	20.82	20.91	20.99	21.07	21.18	21.30	21.39	21.46	21.56	21.68	21.77	21.85	
	9	20.50	20.96	21.03	21.16	21.27	21.35	21.43	21.54	21.66	21.73	21.81	21.91	22.01	22.11	22.19	22.31	22.39	
	10	21.14	21.60	21.71	21.80	21.88	21.98	22.08	22.18	22.28	22.37	22.46	22.56	22.67	22.76	22.84	22.94	23.04	
	11	21.79	22.27	22.36	22.46	22.55	22.64	22.74	22.84	22.91	23.03	23.11	23.23	23.31	23.42	23.50	23.60	23.70	
08*	1	16.69	17.10	17.21	17.31	17.40	17.48	17.60	17.71	17.80	17.89	18.00	18.08	18.20	18.30	18.40	18.50	18.59	
	2	17.38	17.87	17.96	18.05	18.18	18.28	18.37	18.47	18.55	18.68	18.79	18.87	18.96	19.05	19.18	19.29	19.36	
	3	18.09	18.60	18.72	18.81	18.90	18.98	19.10	19.22	19.31	19.39	19.51	19.61	19.71	19.80	19.91	20.01	20.08	
	4	18.79	19.29	19.37	19.48	19.56	19.68	19.77	19.86	19.96	20.06	20.19	20.26	20.39	20.47	20.56	20.67	20.77	
	5	19.42	19.92	20.02	20.13	20.22	20.30	20.43	20.52	20.60	20.71	20.83	20.92	21.00	21.08	21.24	21.33	21.41	
	6	19.95	20.46	20.55	20.65	20.75	20.87	20.95	21.03	21.15	21.27	21.36	21.44	21.55	21.67	21.76	21.85	21.95	
	7	20.50	20.98	21.07	21.18	21.31	21.39	21.48	21.59	21.70	21.79	21.88	21.98	22.09	22.18	22.30	22.39	22.49	
	8	21.14	21.66	21.74	21.82	21.92	22.03	22.13	22.24	22.33	22.43	22.54	22.63	22.74	22.83	22.91	23.04	23.12	
	9	21.79	22.30	22.39	22.49	22.58	22.69	22.79	22.88	22.99	23.08	23.20	23.28	23.40	23.48	23.58	23.70	23.79	
	10	22.54	23.04	23.13	23.24	23.33	23.44	23.53	23.65	23.74	23.84	23.93	24.01	24.15	24.23	24.33	24.44	24.53	
	11	23.32	23.83	23.92	24.00	24.14	24.22	24.31	24.42	24.52	24.63	24.73	24.82	24.93	25.00	25.11	25.24	25.33	
09*	1	16.94	17.47	17.59	17.69	17.80	17.90	18.01	18.12	18.25	18.34	18.43	18.53	18.64	18.76	18.85	18.95	19.05	
	2	17.96	18.50	18.60	18.72	18.82	18.92	19.03	19.14	19.26	19.35	19.46	19.55	19.68	19.77	19.86	19.97	20.07	
	3	18.94	19.48	19.56	19.69	19.78	19.91	20.01	20.13	20.22	20.32	20.44	20.53	20.64	20.74	20.87	20.95	21.03	
	4	19.73	20.25	20.38	20.47	20.56	20.68	20.80	20.91	20.99	21.08	21.24	21.33	21.42	21.51	21.66	21.74	21.84	
	5	20.46	20.97	21.06	21.18	21.31	21.41	21.50	21.63	21.73	21.82	21.92	22.04	22.15	22.26	22.36	22.46	22.56	
	6	21.14	21.68	21.77	21.86	21.97	22.09	22.19	22.31	22.40	22.52	22.62	22.73	22.83	22.91	23.04	23.13	23.25	
	7	21.79	22.32	22.42	22.53	22.63	22.76	22.85	22.97	23.06	23.18	23.27	23.37	23.48	23.58	23.70	23.80	23.90	
	8	22.54	23.06	23.18	23.27	23.37	23.50	23.60	23.72	23.81	23.91	24.00	24.14	24.23	24.33	24.44	24.54	24.65	
	9	23.32	23.85	23.94	24.05	24.17	24.28	24.38	24.50	24.61	24.71	24.79	24.92	25.00	25.11	25.24	25.34	25.43	
	10	24.29	24.82	24.93	25.01	25.13	25.27	25.37	25.45	25.56	25.69	25.79	25.87	25.97	26.10	26.19	26.30	26.40	
	11	25.33	25.84	25.93	26.06	26.16	26.27	26.37	26.50	26.59	26.69	26.80	26.91	27.00	27.11	27.21	27.33	27.44	
10*	1	17.59	18.16	18.28	18.37	18.49	18.59	18.72	18.83	18.92	19.04	19.16	19.29	19.38	19.50	19.63	19.72	19.83	



SCHEDULE M CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.

ny 80 for biweekly pay and by 2080 for annual salary

is by using both schedule, range, and step (e.g., B041, B052, etc.)

Range	Step	LONGEVITY																
		A Base	B 5 yrs	C 6 yrs	D 7 yrs	E 8 yrs	F 9 yrs	G 10 yrs	H 11 yrs	I 12 yrs	J 13 yrs	K 14 yrs	L 15 yrs	M 16 yrs	N 17 yrs	O 18 yrs	P 19 yrs	Q 20 yrs
2	1	18.77	19.33	19.44	19.54	19.68	19.77	19.90	20.01	20.13	20.23	20.34	20.46	20.56	20.67	20.80	20.91	21.00
	2	19.76	20.32	20.45	20.54	20.66	20.77	20.90	20.99	21.08	21.25	21.34	21.44	21.56	21.69	21.79	21.88	22.01
	3	20.77	21.34	21.44	21.55	21.69	21.78	21.88	22.01	22.12	22.24	22.35	22.46	22.57	22.69	22.80	22.89	23.03
	4	21.76	22.32	22.43	22.54	22.67	22.77	22.87	23.00	23.10	23.23	23.32	23.45	23.55	23.67	23.79	23.89	23.99
	5	22.54	23.10	23.23	23.32	23.45	23.54	23.67	23.79	23.89	23.99	24.13	24.23	24.35	24.45	24.57	24.67	24.78
	6	23.32	23.89	23.99	24.13	24.23	24.33	24.45	24.57	24.67	24.78	24.91	25.00	25.13	25.26	25.37	25.45	25.59
	7	24.29	24.88	24.97	25.06	25.22	25.32	25.42	25.52	25.67	25.78	25.86	25.97	26.11	26.20	26.33	26.42	26.55
	8	25.33	25.87	25.98	26.11	26.23	26.33	26.45	26.56	26.67	26.79	26.90	27.00	27.12	27.22	27.35	27.47	27.57
	9	26.30	26.87	26.98	27.09	27.20	27.31	27.44	27.54	27.64	27.79	27.89	27.98	28.12	28.22	28.33	28.42	28.55
	10	27.50	28.03	28.17	28.29	28.39	28.51	28.63	28.73	28.85	28.97	29.08	29.17	29.33	29.41	29.53	29.63	29.75
	11*	1	18.60	19.22	19.34	19.46	19.56	19.70	19.82	19.94	20.05	20.19	20.30	20.44	20.54	20.67	20.80	20.92
	2	19.91	20.51	20.64	20.75	20.89	20.98	21.12	21.26	21.36	21.46	21.60	21.73	21.84	21.97	22.09	22.20	22.33
	3	21.08	21.72	21.84	21.96	22.08	22.19	22.33	22.45	22.56	22.69	22.81	22.91	23.05	23.19	23.30	23.43	23.53
	4	22.31	22.89	23.04	23.14	23.27	23.40	23.52	23.65	23.77	23.88	23.99	24.14	24.24	24.37	24.50	24.62	24.73
	5	23.28	23.89	24.00	24.15	24.26	24.37	24.51	24.63	24.74	24.88	24.98	25.10	25.24	25.37	25.46	25.61	25.73
	6	24.29	24.91	25.01	25.14	25.28	25.39	25.49	25.65	25.77	25.86	25.98	26.12	26.24	26.36	26.50	26.60	26.73
	7	25.33	25.90	26.06	26.17	26.29	26.40	26.54	26.65	26.78	26.90	27.02	27.13	27.27	27.39	27.51	27.61	27.75
	8	26.30	26.91	27.03	27.14	27.28	27.39	27.52	27.62	27.78	27.89	27.99	28.13	28.25	28.37	28.50	28.62	28.72
	9	27.50	28.09	28.23	28.35	28.44	28.60	28.71	28.84	28.96	29.08	29.19	29.34	29.43	29.58	29.69	29.81	29.92
	10	28.70	29.33	29.43	29.57	29.66	29.80	29.92	30.03	30.16	30.26	30.40	30.52	30.65	30.76	30.90	31.02	31.12
	11	30.00	30.61	30.73	30.85	30.98	31.09	31.21	31.33	31.46	31.58	31.71	31.83	31.95	32.06	32.20	32.29	32.41
12*	1	19.91	20.55	20.68	20.83	20.95	21.06	21.24	21.35	21.46	21.60	21.74	21.86	21.99	22.15	22.28	22.40	22.54
	2	21.31	21.95	22.08	22.20	22.35	22.48	22.61	22.74	22.86	23.00	23.12	23.26	23.40	23.53	23.67	23.80	23.92
	3	22.62	23.27	23.42	23.53	23.67	23.80	23.92	24.05	24.20	24.31	24.45	24.58	24.72	24.88	24.98	25.11	25.27
	4	23.91	24.57	24.71	24.86	24.96	25.09	25.24	25.37	25.47	25.64	25.77	25.87	26.01	26.16	26.29	26.41	26.55
	5	25.10	25.78	25.88	26.02	26.16	26.29	26.41	26.55	26.68	26.81	26.95	27.08	27.20	27.35	27.49	27.60	27.75
	6	26.30	26.96	27.09	27.21	27.35	27.49	27.60	27.75	27.89	27.99	28.14	28.28	28.39	28.54	28.68	28.80	28.94
	7	27.50	28.15	28.29	28.40	28.54	28.68	28.80	28.94	29.08	29.19	29.35	29.45	29.60	29.74	29.87	30.00	30.14
	8	28.70	29.37	29.47	29.62	29.75	29.88	30.01	30.15	30.26	30.40	30.55	30.67	30.78	30.96	31.08	31.20	31.33
	9	30.00	30.66	30.77	30.92	31.06	31.17	31.31	31.45	31.58	31.71	31.84	31.97	32.09	32.24	32.37	32.49	32.65
	10	31.33	31.99	32.14	32.25	32.38	32.50	32.66	32.77	32.90	33.07	33.18	33.29	33.44	33.59	33.70	33.84	33.97
	11	32.72	33.36	33.49	33.63	33.76	33.91	34.03	34.15	34.29	34.41	34.55	34.69	34.81	34.96	35.09	35.22	35.35
13	1	12.55	12.90	12.98	13.05	13.11	13.19	13.25	13.35	13.40	13.47	13.55	13.62	13.70	13.78	13.84	13.89	13.98
	2	12.92	13.28	13.36	13.42	13.49	13.57	13.64	13.71	13.79	13.85	13.90	14.03	14.09	14.15	14.24	14.29	14.37
	3	13.14	13.50	13.57	13.65	13.71	13.80	13.85	13.92	14.03	14.09	14.15	14.24	14.30	14.37	14.44	14.52	14.59
	4	13.84	14.22	14.28	14.36	14.42	14.49	14.57	14.65	14.72	14.80	14.85	14.91	14.99	15.09	15.19	15.24	15.30
	5	14.20	14.57	14.62	14.72	14.79	14.85	14.90	14.98	15.07	15.17	15.23	15.29	15.35	15.43	15.49	15.59	15.67
	6	14.62	14.87	14.93	15.02	15.10	15.20	15.25	15.31	15.36	15.45	15.53	15.61	15.69	15.74	15.82	15.89	15.97
	7	15.26	15.62	15.69	15.75	15.82	15.90	15.97	16.05	16.12	16.21	16.27	16.33	16.42	16.47	16.55	16.64	16.71
	8	15.45	15.82	15.89	15.97	16.03	16.12	16.20	16.27	16.32	16.41	16.46	16.54	16.64	16.70	16.77	16.84	16.91
	9	15.82	16.21	16.27	16.33	16.41	16.47	16.54	16.64	16.70	16.77	16.84	16.91	16.97	17.06	17.14	17.21	17.30
	10	16.28	16.66	16.71	16.78	16.86	16.92	16.97	17.07	17.14	17.22	17.30	17.37	17.44	17.49	17.59	17.65	17.73
	11	16.72	17.09	17.15	17.24	17.31	17.38	17.44	17.50	17.59	17.66	17.73	17.81	17.88	17.93	18.02	18.08	18.18
	12	17.20	17.54	17.62	17.71	17.78	17.85	17.90	17.98	18.04	18.14	18.20	18.29	18.36	18.42	18.50	18.55	18.64
23	1	13.31	13.70	13.79	13.85	13.92	14.04	14.10	14.18	14.26	14.33	14.41	14.48	14.57	14.62	14.72	14.80	14.86
	2	13.83	14.24	14.30	14.39	14.45	14.54	14.61	14.71	14.79	14.85	14.91	14.99	15.10	15.19	15.25	15.31	15.38
	3	14.33	14.73	14.81	14.87	14.94	15.03	15.12	15.22	15.28	15.34	15.43	15.49	15.60	15.67	15.73	15.81	15.89
	4	14.80	15.21	15.27	15.33	15.42	15.48	15.59	15.67	15.73	15.81	15.89	15.97	16.05	16.12	16.21	16.28	16.34
	5	15.25	15.63	15.71	15.79	15.85	15.93	16.01	16.09	16.20	16.27	16.33	16.42	16.48	16.55	16.66	16.72	16.79
	6	15.67	16.05	16.13	16.22	16.29	16.37	16.44	16.51	16.59	16.69	16.75	16.84	16.91	16.96	17.06	17.14	17.22



SCHEDULE M CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.

by 80 for biweekly pay and by 2080 for annual salary

by using both schedule, range, and step (e.g., B041, B052, etc.)

Range	Step	LONGEVITY																
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
	7	16.06	16.45	16.52	16.61	16.70	16.77	16.86	16.92	16.99	17.09	17.18	17.25	17.33	17.39	17.46	17.53	17.62
	8	16.50	16.90	16.96	17.06	17.14	17.22	17.31	17.38	17.45	17.51	17.61	17.69	17.78	17.84	17.90	17.98	18.05
	9	16.94	17.35	17.43	17.49	17.59	17.66	17.75	17.82	17.89	17.96	18.04	18.14	18.22	18.29	18.36	18.43	18.51
	10	17.46	17.86	17.92	18.01	18.08	18.18	18.27	18.34	18.41	18.49	18.55	18.64	18.73	18.80	18.87	18.94	19.01
	11	17.98	18.39	18.45	18.53	18.62	18.71	18.79	18.85	18.92	19.00	19.09	19.18	19.26	19.32	19.38	19.48	19.54
24	1	13.83	14.25	14.31	14.40	14.48	14.57	14.65	14.73	14.81	14.88	14.95	15.04	15.14	15.23	15.30	15.36	15.45
	2	14.35	14.77	14.83	14.89	14.98	15.09	15.19	15.25	15.31	15.39	15.47	15.58	15.66	15.72	15.81	15.89	15.97
	3	14.91	15.33	15.42	15.48	15.60	15.68	15.74	15.82	15.90	15.99	16.07	16.17	16.24	16.31	16.41	16.47	16.55
	4	15.36	15.79	15.85	15.93	16.03	16.12	16.21	16.28	16.34	16.44	16.51	16.59	16.69	16.75	16.86	16.92	16.99
	5	15.83	16.26	16.32	16.41	16.48	16.56	16.67	16.73	16.80	16.90	16.96	17.08	17.14	17.22	17.32	17.39	17.46
	6	16.28	16.69	16.75	16.84	16.92	16.99	17.09	17.18	17.25	17.34	17.41	17.48	17.57	17.65	17.75	17.82	17.89
	7	16.72	17.12	17.21	17.30	17.38	17.45	17.51	17.61	17.69	17.79	17.86	17.92	18.01	18.08	18.19	18.28	18.35
	8	17.20	17.60	17.67	17.77	17.85	17.91	18.00	18.07	18.17	18.27	18.34	18.41	18.49	18.55	18.66	18.75	18.82
	9	17.62	18.02	18.09	18.19	18.29	18.36	18.43	18.51	18.59	18.69	18.77	18.84	18.91	18.98	19.09	19.18	19.26
	10	18.22	18.62	18.71	18.79	18.87	18.94	19.01	19.10	19.20	19.29	19.35	19.43	19.51	19.57	19.69	19.76	19.83
	11	18.75	19.14	19.24	19.31	19.38	19.48	19.54	19.65	19.71	19.80	19.86	19.95	20.03	20.13	20.21	20.27	20.38
25	1	14.46	14.87	14.95	15.04	15.17	15.24	15.31	15.38	15.47	15.58	15.67	15.73	15.81	15.90	15.98	16.07	16.17
	2	14.87	15.30	15.38	15.46	15.58	15.66	15.73	15.81	15.90	15.98	16.07	16.17	16.24	16.32	16.41	16.48	16.56
	3	15.35	15.79	15.86	15.96	16.05	16.13	16.23	16.30	16.40	16.46	16.55	16.66	16.72	16.80	16.89	16.96	17.06
	4	15.89	16.31	16.41	16.47	16.56	16.67	16.74	16.82	16.91	16.97	17.09	17.18	17.25	17.34	17.41	17.49	17.59
	5	16.42	16.84	16.92	16.99	17.10	17.19	17.28	17.35	17.44	17.50	17.61	17.69	17.78	17.86	17.92	18.02	18.09
	6	16.94	17.38	17.46	17.53	17.64	17.72	17.81	17.88	17.96	18.04	18.16	18.25	18.31	18.40	18.47	18.55	18.64
	7	17.46	17.88	17.96	18.04	18.16	18.25	18.33	18.40	18.49	18.55	18.66	18.75	18.82	18.90	18.97	19.07	19.16
	8	17.98	18.41	18.50	18.58	18.68	18.76	18.84	18.91	19.00	19.09	19.20	19.28	19.34	19.43	19.51	19.61	19.69
	9	18.52	18.94	19.03	19.12	19.22	19.30	19.37	19.46	19.54	19.65	19.72	19.80	19.86	19.96	20.04	20.15	20.22
	10	19.00	19.43	19.52	19.61	19.70	19.77	19.85	19.94	20.03	20.13	20.21	20.27	20.38	20.46	20.53	20.63	20.69
	11	19.42	19.83	19.93	20.01	20.08	20.19	20.26	20.37	20.45	20.52	20.60	20.68	20.77	20.88	20.94	21.01	21.08
26	1	15.17	15.60	15.68	15.75	15.84	15.93	16.01	16.12	16.22	16.30	16.38	16.46	16.55	16.67	16.73	16.82	16.91
	2	15.69	16.13	16.22	16.30	16.40	16.47	16.55	16.67	16.74	16.84	16.91	16.99	17.10	17.20	17.28	17.37	17.45
	3	16.17	16.59	16.69	16.77	16.87	16.94	17.02	17.12	17.22	17.32	17.39	17.47	17.57	17.66	17.75	17.84	17.91
	4	16.68	17.11	17.20	17.30	17.38	17.46	17.53	17.64	17.73	17.82	17.89	17.98	18.07	18.18	18.27	18.35	18.43
	5	17.19	17.62	17.71	17.80	17.88	17.96	18.04	18.16	18.26	18.34	18.41	18.50	18.59	18.69	18.77	18.85	18.94
	6	17.71	18.16	18.25	18.33	18.41	18.50	18.58	18.68	18.77	18.85	18.92	19.01	19.12	19.22	19.30	19.37	19.48
	7	18.22	18.66	18.75	18.83	18.91	19.00	19.09	19.20	19.29	19.36	19.44	19.53	19.65	19.72	19.80	19.90	19.97
	8	18.75	19.20	19.28	19.35	19.44	19.53	19.63	19.71	19.80	19.90	19.96	20.05	20.16	20.24	20.32	20.43	20.51
	9	19.28	19.71	19.78	19.86	19.96	20.05	20.15	20.23	20.32	20.43	20.50	20.57	20.67	20.77	20.87	20.94	21.01
	10	19.73	20.19	20.25	20.37	20.45	20.53	20.60	20.69	20.80	20.90	20.96	21.03	21.15	21.26	21.33	21.41	21.49
	11	20.25	20.69	20.78	20.89	20.96	21.03	21.14	21.25	21.33	21.41	21.48	21.57	21.69	21.77	21.84	21.92	22.03
27	1	15.89	16.34	16.44	16.52	16.66	16.73	16.82	16.91	16.99	17.10	17.20	17.30	17.38	17.46	17.54	17.65	17.75
	2	16.54	16.99	17.10	17.20	17.31	17.39	17.47	17.57	17.66	17.77	17.85	17.92	18.02	18.12	18.22	18.31	18.40
	3	17.07	17.51	17.62	17.72	17.82	17.90	18.00	18.08	18.19	18.29	18.37	18.45	18.54	18.64	18.75	18.83	18.91
	4	17.62	18.07	18.18	18.28	18.37	18.45	18.54	18.64	18.75	18.83	18.91	19.00	19.10	19.21	19.30	19.37	19.48
	5	18.02	18.49	18.58	18.68	18.79	18.87	18.95	19.04	19.14	19.25	19.33	19.42	19.51	19.61	19.70	19.78	19.86
	6	18.52	18.97	19.07	19.18	19.29	19.36	19.46	19.54	19.66	19.73	19.82	19.92	20.01	20.08	20.20	20.27	20.39
	7	19.00	19.48	19.55	19.67	19.76	19.84	19.94	20.03	20.14	20.22	20.30	20.42	20.50	20.57	20.67	20.77	20.88
	8	19.42	19.86	19.96	20.05	20.17	20.25	20.37	20.45	20.53	20.63	20.71	20.82	20.91	20.98	21.06	21.17	21.28
	9	19.95	20.43	20.51	20.59	20.69	20.80	20.90	20.97	21.05	21.16	21.27	21.35	21.43	21.51	21.63	21.72	21.80
	10	20.50	20.95	21.02	21.14	21.26	21.34	21.42	21.50	21.60	21.71	21.79	21.87	21.97	22.06	22.16	22.26	22.35
	11	21.14	21.59	21.70	21.78	21.87	21.97	22.06	22.16	22.26	22.35	22.43	22.53	22.62	22.72	22.80	22.88	22.99
	12	21.79	22.26	22.35	22.43	22.54	22.63	22.73	22.81	22.89	23.00	23.08	23.19	23.27	23.36	23.46	23.54	23.65



SCHEDULE M CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.

y 80 for biweekly pay and by 2080 for annual salary

s by using both schedule, range, and step (e.g., B041, B052, etc.)

Range	Step	LONGEVITY																
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
28	1	16.28	16.75	16.86	16.94	17.03	17.15	17.25	17.34	17.44	17.51	17.64	17.73	17.82	17.91	18.01	18.12	18.22
	2	17.02	17.50	17.61	17.72	17.81	17.90	18.00	18.08	18.20	18.30	18.40	18.49	18.58	18.69	18.79	18.88	18.96
	3	17.69	18.18	18.28	18.37	18.45	18.55	18.66	18.76	18.85	18.94	19.04	19.14	19.25	19.34	19.43	19.53	19.65
	4	18.34	18.82	18.90	19.00	19.10	19.22	19.31	19.38	19.50	19.57	19.70	19.78	19.86	19.97	20.06	20.19	20.26
	5	18.88	19.36	19.46	19.55	19.67	19.76	19.84	19.94	20.04	20.15	20.24	20.34	20.44	20.53	20.63	20.73	20.83
	6	19.42	19.91	20.00	20.08	20.20	20.28	20.40	20.48	20.57	20.67	20.78	20.89	20.96	21.05	21.16	21.28	21.36
	7	19.95	20.45	20.53	20.64	20.73	20.86	20.93	21.00	21.12	21.24	21.33	21.41	21.49	21.60	21.71	21.80	21.88
	8	20.50	20.97	21.05	21.17	21.28	21.37	21.45	21.55	21.68	21.76	21.85	21.95	22.04	22.15	22.24	22.35	22.43
	9	21.14	21.63	21.72	21.81	21.89	22.01	22.11	22.19	22.31	22.39	22.50	22.58	22.69	22.79	22.87	22.99	23.07
	10	21.79	22.28	22.37	22.48	22.56	22.68	22.77	22.85	22.97	23.05	23.14	23.25	23.33	23.45	23.53	23.65	23.74
	11	22.54	23.03	23.11	23.23	23.31	23.43	23.51	23.60	23.72	23.80	23.90	23.97	24.07	24.20	24.28	24.38	24.49
	12	23.32	23.81	23.90	23.99	24.10	24.21	24.29	24.38	24.50	24.58	24.68	24.77	24.89	24.97	25.05	25.16	25.28
29*	1	16.70	17.21	17.32	17.41	17.50	17.61	17.72	17.82	17.91	18.02	18.12	18.25	18.34	18.43	18.53	18.63	18.75
	2	17.66	18.18	18.29	18.39	18.49	18.58	18.69	18.80	18.89	18.98	19.09	19.21	19.31	19.39	19.51	19.61	19.71
	3	18.45	18.96	19.07	19.20	19.30	19.37	19.49	19.57	19.70	19.80	19.90	20.00	20.08	20.21	20.30	20.42	20.51
	4	19.21	19.71	19.81	19.92	20.02	20.13	20.22	20.32	20.44	20.53	20.63	20.73	20.86	20.94	21.02	21.14	21.26
	5	19.86	20.40	20.50	20.59	20.69	20.80	20.91	20.99	21.08	21.24	21.32	21.41	21.50	21.63	21.73	21.81	21.91
	6	20.50	20.99	21.08	21.24	21.33	21.41	21.50	21.63	21.73	21.82	21.91	22.03	22.13	22.24	22.35	22.43	22.54
	7	21.14	21.67	21.76	21.85	21.96	22.05	22.16	22.27	22.37	22.48	22.56	22.68	22.78	22.87	22.99	23.07	23.19
	8	21.79	22.31	22.40	22.52	22.62	22.72	22.81	22.90	23.03	23.12	23.23	23.32	23.44	23.53	23.65	23.74	23.84
	9	22.54	23.05	23.14	23.26	23.36	23.46	23.55	23.67	23.78	23.88	23.95	24.06	24.18	24.28	24.38	24.49	24.58
	10	23.32	23.84	23.93	24.04	24.16	24.24	24.35	24.45	24.56	24.66	24.75	24.88	24.96	25.05	25.16	25.28	25.38
	11	24.29	24.79	24.92	25.00	25.11	25.23	25.33	25.42	25.50	25.65	25.74	25.83	25.91	26.04	26.15	26.24	26.34
	12	25.33	25.83	25.91	26.04	26.15	26.24	26.34	26.45	26.55	26.65	26.76	26.84	26.96	27.05	27.15	27.27	27.36
30*	1	17.31	17.85	17.93	18.04	18.17	18.29	18.39	18.49	18.60	18.72	18.82	18.92	19.03	19.14	19.28	19.36	19.48
	2	18.30	18.84	18.94	19.04	19.16	19.29	19.37	19.49	19.61	19.71	19.81	19.93	20.03	20.15	20.25	20.38	20.47
	3	19.31	19.84	19.95	20.05	20.17	20.27	20.40	20.50	20.60	20.71	20.83	20.94	21.02	21.15	21.28	21.37	21.46
	4	20.26	20.83	20.93	21.01	21.14	21.27	21.36	21.45	21.57	21.70	21.79	21.89	22.01	22.12	22.24	22.35	22.45
	5	21.03	21.60	21.72	21.81	21.91	22.04	22.15	22.26	22.37	22.48	22.57	22.71	22.80	22.89	23.03	23.12	23.24
	6	21.79	22.35	22.45	22.55	22.67	22.78	22.87	22.99	23.10	23.21	23.31	23.44	23.53	23.65	23.77	23.86	23.95
	7	22.54	23.08	23.20	23.30	23.42	23.52	23.63	23.74	23.85	23.94	24.05	24.18	24.28	24.38	24.51	24.62	24.72
	8	23.32	23.88	23.96	24.07	24.20	24.30	24.41	24.52	24.64	24.74	24.87	24.96	25.05	25.16	25.31	25.40	25.48
	9	24.29	24.87	24.95	25.03	25.15	25.30	25.39	25.47	25.63	25.73	25.82	25.91	26.04	26.15	26.26	26.36	26.49
	10	25.33	25.86	25.96	26.09	26.18	26.30	26.40	26.52	26.62	26.75	26.83	26.96	27.05	27.15	27.29	27.39	27.50
	11	26.30	26.84	26.96	27.05	27.15	27.29	27.39	27.50	27.60	27.71	27.84	27.94	28.02	28.15	28.28	28.37	28.48
	12	27.50	28.02	28.15	28.27	28.36	28.48	28.60	28.69	28.80	28.92	29.01	29.13	29.22	29.36	29.45	29.58	29.66
31*	1	17.96	18.54	18.68	18.80	18.90	19.01	19.14	19.28	19.37	19.50	19.63	19.72	19.83	19.95	20.06	20.20	20.30
	2	19.16	19.73	19.84	19.96	20.07	20.21	20.32	20.45	20.55	20.67	20.80	20.91	21.00	21.14	21.27	21.37	21.48
	3	20.38	20.94	21.03	21.17	21.31	21.41	21.51	21.67	21.77	21.87	21.99	22.11	22.23	22.35	22.46	22.57	22.71
	4	21.35	21.91	22.04	22.16	22.28	22.39	22.52	22.63	22.76	22.86	22.99	23.08	23.21	23.32	23.45	23.55	23.69
	5	22.36	22.91	23.05	23.18	23.28	23.42	23.52	23.65	23.77	23.88	23.97	24.10	24.22	24.33	24.45	24.57	24.68
	6	23.32	23.90	24.00	24.15	24.26	24.37	24.50	24.62	24.73	24.87	24.96	25.05	25.17	25.32	25.42	25.52	25.68
	7	24.29	24.89	24.98	25.10	25.24	25.35	25.45	25.59	25.71	25.82	25.91	26.04	26.16	26.27	26.38	26.52	26.62
	8	25.33	25.88	26.01	26.14	26.25	26.36	26.50	26.60	26.73	26.83	26.96	27.05	27.17	27.30	27.42	27.53	27.64
	9	26.30	26.89	26.99	27.11	27.22	27.35	27.48	27.58	27.70	27.84	27.94	28.02	28.16	28.29	28.39	28.52	28.65
	10	27.50	28.06	28.20	28.31	28.41	28.54	28.67	28.78	28.91	29.01	29.13	29.22	29.37	29.46	29.60	29.71	29.84
	11	28.70	29.28	29.40	29.51	29.63	29.75	29.87	29.98	30.11	30.21	30.33	30.44	30.58	30.68	30.78	30.92	31.04
	12	30.00	30.59	30.69	30.82	30.94	31.06	31.15	31.27	31.42	31.51	31.63	31.75	31.86	31.98	32.09	32.22	32.33
32*	1	19.31	19.93	20.05	20.20	20.30	20.45	20.56	20.68	20.83	20.95	21.05	21.23	21.33	21.44	21.57	21.71	21.82
	2	20.65	21.30	21.41	21.54	21.68	21.79	21.91	22.04	22.17	22.31	22.42	22.55	22.68	22.80	22.91	23.05	23.19



SCHEDULE M CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
 y 80 for biweekly pay and by 2080 for annual salary
 s by using both schedule, range, and step (e.g., B041, B052, etc.)

Range	Step	LONGEVITY																	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
33'	3	21.92	22.58	22.71	22.83	22.84	23.07	23.21	23.32	23.46	23.58	23.72	23.84	23.94	24.07	24.22	24.33	24.48	
	4	23.11	23.76	23.88	23.99	24.14	24.26	24.38	24.51	24.64	24.75	24.86	25.00	25.13	25.28	25.40	25.49	25.67	
	5	24.31	24.96	25.06	25.23	25.34	25.45	25.61	25.73	25.84	25.95	26.10	26.23	26.34	26.49	26.60	26.73	26.84	
	6	25.33	25.93	26.09	26.20	26.33	26.45	26.59	26.72	26.89	26.97	27.09	27.21	27.34	27.48	27.59	27.71	27.86	
	7	26.30	26.94	27.05	27.19	27.31	27.46	27.57	27.69	27.84	27.85	28.06	28.21	28.32	28.43	28.60	28.70	28.84	
	8	27.55	28.13	28.27	28.38	28.51	28.65	28.79	28.89	29.01	29.14	29.24	29.40	29.51	29.64	29.76	29.89	30.02	
	9	28.70	29.35	29.45	29.60	29.71	29.85	29.97	30.10	30.23	30.34	30.47	30.61	30.72	30.85	30.99	31.10	31.22	
	10	30.00	30.63	30.75	30.90	31.02	31.13	31.26	31.39	31.51	31.65	31.78	31.90	32.01	32.15	32.27	32.39	32.52	
	11	31.33	31.97	32.09	32.23	32.35	32.47	32.63	32.73	32.86	32.97	33.12	33.23	33.35	33.48	33.62	33.73	33.87	
	12	32.72	33.33	33.47	33.61	33.71	33.85	33.98	34.10	34.24	34.37	34.47	34.61	34.74	34.85	35.00	35.12	35.24	
	13	34.14	34.78	34.89	35.04	35.15	35.27	35.42	35.53	35.67	35.80	35.92	36.04	36.16	36.29	36.42	36.55	36.68	
	34'	1	20.88	21.54	21.70	21.81	21.96	22.00	22.24	22.37	22.52	22.64	22.79	22.90	23.06	23.20	23.33	23.47	23.61
		2	22.31	22.99	23.12	23.26	23.42	23.53	23.69	23.81	23.94	24.07	24.23	24.36	24.51	24.64	24.77	24.92	25.03
3		23.70	24.37	24.52	24.65	24.78	24.93	25.05	25.22	25.35	25.46	25.64	25.77	25.88	26.02	26.17	26.30	26.45	
4		25.00	25.71	25.84	25.98	26.12	26.25	26.38	26.53	26.67	26.80	26.95	27.08	27.21	27.35	27.50	27.61	27.79	
5		26.30	26.98	27.12	27.27	27.41	27.53	27.68	27.82	27.96	28.07	28.23	28.36	28.51	28.65	28.78	28.92	29.04	
6		27.50	28.17	28.32	28.43	28.61	28.72	28.87	29.00	29.14	29.28	29.42	29.57	29.70	29.84	29.97	30.11	30.24	
7		28.70	29.39	29.53	29.65	29.81	29.93	30.08	30.20	30.34	30.48	30.63	30.75	30.91	31.04	31.17	31.31	31.48	
8		30.00	30.68	30.83	30.97	31.10	31.22	31.38	31.50	31.65	31.79	31.93	32.05	32.21	32.33	32.47	32.63	32.75	
9		31.33	32.01	32.17	32.28	32.42	32.58	32.72	32.85	32.97	33.13	33.25	33.38	33.56	33.67	33.81	33.95	34.00	
10		32.72	33.38	33.56	33.67	33.81	33.95	34.09	34.21	34.37	34.48	34.65	34.78	34.90	35.06	35.20	35.31	35.47	
11		34.14	34.82	34.97	35.10	35.24	35.37	35.52	35.65	35.81	35.95	36.08	36.21	36.39	36.47	36.62	36.74	36.89	
12		35.70	36.37	36.53	36.65	36.80	36.94	37.08	37.21	37.34	37.47	37.63	37.73	37.90	38.05	38.17	38.32	38.45	
13		37.30	37.99	38.12	38.25	38.40	38.53	38.65	38.81	38.95	39.09	39.23	39.35	39.51	39.64	39.77	39.91	40.06	
35'	1	22.64	23.40	23.54	23.70	23.85	23.87	24.15	24.29	24.44	24.61	24.74	24.91	25.02	25.17	25.35	25.47	25.67	
	2	24.28	24.99	25.15	25.32	25.45	25.63	25.77	25.89	26.06	26.20	26.35	26.52	26.65	26.80	26.96	27.10	27.27	
	3	25.83	26.58	26.75	26.89	27.03	27.17	27.33	27.46	27.61	27.80	27.89	28.07	28.23	28.37	28.53	28.68	28.84	
	4	27.38	28.00	28.17	28.32	28.48	28.63	28.78	28.93	29.08	29.21	29.38	29.53	29.66	29.82	29.97	30.12	30.28	
	5	28.87	29.41	29.58	29.71	29.87	30.01	30.18	30.31	30.45	30.62	30.75	30.92	31.07	31.20	31.37	31.50	31.68	
	6	30.00	30.74	30.91	31.05	31.20	31.34	31.49	31.65	31.80	31.98	32.09	32.25	32.39	32.54	32.71	32.85	33.01	
	7	31.33	32.07	32.24	32.38	32.54	32.70	32.83	32.97	33.14	33.27	33.44	33.60	33.73	33.89	34.04	34.18	34.34	
	8	32.72	33.46	33.62	33.76	33.95	34.07	34.20	34.37	34.49	34.67	34.81	34.97	35.12	35.25	35.42	35.55	35.73	
	9	34.14	34.88	35.06	35.20	35.35	35.49	35.64	35.80	35.94	36.10	36.24	36.38	36.55	36.67	36.85	36.99	37.14	
	10	35.70	36.45	36.61	36.74	36.90	37.05	37.20	37.34	37.48	37.65	37.80	37.97	38.10	38.25	38.40	38.54	38.71	
	11	37.30	38.06	38.19	38.35	38.51	38.65	38.79	38.95	39.10	39.25	39.39	39.57	39.70	39.83	40.02	40.15	40.29	
	12	38.84	39.77	39.93	40.09	40.24	40.38	40.54	40.68	40.82	41.01	41.13	41.28	41.42	41.58	41.72	41.87	42.06	
	13	40.76	41.55	41.69	41.83	42.00	42.14	42.29	42.42	42.58	42.74	42.87	43.05	43.20	43.32	43.49	43.64	43.78	
36'	1	24.83	25.43	25.63	25.76	25.91	26.10	26.26	26.41	26.59	26.75	26.92	27.08	27.24	27.41	27.57	27.73	27.90	
	2	26.37	27.19	27.35	27.52	27.69	27.86	28.00	28.17	28.35	28.51	28.68	28.84	29.00	29.15	29.35	29.47	29.64	
	3	28.09	28.92	29.09	29.22	29.41	29.58	29.74	29.89	30.07	30.21	30.39	30.57	30.72	30.87	31.06	31.20	31.37	
	4	29.79	30.51	30.68	30.84	31.02	31.15	31.33	31.49	31.66	31.83	31.99	32.15	32.31	32.47	32.68	32.79	32.95	
	5	31.25	32.06	32.24	32.39	32.58	32.73	32.89	33.08	33.22	33.37	33.57	33.70	33.89	34.04	34.20	34.37	34.52	
	6	32.72	33.55	33.69	33.85	34.03	34.18	34.35	34.49	34.69	34.83	35.01	35.15	35.32	35.49	35.67	35.82	35.97	
	7	34.14	34.96	35.13	35.27	35.45	35.63	35.79	35.94	36.12	36.25	36.44	36.60	36.76	36.92	37.09	37.25	37.40	
	8	35.70	36.52	36.67	36.85	37.02	37.18	37.33	37.49	37.68	37.83	38.02	38.14	38.34	38.48	38.65	38.81	38.96	
	9	37.30	38.11	38.30	38.44	38.61	38.77	38.92	39.10	39.26	39.43	39.60	39.74	39.92	40.09	40.25	40.40	40.57	
	10	38.95	39.83	40.03	40.18	40.32	40.51	40.67	40.82	41.02	41.16	41.35	41.46	41.68	41.81	41.98	42.14	42.30	
	11	40.75	41.60	41.77	41.91	42.11	42.27	42.41	42.58	42.76	42.89	43.10	43.24	43.39	43.55	43.74	43.89	44.05	
	12	42.54	43.43	43.61	43.78	43.93	44.11	44.27	44.42	44.59	44.74	44.91	45.09	45.25	45.40	45.58	45.73	45.89	
	13	44.58	45.48	45.64	45.81	45.97	46.15	46.32	46.48	46.65	46.79	46.97	47.13	47.29	47.47	47.62	47.77	47.94	



SCHEDULE M CWA Bargaining Unit Employees Only

denote 180-day probationary period. All other ranges have a 120-day probationary period.
 y 80 for biweekly pay and by 2080 for annual salary
 is by using both schedule, range, and step (e.g., B041, B052, etc.)

Range	Step	LONGEVITY																	
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
36*	1	26.76	27.62	27.84	27.98	28.17	28.36	28.53	28.71	28.89	29.08	29.23	29.42	29.61	29.78	29.96	30.15	30.31	
	2	28.79	29.69	29.87	30.03	30.21	30.40	30.59	30.75	30.94	31.11	31.28	31.47	31.65	31.83	32.00	32.20	32.38	
	3	30.63	31.51	31.71	31.88	32.05	32.24	32.40	32.62	32.76	32.94	33.14	33.29	33.48	33.66	33.84	34.03	34.19	
	4	32.39	33.27	33.47	33.65	33.83	34.01	34.18	34.37	34.54	34.73	34.89	35.08	35.25	35.43	35.59	35.80	35.96	
	5	34.11	35.01	35.20	35.36	35.54	35.74	35.91	36.09	36.25	36.44	36.62	36.78	36.96	37.14	37.32	37.54	37.67	
	6	35.70	36.60	36.77	36.96	37.13	37.31	37.47	37.66	37.84	38.04	38.19	38.38	38.55	38.73	38.90	39.10	39.26	
	7	37.30	38.18	38.38	38.54	38.73	38.90	39.09	39.26	39.44	39.62	39.80	39.98	40.17	40.31	40.53	40.69	40.86	
	8	39.05	39.92	40.12	40.27	40.46	40.65	40.80	41.02	41.17	41.35	41.55	41.70	41.88	42.08	42.26	42.41	42.59	
	9	40.76	41.68	41.85	42.06	42.23	42.39	42.57	42.76	42.90	43.12	43.29	43.45	43.65	43.80	44.00	44.19	44.35	
	10	42.64	43.52	43.71	43.85	44.06	44.24	44.40	44.59	44.75	44.93	45.15	45.31	45.48	45.64	45.83	46.01	46.19	
	11	44.68	45.56	45.74	45.91	46.09	46.30	46.44	46.65	46.80	47.00	47.18	47.34	47.53	47.70	47.89	48.06	48.23	
	12	46.75	47.64	47.81	47.99	48.18	48.37	48.52	48.70	48.88	49.05	49.25	49.41	49.60	49.76	49.96	50.12	50.32	
	13	48.90	49.78	49.98	50.14	50.34	50.52	50.71	50.85	51.05	51.22	51.42	51.58	51.76	51.94	52.12	52.31	52.48	
93	7	16.28	16.67	16.73	16.80	16.89	16.95	17.03	17.12	17.21	17.30	17.37	17.43	17.49	17.59	17.66	17.75	17.82	
	8	16.72	17.10	17.19	17.26	17.34	17.41	17.48	17.57	17.65	17.73	17.81	17.87	17.93	18.02	18.09	18.19	18.28	
	9	17.20	17.57	17.65	17.73	17.81	17.88	17.95	18.03	18.12	18.20	18.29	18.35	18.42	18.50	18.58	18.66	18.75	



SCHEDULE B CWA Bargaining Unit Employees Only

As denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 'As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step																			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q		
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs		
01	1	12.66	13.01	13.10	13.16	13.22	13.30	13.39	13.45	13.53	13.59	13.65	13.76	13.82	13.88	13.97	14.03	14.11		
	2	12.99	13.35	13.44	13.52	13.57	13.63	13.75	13.80	13.86	13.96	14.01	14.09	14.16	14.23	14.30	14.38	14.47		
	3	13.44	13.80	13.86	13.96	14.01	14.09	14.16	14.23	14.30	14.38	14.47	14.53	14.60	14.66	14.73	14.81	14.91		
	4	13.83	14.19	14.27	14.33	14.42	14.50	14.57	14.62	14.69	14.78	14.87	14.94	15.00	15.05	15.14	15.23	15.29		
	5	14.20	14.57	14.63	14.70	14.78	14.89	14.95	15.00	15.06	15.15	15.23	15.30	15.38	15.44	15.51	15.59	15.66		
	6	14.58	14.95	15.01	15.07	15.15	15.24	15.31	15.38	15.45	15.52	15.60	15.67	15.75	15.81	15.89	15.96	16.02		
	7	14.96	15.31	15.39	15.47	15.52	15.60	15.68	15.75	15.84	15.90	15.96	16.05	16.12	16.18	16.26	16.35	16.40		
	8	15.36	15.70	15.78	15.87	15.93	15.99	16.09	16.14	16.22	16.31	16.37	16.44	16.53	16.58	16.65	16.74	16.80		
	9	15.75	16.11	16.18	16.26	16.34	16.40	16.47	16.55	16.62	16.69	16.76	16.84	16.92	16.99	17.06	17.12	17.19		
	10	16.18	16.55	16.62	16.69	16.76	16.84	16.92	16.99	17.06	17.12	17.19	17.28	17.36	17.43	17.50	17.56	17.63		
02	1	13.12	13.48	13.56	13.62	13.71	13.80	13.86	13.96	14.02	14.11	14.17	14.25	14.31	14.40	14.49	14.56	14.62		
	2	13.48	13.85	13.93	14.01	14.09	14.16	14.25	14.31	14.40	14.49	14.56	14.61	14.68	14.76	14.87	14.94	15.00		
	3	13.93	14.30	14.38	14.48	14.55	14.61	14.68	14.76	14.87	14.94	15.00	15.05	15.14	15.23	15.30	15.38	15.45		
	4	14.37	14.73	14.81	14.92	14.98	15.04	15.13	15.19	15.29	15.37	15.44	15.50	15.58	15.66	15.74	15.81	15.89		
	5	14.79	15.16	15.26	15.32	15.40	15.48	15.54	15.62	15.70	15.78	15.87	15.93	15.99	16.09	16.15	16.23	16.33		
	6	15.15	15.52	15.60	15.68	15.76	15.85	15.91	15.98	16.08	16.14	16.22	16.28	16.37	16.44	16.53	16.60	16.67		
	7	15.51	15.89	15.96	16.05	16.12	16.19	16.27	16.36	16.42	16.51	16.58	16.64	16.73	16.80	16.87	16.97	17.04		
	8	15.95	16.34	16.40	16.47	16.56	16.63	16.70	16.78	16.86	16.96	17.03	17.08	17.14	17.25	17.32	17.40	17.48		
	9	16.39	16.76	16.84	16.92	17.00	17.07	17.13	17.23	17.31	17.38	17.46	17.52	17.58	17.67	17.74	17.84	17.91		
	10	16.85	17.23	17.31	17.38	17.46	17.53	17.60	17.68	17.76	17.85	17.92	17.98	18.05	18.14	18.22	18.29	18.38		
03	1	13.43	13.82	13.89	13.98	14.05	14.13	14.20	14.28	14.36	14.47	14.53	14.60	14.67	14.74	14.84	14.93	14.99		
	2	13.83	14.23	14.30	14.38	14.48	14.55	14.61	14.68	14.76	14.89	14.95	15.01	15.07	15.16	15.26	15.32	15.40		
	3	14.37	14.76	14.87	14.94	15.00	15.06	15.15	15.24	15.31	15.40	15.48	15.54	15.62	15.70	15.78	15.87	15.94		
	4	14.89	15.27	15.35	15.41	15.49	15.55	15.65	15.73	15.80	15.89	15.96	16.05	16.12	16.19	16.27	16.36	16.42		
	5	15.31	15.70	15.78	15.87	15.94	16.00	16.10	16.16	16.24	16.35	16.41	16.49	16.57	16.64	16.73	16.80	16.87		
	6	15.75	16.14	16.22	16.31	16.38	16.45	16.54	16.61	16.68	16.77	16.85	16.94	17.01	17.08	17.14	17.25	17.32		
	7	16.18	16.58	16.65	16.74	16.81	16.90	16.98	17.05	17.11	17.20	17.30	17.37	17.45	17.52	17.58	17.67	17.74		
	8	16.62	17.03	17.09	17.15	17.26	17.33	17.42	17.49	17.55	17.65	17.72	17.82	17.89	17.96	18.03	18.11	18.18		
	9	17.11	17.52	17.58	17.67	17.74	17.84	17.91	17.98	18.05	18.15	18.23	18.31	18.39	18.46	18.53	18.60	18.69		
	10	17.63	18.03	18.11	18.18	18.27	18.35	18.43	18.50	18.57	18.67	18.75	18.83	18.90	18.97	19.05	19.12	19.18		
04	1	14.01	14.43	14.51	14.59	14.66	14.73	14.84	14.93	14.99	15.06	15.15	15.26	15.32	15.40	15.49	15.55	15.65		
	2	14.43	14.84	14.93	15.00	15.06	15.15	15.26	15.32	15.40	15.49	15.55	15.66	15.74	15.81	15.90	15.97	16.06		
	3	14.94	15.35	15.41	15.50	15.58	15.66	15.75	15.84	15.90	15.98	16.08	16.15	16.23	16.33	16.40	16.47	16.56		
	4	15.44	15.86	15.93	16.00	16.10	16.16	16.26	16.35	16.41	16.51	16.58	16.67	16.75	16.83	16.92	17.00	17.07		
	5	15.94	16.36	16.42	16.53	16.60	16.67	16.76	16.84	16.92	17.01	17.08	17.15	17.26	17.33	17.43	17.50	17.56		
	6	16.39	16.80	16.87	16.98	17.05	17.11	17.20	17.30	17.37	17.46	17.53	17.61	17.69	17.79	17.88	17.94	18.02		
	7	16.85	17.27	17.34	17.44	17.51	17.57	17.67	17.74	17.84	17.92	17.99	18.08	18.16	18.24	18.34	18.42	18.48		
	8	17.36	17.76	17.85	17.93	18.00	18.08	18.17	18.26	18.34	18.43	18.50	18.58	18.67	18.75	18.84	18.91	18.98		
	9	17.85	18.27	18.35	18.44	18.51	18.58	18.68	18.76	18.84	18.92	18.99	19.09	19.15	19.27	19.34	19.41	19.47		
	10	18.38	18.78	18.87	18.95	19.01	19.10	19.17	19.29	19.35	19.43	19.51	19.61	19.67	19.77	19.85	19.92	20.01		
05	1	14.90	15.30	15.39	15.48	15.54	15.65	15.74	15.81	15.90	15.90	16.00	16.15	16.24	16.34	16.41	16.51	16.56		
	2	15.16	15.59	15.68	15.77	15.86	15.94	16.02	16.11	16.19	16.28	16.37	16.45	16.55	16.62	16.70	16.80	16.87		
	3	15.59	15.99	16.10	16.18	16.26	16.36	16.44	16.53	16.61	16.69	16.77	16.86	16.97	17.04	17.11	17.20	17.30		
	4	16.06	16.47	16.57	16.65	16.74	16.83	16.92	17.00	17.08	17.15	17.26	17.34	17.44	17.51	17.58	17.68	17.76		
	5	16.58	17.01	17.09	17.16	17.27	17.36	17.45	17.52	17.60	17.69	17.79	17.88	17.96	18.03	18.13	18.22	18.29		
	6	17.11	17.54	17.63	17.72	17.82	17.90	17.98	18.05	18.15	18.24	18.32	18.42	18.50	18.57	18.67	18.76	18.84		
	7	17.63	18.05	18.15	18.24	18.32	18.42	18.50	18.57	18.67	18.76	18.84	18.92	19.00	19.09	19.16	19.29	19.35		
	8	18.16	18.58	18.68	18.77	18.86	18.93	19.01	19.10	19.17	19.30	19.36	19.44	19.54	19.62	19.69	19.80	19.87		
	9	18.63	19.06	19.14	19.27	19.33	19.41	19.50	19.57	19.66	19.77	19.84	19.92	20.02	20.09	20.17	20.27	20.34		
	10	19.04	19.45	19.55	19.64	19.74	19.81	19.89	19.98	20.06	20.15	20.24	20.32	20.43	20.50	20.57	20.65	20.75		
06	1	16.44	15.89	15.97	16.08	16.15	16.24	16.34	16.41	16.51	16.60	16.68	16.77	16.86	16.97	17.05	17.12	17.23		
	2	15.88	16.34	16.41	16.51	16.60	16.68	16.76	16.85	16.96	17.04	17.11	17.20	17.31	17.40	17.49	17.56	17.66		



SCHEDULE B CWA Bargaining Unit Employees Only

Steps 1 through 3 denote 180-day probationary period. All other ranges have a 120-day probationary period.
 Steps 1 through 3 denote 180-day probationary period. All other ranges have a 120-day probationary period.
 Pay by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step																		
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
	3	16.39	16.84	16.94	17.03	17.10	17.19	17.28	17.37	17.46	17.54	17.63	17.72	17.83	17.91	17.99	18.08	18.17	
	4	16.85	17.31	17.40	17.49	17.56	17.66	17.73	17.84	17.92	18.00	18.09	18.18	18.28	18.38	18.46	18.54	18.63	
	5	17.36	17.82	17.90	17.98	18.07	18.16	18.24	18.34	18.43	18.51	18.59	18.69	18.78	18.88	18.96	19.05	19.13	
	6	17.86	18.31	18.40	18.48	18.57	18.67	18.75	18.84	18.92	19.00	19.10	19.17	19.30	19.38	19.45	19.55	19.64	
	7	18.38	18.83	18.91	18.99	19.09	19.16	19.28	19.35	19.43	19.52	19.62	19.69	19.80	19.88	19.98	20.06	20.15	
	8	18.89	19.34	19.42	19.51	19.61	19.68	19.78	19.86	19.96	20.04	20.13	20.23	20.30	20.42	20.50	20.57	20.65	
	9	19.36	19.80	19.88	19.98	20.06	20.15	20.24	20.32	20.43	20.51	20.58	20.66	20.77	20.88	20.95	21.03	21.12	
	10	19.86	20.30	20.42	20.50	20.57	20.65	20.75	20.85	20.93	21.01	21.09	21.20	21.30	21.38	21.46	21.54	21.65	
07	1	15.88	16.35	16.42	16.54	16.62	16.70	16.80	16.91	17.00	17.08	17.15	17.28	17.37	17.46	17.54	17.65	17.73	
	2	16.53	16.99	17.07	17.15	17.27	17.36	17.45	17.54	17.63	17.72	17.83	17.92	18.00	18.09	18.18	18.29	18.39	
	3	17.14	17.61	17.70	17.83	17.91	17.99	18.08	18.18	18.28	18.38	18.46	18.55	18.64	18.75	18.84	18.93	19.01	
	4	17.68	18.15	18.24	18.35	18.44	18.52	18.60	18.72	18.82	18.90	18.98	19.09	19.16	19.29	19.36	19.45	19.55	
	5	18.22	18.68	18.77	18.88	18.96	19.05	19.13	19.27	19.34	19.42	19.51	19.62	19.69	19.80	19.88	19.99	20.07	
	6	18.63	19.10	19.17	19.31	19.39	19.46	19.56	19.66	19.77	19.85	19.93	20.04	20.13	20.23	20.30	20.43	20.51	
	7	19.04	19.50	19.58	19.68	19.79	19.87	19.97	20.06	20.15	20.25	20.33	20.46	20.53	20.60	20.71	20.83	20.91	
	8	19.56	20.03	20.11	20.23	20.30	20.42	20.50	20.58	20.66	20.77	20.88	20.96	21.04	21.13	21.25	21.35	21.43	
	9	20.09	20.55	20.62	20.75	20.85	20.93	21.01	21.11	21.23	21.31	21.39	21.48	21.57	21.68	21.76	21.87	21.95	
	10	20.73	21.17	21.28	21.38	21.46	21.54	21.65	21.75	21.84	21.93	22.01	22.11	22.23	22.31	22.39	22.50	22.59	
	11	21.37	21.83	21.92	22.01	22.10	22.20	22.30	22.39	22.46	22.58	22.66	22.78	22.85	22.96	23.03	23.13	23.23	
08*	1	16.27	16.76	16.86	16.97	17.06	17.13	17.26	17.36	17.45	17.54	17.65	17.73	17.85	17.93	18.03	18.14	18.23	
	2	17.04	17.52	17.61	17.70	17.83	17.91	18.00	18.11	18.19	18.31	18.42	18.50	18.59	18.69	18.80	18.90	18.98	
	3	17.74	18.24	18.35	18.44	18.53	18.61	18.73	18.84	18.92	19.01	19.12	19.22	19.33	19.41	19.51	19.62	19.69	
	4	18.42	18.90	18.99	19.09	19.17	19.30	19.39	19.47	19.57	19.67	19.79	19.87	19.98	20.06	20.16	20.27	20.36	
	5	19.04	19.52	19.63	19.74	19.83	19.90	20.02	20.11	20.20	20.30	20.43	20.51	20.59	20.67	20.82	20.91	20.98	
	6	19.56	20.05	20.15	20.25	20.34	20.46	20.54	20.62	20.74	20.85	20.94	21.02	21.12	21.24	21.34	21.43	21.51	
	7	20.09	20.57	20.66	20.77	20.89	20.96	21.06	21.16	21.27	21.37	21.46	21.54	21.66	21.75	21.86	21.95	22.04	
	8	20.73	21.23	21.32	21.40	21.49	21.60	21.70	21.81	21.90	21.99	22.09	22.19	22.30	22.38	22.46	22.59	22.67	
	9	21.37	21.86	21.95	22.04	22.13	22.25	22.34	22.43	22.54	22.63	22.74	22.83	22.94	23.02	23.11	23.23	23.32	
	10	22.09	22.59	22.68	22.79	22.87	22.98	23.07	23.18	23.27	23.38	23.47	23.54	23.68	23.76	23.85	23.96	24.05	
	11	22.86	23.37	23.46	23.53	23.67	23.75	23.84	23.93	24.04	24.14	24.25	24.33	24.44	24.51	24.62	24.74	24.84	
09*	1	16.62	17.12	17.25	17.34	17.45	17.55	17.66	17.76	17.88	17.97	18.07	18.17	18.28	18.39	18.48	18.58	18.69	
	2	17.61	18.14	18.24	18.35	18.45	18.55	18.67	18.77	18.88	18.97	19.08	19.16	19.30	19.39	19.47	19.58	19.68	
	3	18.57	19.09	19.17	19.31	19.40	19.51	19.62	19.74	19.83	19.92	20.03	20.13	20.24	20.33	20.46	20.54	20.62	
	4	19.35	19.86	19.97	20.06	20.16	20.28	20.39	20.50	20.58	20.67	20.82	20.91	20.99	21.09	21.23	21.32	21.42	
	5	20.05	20.56	20.65	20.77	20.89	20.98	21.08	21.20	21.31	21.40	21.49	21.61	21.72	21.82	21.92	22.01	22.11	
	6	20.73	21.25	21.35	21.44	21.53	21.66	21.76	21.87	21.96	22.07	22.18	22.29	22.38	22.46	22.59	22.68	22.80	
	7	21.37	21.89	21.98	22.08	22.19	22.31	22.40	22.52	22.61	22.72	22.82	22.91	23.02	23.11	23.23	23.33	23.44	
	8	22.09	22.61	22.72	22.82	22.91	23.03	23.13	23.25	23.34	23.45	23.53	23.67	23.76	23.85	23.96	24.06	24.16	
	9	22.86	23.39	23.48	23.57	23.70	23.81	23.90	24.02	24.12	24.22	24.31	24.43	24.51	24.62	24.74	24.85	24.93	
	10	23.82	24.33	24.44	24.53	24.64	24.77	24.87	24.95	25.06	25.18	25.28	25.36	25.47	25.59	25.67	25.79	25.88	
	11	24.84	25.33	25.43	25.55	25.64	25.76	25.86	25.97	26.07	26.16	26.27	26.38	26.47	26.59	26.68	26.79	26.90	
10*	1	17.25	17.81	17.91	18.00	18.13	18.23	18.35	18.46	18.55	18.68	18.78	18.90	19.00	19.11	19.25	19.34	19.44	
	2	18.40	18.95	19.06	19.15	19.30	19.39	19.50	19.62	19.74	19.84	19.93	20.05	20.16	20.27	20.39	20.50	20.59	
	3	19.38	19.92	20.04	20.14	20.26	20.36	20.49	20.58	20.67	20.83	20.92	21.02	21.13	21.26	21.37	21.46	21.57	
	4	20.36	20.92	21.02	21.12	21.26	21.36	21.46	21.57	21.69	21.81	21.91	22.01	22.12	22.25	22.35	22.44	22.58	
	5	21.34	21.89	21.99	22.09	22.23	22.32	22.42	22.55	22.65	22.78	22.86	22.99	23.09	23.20	23.32	23.43	23.52	
	6	22.09	22.65	22.78	22.86	22.99	23.08	23.20	23.32	23.43	23.52	23.66	23.76	23.87	23.97	24.08	24.18	24.30	
	7	22.86	23.43	23.52	23.66	23.76	23.85	23.97	24.08	24.18	24.30	24.42	24.51	24.64	24.76	24.87	24.95	25.09	
	8	23.82	24.39	24.48	24.58	24.72	24.83	24.92	25.02	25.16	25.27	25.35	25.47	25.60	25.68	25.82	25.90	26.03	
	9	24.84	25.36	25.48	25.60	25.72	25.82	25.92	26.04	26.14	26.26	26.37	26.47	26.60	26.69	26.81	26.93	27.03	
	10	25.79	26.34	26.45	26.56	26.67	26.77	26.90	27.00	27.10	27.24	27.34	27.43	27.57	27.67	27.78	27.87	27.98	
	11	26.96	27.49	27.62	27.73	27.84	27.94	28.07	28.17	28.28	28.40	28.51	28.60	28.75	28.83	28.95	29.05	29.16	



SCHEDULE B CWA Bargaining Unit Employees Only

as denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step																		
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
11*	1	18.24	18.84	18.96	19.08	19.17	19.32	19.43	19.55	19.66	19.79	19.90	20.03	20.14	20.27	20.39	20.51	20.60	
	2	19.51	20.10	20.24	20.34	20.48	20.57	20.71	20.84	20.94	21.04	21.17	21.31	21.42	21.53	21.66	21.77	21.90	
	3	20.67	21.30	21.42	21.52	21.65	21.76	21.90	22.00	22.11	22.25	22.36	22.46	22.60	22.73	22.84	22.97	23.07	
	4	21.87	22.44	22.59	22.69	22.82	22.94	23.06	23.18	23.30	23.42	23.52	23.67	23.77	23.89	24.02	24.13	24.25	
	5	22.83	23.43	23.53	23.68	23.79	23.89	24.03	24.14	24.26	24.39	24.49	24.61	24.74	24.87	24.96	25.10	25.22	
	6	23.82	24.42	24.53	24.65	24.78	24.89	24.99	25.14	25.26	25.35	25.48	25.61	25.73	25.85	25.97	26.08	26.20	
	7	24.84	25.39	25.55	25.65	25.78	25.88	26.02	26.13	26.25	26.37	26.49	26.61	26.73	26.85	26.97	27.07	27.20	
	8	25.79	26.36	26.50	26.62	26.74	26.85	26.98	27.08	27.23	27.34	27.44	27.58	27.69	27.82	27.93	28.06	28.16	
	9	26.96	27.54	27.68	27.80	27.89	28.03	28.15	28.27	28.39	28.51	28.62	28.76	28.85	29.00	29.11	29.23	29.33	
	10	28.14	28.75	28.85	28.99	29.08	29.21	29.33	29.44	29.57	29.67	29.80	29.93	30.04	30.16	30.29	30.41	30.51	
	11	29.41	30.00	30.13	30.25	30.36	30.48	30.60	30.73	30.84	30.95	31.09	31.20	31.32	31.43	31.56	31.66	31.78	
12*	1	19.51	20.15	20.28	20.43	20.54	20.65	20.82	20.93	21.04	21.17	21.32	21.44	21.55	21.72	21.84	21.96	22.09	
	2	20.89	21.51	21.65	21.77	21.91	22.03	22.16	22.30	22.41	22.55	22.67	22.81	22.94	23.07	23.20	23.33	23.46	
	3	22.18	22.82	22.96	23.07	23.20	23.33	23.46	23.57	23.73	23.84	23.97	24.09	24.24	24.39	24.49	24.62	24.77	
	4	23.45	24.08	24.22	24.37	24.47	24.60	24.74	24.87	24.97	25.13	25.26	25.36	25.51	25.64	25.78	25.89	26.03	
	5	24.61	25.27	25.37	25.52	25.64	25.78	25.89	26.03	26.15	26.28	26.42	26.55	26.67	26.81	26.95	27.06	27.20	
	6	25.79	26.43	26.56	26.68	26.81	26.95	27.06	27.20	27.34	27.44	27.59	27.72	27.84	27.97	28.12	28.23	28.37	
	7	26.96	27.60	27.73	27.85	27.97	28.12	28.23	28.37	28.51	28.62	28.77	28.87	29.02	29.15	29.28	29.41	29.55	
	8	28.14	28.79	28.89	29.04	29.16	29.29	29.42	29.56	29.67	29.80	29.94	30.06	30.18	30.34	30.47	30.59	30.73	
	9	29.41	30.05	30.17	30.31	30.45	30.56	30.71	30.83	30.95	31.09	31.21	31.34	31.46	31.61	31.74	31.85	32.00	
	10	30.73	31.36	31.51	31.62	31.75	31.86	32.01	32.12	32.26	32.41	32.53	32.64	32.79	32.93	33.03	33.17	33.30	
	11	32.07	32.71	32.84	32.97	33.10	33.24	33.37	33.48	33.61	33.74	33.88	34.00	34.12	34.28	34.40	34.53	34.66	
13	1	12.30	12.66	12.71	12.79	12.85	12.93	12.99	13.09	13.14	13.20	13.28	13.35	13.44	13.51	13.57	13.62	13.71	
	2	12.67	13.02	13.10	13.16	13.22	13.30	13.38	13.45	13.52	13.58	13.63	13.75	13.81	13.86	13.96	14.01	14.09	
	3	12.88	13.23	13.30	13.39	13.45	13.53	13.58	13.65	13.75	13.81	13.86	13.96	14.02	14.09	14.16	14.23	14.30	
	4	13.57	13.93	14.00	14.08	14.14	14.21	14.28	14.36	14.43	14.51	14.57	14.63	14.70	14.78	14.89	14.94	15.00	
	5	13.91	14.28	14.33	14.43	14.50	14.57	14.62	14.69	14.76	14.87	14.93	14.99	15.05	15.13	15.19	15.28	15.36	
	6	14.23	14.59	14.65	14.72	14.79	14.90	14.95	15.01	15.06	15.15	15.23	15.30	15.38	15.44	15.51	15.58	15.66	
	7	14.96	15.31	15.38	15.45	15.51	15.59	15.66	15.74	15.80	15.88	15.94	16.00	16.10	16.15	16.23	16.31	16.38	
	8	15.15	15.51	15.58	15.66	15.73	15.80	15.87	15.94	15.99	16.09	16.14	16.22	16.31	16.37	16.44	16.51	16.58	
	9	15.51	15.88	15.94	16.00	16.09	16.15	16.22	16.31	16.37	16.44	16.51	16.58	16.65	16.73	16.80	16.86	16.96	
	10	15.95	16.33	16.38	16.45	16.53	16.60	16.65	16.74	16.80	16.87	16.96	17.03	17.09	17.14	17.25	17.31	17.38	
	11	16.39	16.75	16.81	16.90	16.97	17.04	17.09	17.15	17.25	17.32	17.38	17.46	17.53	17.58	17.67	17.73	17.83	
	12	16.85	17.20	17.28	17.36	17.43	17.50	17.55	17.63	17.69	17.79	17.85	17.92	17.99	18.05	18.14	18.19	18.28	
23	1	13.05	13.44	13.52	13.58	13.65	13.76	13.82	13.89	13.98	14.05	14.13	14.20	14.28	14.33	14.43	14.51	14.58	
	2	13.56	13.96	14.02	14.11	14.17	14.26	14.32	14.42	14.50	14.57	14.63	14.70	14.79	14.89	14.95	15.01	15.07	
	3	14.05	14.44	14.52	14.59	14.66	14.73	14.81	14.92	14.98	15.04	15.13	15.19	15.29	15.36	15.43	15.50	15.58	
	4	14.51	14.91	14.97	15.03	15.11	15.18	15.28	15.36	15.43	15.50	15.58	15.66	15.74	15.80	15.88	15.95	16.02	
	5	14.95	15.32	15.40	15.48	15.54	15.62	15.70	15.78	15.87	15.94	16.00	16.10	16.16	16.23	16.33	16.39	16.46	
	6	15.36	15.74	15.81	15.89	15.96	16.05	16.12	16.19	16.27	16.36	16.42	16.51	16.58	16.64	16.73	16.80	16.87	
	7	15.75	16.13	16.20	16.28	16.37	16.44	16.53	16.60	16.67	16.75	16.83	16.91	16.99	17.05	17.11	17.19	17.28	
	8	16.18	16.57	16.64	16.73	16.80	16.87	16.97	17.04	17.10	17.16	17.27	17.34	17.43	17.49	17.55	17.63	17.70	
	9	16.62	17.01	17.08	17.14	17.25	17.32	17.40	17.48	17.54	17.61	17.69	17.79	17.86	17.92	17.99	18.07	18.15	
	10	17.11	17.51	17.57	17.66	17.73	17.83	17.90	17.97	18.04	18.13	18.19	18.28	18.37	18.43	18.50	18.57	18.64	
	11	17.63	18.02	18.09	18.17	18.26	18.34	18.42	18.48	18.55	18.63	18.72	18.80	18.88	18.93	19.00	19.09	19.15	
24	1	13.56	13.97	14.03	14.12	14.20	14.28	14.36	14.44	14.52	14.60	14.67	14.74	14.84	14.93	15.00	15.06	15.15	
	2	14.07	14.48	14.55	14.61	14.69	14.78	14.89	14.95	15.01	15.08	15.17	15.27	15.35	15.41	15.50	15.58	15.66	
	3	14.63	15.03	15.11	15.18	15.29	15.37	15.44	15.51	15.59	15.68	15.76	15.85	15.91	15.98	16.09	16.15	16.23	
	4	15.06	15.48	15.54	15.62	15.73	15.80	15.88	15.95	16.02	16.12	16.19	16.27	16.36	16.42	16.53	16.60	16.67	
	5	15.52	15.93	15.99	16.09	16.16	16.24	16.34	16.40	16.47	16.57	16.64	16.73	16.80	16.87	16.98	17.05	17.11	
	6	15.95	16.36	16.42	16.51	16.60	16.67	16.75	16.83	16.91	17.00	17.07	17.13	17.23	17.31	17.40	17.48	17.54	
	7	16.39	16.78	16.86	16.96	17.04	17.10	17.16	17.27	17.34	17.44	17.51	17.57	17.66	17.73	17.84	17.91	17.98	



SCHEDULE B CWA Bargaining Unit Employees Only

*s denote 180-day probationary period. All other ranges have a 120-day probationary period.
 *y 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
	8	16.85	17.26	17.33	17.42	17.50	17.56	17.65	17.72	17.82	17.90	17.97	18.04	18.13	18.19	18.29	18.38	18.45
	9	17.28	17.67	17.74	17.84	17.92	17.99	18.07	18.15	18.23	18.32	18.40	18.47	18.54	18.61	18.72	18.80	18.88
	10	17.86	18.26	18.34	18.42	18.50	18.57	18.64	18.73	18.82	18.90	18.97	19.05	19.12	19.18	19.31	19.38	19.44
	11	18.38	18.77	18.86	18.92	19.00	19.09	19.15	19.27	19.33	19.41	19.47	19.56	19.64	19.74	19.81	19.88	19.97
25	1	14.17	14.59	14.67	14.74	14.87	14.94	15.01	15.07	15.17	15.27	15.36	15.43	15.50	15.59	15.67	15.76	15.85
	2	14.59	15.00	15.07	15.16	15.27	15.35	15.43	15.50	15.59	15.67	15.76	15.85	15.91	15.99	16.09	16.16	16.24
	3	15.05	15.48	15.55	15.65	15.74	15.81	15.90	15.97	16.08	16.14	16.23	16.33	16.39	16.47	16.56	16.64	16.73
	4	15.58	15.98	16.09	16.15	16.24	16.34	16.41	16.49	16.58	16.65	16.75	16.83	16.91	17.00	17.07	17.14	17.25
	5	16.10	16.51	16.60	16.67	16.76	16.84	16.94	17.01	17.09	17.15	17.27	17.34	17.43	17.51	17.57	17.67	17.74
	6	16.62	17.04	17.11	17.19	17.30	17.37	17.46	17.53	17.61	17.69	17.81	17.88	17.94	18.03	18.11	18.19	18.28
	7	17.11	17.53	17.61	17.69	17.81	17.88	17.96	18.03	18.13	18.19	18.29	18.38	18.45	18.53	18.60	18.70	18.78
	8	17.63	18.04	18.14	18.22	18.31	18.39	18.47	18.54	18.63	18.72	18.82	18.89	18.96	19.05	19.12	19.22	19.31
	9	18.16	18.57	18.67	18.75	18.84	18.91	18.99	19.08	19.15	19.27	19.34	19.41	19.47	19.57	19.65	19.76	19.83
	10	18.63	19.05	19.13	19.22	19.32	19.39	19.46	19.55	19.64	19.74	19.81	19.88	19.97	20.05	20.13	20.23	20.29
	11	19.04	19.44	19.54	19.62	19.69	19.79	19.87	19.96	20.04	20.11	20.20	20.28	20.36	20.47	20.53	20.60	20.67
26	1	14.87	15.29	15.37	15.45	15.53	15.62	15.70	15.80	15.89	15.97	16.06	16.14	16.23	16.34	16.40	16.49	16.58
	2	15.38	15.81	15.89	15.97	16.08	16.15	16.23	16.34	16.41	16.51	16.58	16.67	16.76	16.85	16.94	17.03	17.10
	3	15.85	16.27	16.36	16.44	16.54	16.62	16.69	16.78	16.87	16.98	17.05	17.12	17.23	17.32	17.40	17.49	17.56
	4	16.35	16.77	16.85	16.96	17.04	17.11	17.19	17.30	17.38	17.48	17.54	17.63	17.72	17.83	17.90	17.98	18.07
	5	16.84	17.28	17.36	17.45	17.53	17.61	17.69	17.81	17.89	17.97	18.04	18.14	18.23	18.32	18.40	18.48	18.57
	6	17.36	17.81	17.88	17.96	18.04	18.14	18.22	18.31	18.40	18.48	18.55	18.64	18.75	18.84	18.91	18.99	19.09
	7	17.86	18.29	18.38	18.46	18.54	18.63	18.72	18.82	18.90	18.98	19.06	19.14	19.27	19.34	19.41	19.50	19.58
	8	18.38	18.82	18.89	18.97	19.06	19.14	19.25	19.33	19.41	19.50	19.57	19.66	19.77	19.85	19.92	20.02	20.10
	9	18.89	19.33	19.40	19.47	19.57	19.66	19.76	19.84	19.92	20.02	20.09	20.17	20.27	20.36	20.46	20.53	20.60
	10	19.35	19.79	19.86	19.96	20.04	20.13	20.20	20.29	20.39	20.49	20.55	20.62	20.74	20.84	20.91	20.98	21.07
	11	19.86	20.29	20.37	20.48	20.55	20.62	20.73	20.83	20.91	20.98	21.06	21.14	21.26	21.35	21.42	21.49	21.60
27	1	15.58	16.02	16.12	16.20	16.33	16.40	16.49	16.58	16.67	16.76	16.85	16.96	17.04	17.11	17.20	17.31	17.40
	2	16.22	16.67	16.76	16.85	16.97	17.05	17.12	17.23	17.32	17.42	17.50	17.57	17.67	17.76	17.86	17.94	18.03
	3	16.74	17.16	17.28	17.37	17.48	17.55	17.65	17.73	17.84	17.92	18.00	18.09	18.18	18.28	18.38	18.46	18.54
	4	17.28	17.72	17.83	17.91	18.00	18.09	18.18	18.28	18.38	18.46	18.54	18.63	18.73	18.83	18.91	18.99	19.09
	5	17.67	18.13	18.22	18.31	18.42	18.50	18.58	18.68	18.77	18.87	18.95	19.04	19.12	19.22	19.32	19.40	19.47
	6	18.16	18.60	18.70	18.80	18.90	18.98	19.08	19.15	19.28	19.35	19.43	19.52	19.62	19.69	19.80	19.88	19.98
	7	18.63	19.09	19.16	19.29	19.38	19.45	19.55	19.64	19.75	19.83	19.90	20.01	20.09	20.17	20.27	20.36	20.47
	8	19.04	19.47	19.57	19.66	19.78	19.86	19.96	20.04	20.13	20.23	20.30	20.42	20.50	20.57	20.65	20.76	20.86
	9	19.56	20.02	20.10	20.19	20.29	20.39	20.49	20.56	20.64	20.75	20.85	20.93	21.01	21.09	21.20	21.30	21.38
	10	20.09	20.54	20.61	20.73	20.84	20.92	20.99	21.08	21.17	21.28	21.37	21.45	21.53	21.63	21.73	21.82	21.91
	11	20.73	21.16	21.27	21.36	21.45	21.53	21.63	21.73	21.82	21.91	21.99	22.08	22.18	22.28	22.35	22.43	22.54
	12	21.37	21.82	21.91	21.99	22.09	22.19	22.29	22.36	22.44	22.55	22.63	22.73	22.82	22.90	23.00	23.08	23.18
28	1	15.95	16.42	16.53	16.62	16.70	16.81	16.91	17.00	17.09	17.16	17.30	17.38	17.48	17.56	17.66	17.76	17.86
	2	16.69	17.15	17.27	17.37	17.46	17.55	17.65	17.73	17.85	17.93	18.03	18.13	18.22	18.32	18.42	18.51	18.59
	3	17.34	17.83	17.91	18.00	18.09	18.19	18.29	18.39	18.48	18.57	18.68	18.77	18.87	18.96	19.05	19.14	19.27
	4	17.97	18.45	18.53	18.63	18.73	18.84	18.92	19.00	19.11	19.18	19.32	19.40	19.47	19.58	19.67	19.79	19.87
	5	18.51	18.98	19.08	19.16	19.29	19.38	19.45	19.55	19.65	19.76	19.85	19.93	20.03	20.13	20.23	20.32	20.43
	6	19.04	19.51	19.61	19.69	19.80	19.89	19.99	20.07	20.17	20.27	20.37	20.48	20.55	20.64	20.75	20.86	20.94
	7	19.56	20.04	20.13	20.24	20.32	20.45	20.52	20.59	20.71	20.82	20.91	20.98	21.07	21.17	21.28	21.38	21.46
	8	20.09	20.56	20.64	20.76	20.86	20.95	21.03	21.12	21.25	21.34	21.43	21.51	21.61	21.72	21.81	21.91	21.99
	9	20.73	21.20	21.30	21.39	21.47	21.57	21.68	21.76	21.87	21.95	22.05	22.13	22.25	22.34	22.42	22.54	22.62
	10	21.37	21.84	21.93	22.03	22.11	22.24	22.32	22.40	22.52	22.60	22.69	22.80	22.87	22.99	23.07	23.18	23.27
	11	22.09	22.58	22.66	22.78	22.85	22.97	23.04	23.13	23.25	23.33	23.44	23.51	23.59	23.73	23.81	23.90	24.01
	12	22.86	23.34	23.44	23.52	23.62	23.74	23.82	23.90	24.02	24.09	24.19	24.29	24.40	24.48	24.57	24.67	24.78
29*	1	16.37	16.86	16.98	17.07	17.15	17.27	17.37	17.48	17.56	17.67	17.76	17.88	17.97	18.07	18.17	18.27	18.38
	2	17.32	17.83	17.92	18.02	18.13	18.22	18.32	18.43	18.52	18.61	18.72	18.83	18.92	19.01	19.12	19.22	19.33



SCHEDULE B CWA Bargaining Unit Employees Only

1s denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 'As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step	Salary																		
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q		
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs		
	3	18.05	18.59	19.13	19.67	20.21	20.75	21.29	21.83	22.37	22.91	23.45	23.99	24.53	25.07	25.61	26.15	26.69	27.23	
	4	18.81	19.35	19.89	20.43	20.97	21.51	22.05	22.59	23.13	23.67	24.21	24.75	25.29	25.83	26.37	26.91	27.45	27.99	
	5	19.57	20.11	20.65	21.19	21.73	22.27	22.81	23.35	23.89	24.43	24.97	25.51	26.05	26.59	27.13	27.67	28.21	28.75	
	6	20.33	20.87	21.41	21.95	22.49	23.03	23.57	24.11	24.65	25.19	25.73	26.27	26.81	27.35	27.89	28.43	28.97	29.51	
	7	21.09	21.63	22.17	22.71	23.25	23.79	24.33	24.87	25.41	25.95	26.49	27.03	27.57	28.11	28.65	29.19	29.73	30.27	
	8	21.85	22.39	22.93	23.47	24.01	24.55	25.09	25.63	26.17	26.71	27.25	27.79	28.33	28.87	29.41	29.95	30.49	31.03	
	9	22.61	23.15	23.69	24.23	24.77	25.31	25.85	26.39	26.93	27.47	28.01	28.55	29.09	29.63	30.17	30.71	31.25	31.79	
	10	23.37	23.91	24.45	24.99	25.53	26.07	26.61	27.15	27.69	28.23	28.77	29.31	29.85	30.39	30.93	31.47	32.01	32.55	
	11	24.13	24.67	25.21	25.75	26.29	26.83	27.37	27.91	28.45	28.99	29.53	30.07	30.61	31.15	31.69	32.23	32.77	33.31	
	12	24.89	25.43	25.97	26.51	27.05	27.59	28.13	28.67	29.21	29.75	30.29	30.83	31.37	31.91	32.45	32.99	33.53	34.07	
30'	1	16.87	17.50	18.13	18.76	19.39	20.02	20.65	21.28	21.91	22.54	23.17	23.80	24.43	25.06	25.69	26.32	26.95	27.58	
	2	17.63	18.26	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56	25.19	25.82	26.45	27.08	27.71	28.34	
	3	18.39	19.02	19.65	20.28	20.91	21.54	22.17	22.80	23.43	24.06	24.69	25.32	25.95	26.58	27.21	27.84	28.47	29.10	
	4	19.15	19.78	20.41	21.04	21.67	22.30	22.93	23.56	24.19	24.82	25.45	26.08	26.71	27.34	27.97	28.60	29.23	29.86	
	5	19.91	20.54	21.17	21.80	22.43	23.06	23.69	24.32	24.95	25.58	26.21	26.84	27.47	28.10	28.73	29.36	29.99	30.62	
	6	20.67	21.30	21.93	22.56	23.19	23.82	24.45	25.08	25.71	26.34	26.97	27.60	28.23	28.86	29.49	30.12	30.75	31.38	
	7	21.43	22.06	22.69	23.32	23.95	24.58	25.21	25.84	26.47	27.10	27.73	28.36	28.99	29.62	30.25	30.88	31.51	32.14	
	8	22.19	22.82	23.45	24.08	24.71	25.34	25.97	26.60	27.23	27.86	28.49	29.12	29.75	30.38	31.01	31.64	32.27	32.90	
	9	22.95	23.58	24.21	24.84	25.47	26.10	26.73	27.36	27.99	28.62	29.25	29.88	30.51	31.14	31.77	32.40	33.03	33.66	
	10	23.71	24.34	24.97	25.60	26.23	26.86	27.49	28.12	28.75	29.38	30.01	30.64	31.27	31.90	32.53	33.16	33.79	34.42	
	11	24.47	25.10	25.73	26.36	26.99	27.62	28.25	28.88	29.51	30.14	30.77	31.40	32.03	32.66	33.29	33.92	34.55	35.18	
	12	25.23	25.86	26.49	27.12	27.75	28.38	29.01	29.64	30.27	30.90	31.53	32.16	32.79	33.42	34.05	34.68	35.31	35.94	
31'	1	17.61	18.24	18.87	19.50	20.13	20.76	21.39	22.02	22.65	23.28	23.91	24.54	25.17	25.80	26.43	27.06	27.69	28.32	
	2	18.37	19.00	19.63	20.26	20.89	21.52	22.15	22.78	23.41	24.04	24.67	25.30	25.93	26.56	27.19	27.82	28.45	29.08	
	3	19.13	19.76	20.39	21.02	21.65	22.28	22.91	23.54	24.17	24.80	25.43	26.06	26.69	27.32	27.95	28.58	29.21	29.84	
	4	19.89	20.52	21.15	21.78	22.41	23.04	23.67	24.30	24.93	25.56	26.19	26.82	27.45	28.08	28.71	29.34	29.97	30.60	
	5	20.65	21.28	21.91	22.54	23.17	23.80	24.43	25.06	25.69	26.32	26.95	27.58	28.21	28.84	29.47	30.10	30.73	31.36	
	6	21.41	22.04	22.67	23.30	23.93	24.56	25.19	25.82	26.45	27.08	27.71	28.34	28.97	29.60	30.23	30.86	31.49	32.12	
	7	22.17	22.80	23.43	24.06	24.69	25.32	25.95	26.58	27.21	27.84	28.47	29.10	29.73	30.36	30.99	31.62	32.25	32.88	
	8	22.93	23.56	24.19	24.82	25.45	26.08	26.71	27.34	27.97	28.60	29.23	29.86	30.49	31.12	31.75	32.38	33.01	33.64	
	9	23.69	24.32	24.95	25.58	26.21	26.84	27.47	28.10	28.73	29.36	29.99	30.62	31.25	31.88	32.51	33.14	33.77	34.40	
	10	24.45	25.08	25.71	26.34	26.97	27.60	28.23	28.86	29.49	30.12	30.75	31.38	32.01	32.64	33.27	33.90	34.53	35.16	
	11	25.21	25.84	26.47	27.10	27.73	28.36	28.99	29.62	30.25	30.88	31.51	32.14	32.77	33.40	34.03	34.66	35.29	35.92	
	12	25.97	26.60	27.23	27.86	28.49	29.12	29.75	30.38	31.01	31.64	32.27	32.90	33.53	34.16	34.79	35.42	36.05	36.68	
32'	1	18.35	18.98	19.61	20.24	20.87	21.50	22.13	22.76	23.39	24.02	24.65	25.28	25.91	26.54	27.17	27.80	28.43	29.06	
	2	19.11	19.74	20.37	21.00	21.63	22.26	22.89	23.52	24.15	24.78	25.41	26.04	26.67	27.30	27.93	28.56	29.19	29.82	
	3	19.87	20.50	21.13	21.76	22.39	23.02	23.65	24.28	24.91	25.54	26.17	26.80	27.43	28.06	28.69	29.32	29.95	30.58	
	4	20.63	21.26	21.89	22.52	23.15	23.78	24.41	25.04	25.67	26.30	26.93	27.56	28.19	28.82	29.45	30.08	30.71	31.34	
	5	21.39	22.02	22.65	23.28	23.91	24.54	25.17	25.80	26.43	27.06	27.69	28.32	28.95	29.58	30.21	30.84	31.47	32.10	
	6	22.15	22.78	23.41	24.04	24.67	25.30	25.93	26.56	27.19	27.82	28.45	29.08	29.71	30.34	30.97	31.60	32.23	32.86	
	7	22.91	23.54	24.17	24.80	25.43	26.06	26.69	27.32	27.95	28.58	29.21	29.84	30.47	31.10	31.73	32.36	32.99	33.62	
	8	23.67	24.30	24.93	25.56	26.19	26.82	27.45	28.08	28.71	29.34	29.97	30.60	31.23	31.86	32.49	33.12	33.75	34.38	
	9	24.43	25.06	25.69	26.32	26.95	27.58	28.21	28.84	29.47	30.10	30.73	31.36	31.99	32.62	33.25	33.88	34.51	35.14	
	10	25.19	25.82	26.45	27.08	27.71	28.34	28.97	29.60	30.23	30.86	31.49	32.12	32.75	33.38	34.01	34.64	35.27	35.90	
	11	25.95	26.58	27.21	27.84	28.47	29.10	29.73	30.36	30.99	31.62	32.25	32.88	33.51	34.14	34.77	35.40	36.03	36.66	
	12	26.71	27.34	27.97	28.60	29.23	29.86	30.49	31.12	31.75	32.38	33.01	33.64	34.27	34.90	35.53	36.16	36.79	37.42	
33'	1	20.47	21.10	21.73	22.36	22.99	23.62	24.25	24.88	25.51	26.14	26.77	27.40	28.03	28.66	29.29	29.92	30.55	31.18	
	2	21.23	21.86	22.49	23.12	23.75	24.38	25.01	25.64	26.27	26.90	27.53	28.16	28.79	29.42	30.05	30.68	31.31	31.94	
	3	21.99	22.62	23.25	23.88	24.51	25.14	25.77	26.40	27.03	27.66	28.29	28.92	29.55	30.18	30.81	31.44	32.07	32.70	
	4	22.75	23.38	24.01	24.64	25.27	25.90	26.53	27.16	27.79	28.42	29.05	29.68	30.31	30.94	31.57	32.20	32.83	33.46	
	5	23.51	24.14	24.77	25.40	26.03	26.66	27.29	27.92	28.55	29.18	29.81	30.44	31.07	31.70	32.33	32.96	33.59	34.22	



SCHEDULE B CWA Bargaining Unit Employees Only

1s denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 *As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 11/1/2013

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	3 yrs	4 yrs	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs
34*	1	22.20	22.94	23.08	23.23	23.39	23.51	23.66	23.82	23.98	24.13	24.28	24.42	24.54	24.68	24.85	24.97	25.10
	2	23.79	24.50	24.66	24.83	24.96	25.12	25.26	25.38	25.51	25.64	25.84	26.00	26.13	26.27	26.43	26.57	26.73
	3	25.33	26.06	26.23	26.38	26.50	26.65	26.79	26.95	27.07	27.25	27.38	27.53	27.68	27.82	27.98	28.13	28.29
	4	26.74	27.46	27.63	27.77	27.92	28.07	28.20	28.36	28.51	28.65	28.80	28.95	29.09	29.24	29.39	29.54	29.69
	5	28.11	28.83	29.00	29.15	29.28	29.42	29.57	29.71	29.86	30.01	30.15	30.31	30.46	30.59	30.76	30.88	31.04
	6	29.41	30.14	30.31	30.45	30.58	30.74	30.87	31.01	31.17	31.33	31.48	31.62	31.76	31.91	32.05	32.21	32.35
	7	30.73	31.44	31.61	31.75	31.87	32.05	32.19	32.33	32.48	32.62	32.75	32.94	33.07	33.22	33.38	33.51	33.67
	8	32.07	32.77	32.94	33.10	33.23	33.40	33.53	33.70	33.82	33.96	34.12	34.25	34.42	34.56	34.73	34.86	35.02
	9	33.47	34.19	34.37	34.50	34.66	34.79	34.94	35.09	35.23	35.40	35.53	35.68	35.84	35.98	36.12	36.26	36.41
	10	34.88	35.59	35.76	35.90	36.07	36.20	36.34	36.47	36.61	36.78	36.92	37.05	37.22	37.35	37.51	37.64	37.79
	11	36.31	37.01	37.18	37.32	37.46	37.60	37.74	37.88	38.04	38.18	38.34	38.48	38.61	38.79	38.93	39.09	39.23
	12	37.74	38.44	38.61	38.75	38.89	39.03	39.17	39.31	39.46	39.60	39.74	39.88	40.02	40.20	40.32	40.47	40.61
	13	39.17	40.00	40.17	40.31	40.45	40.59	40.73	40.87	41.00	41.14	41.28	41.42	41.56	41.70	41.84	41.98	42.12
35*	1	24.14	24.89	25.12	25.27	25.41	25.56	25.70	25.84	26.00	26.07	26.23	26.39	26.55	26.71	26.88	27.03	27.18
	2	25.64	26.38	26.62	26.76	26.91	27.05	27.19	27.33	27.48	27.62	27.80	27.94	28.12	28.27	28.43	28.58	28.73
	3	27.14	27.88	28.12	28.26	28.40	28.54	28.68	28.82	29.00	29.14	29.30	29.46	29.62	29.78	29.94	30.10	30.25
	4	28.64	29.38	29.62	29.76	29.90	30.04	30.18	30.32	30.48	30.64	30.80	30.96	31.12	31.28	31.43	31.58	31.73
	5	30.14	30.88	31.12	31.26	31.40	31.54	31.68	31.82	32.00	32.14	32.30	32.46	32.62	32.78	32.93	33.08	33.23
	6	31.64	32.38	32.62	32.76	32.90	33.04	33.18	33.32	33.50	33.64	33.80	33.96	34.12	34.28	34.43	34.58	34.73
	7	33.14	33.88	34.12	34.26	34.40	34.54	34.68	34.82	35.00	35.14	35.30	35.46	35.62	35.78	35.93	36.08	36.23
	8	34.64	35.38	35.62	35.76	35.90	36.04	36.18	36.32	36.50	36.64	36.80	36.96	37.12	37.28	37.43	37.58	37.73
	9	36.14	36.88	37.12	37.26	37.40	37.54	37.68	37.82	38.00	38.14	38.30	38.46	38.62	38.78	38.93	39.08	39.23
	10	37.64	38.38	38.62	38.76	38.90	39.04	39.18	39.32	39.50	39.64	39.80	39.96	40.12	40.28	40.43	40.58	40.73
	11	39.14	39.88	40.12	40.26	40.40	40.54	40.68	40.82	41.00	41.14	41.30	41.46	41.62	41.78	41.93	42.08	42.23
	12	40.64	41.38	41.62	41.76	41.90	42.04	42.18	42.32	42.50	42.64	42.80	42.96	43.12	43.28	43.43	43.58	43.73
	13	42.14	42.88	43.12	43.26	43.40	43.54	43.68	43.82	44.00	44.14	44.30	44.46	44.62	44.78	44.93	45.08	45.23
36*	1	26.72	27.09	27.28	27.43	27.62	27.81	27.99	28.15	28.32	28.51	28.67	28.84	29.03	29.19	29.37	29.55	29.72
	2	28.22	28.59	28.78	28.94	29.12	29.30	29.48	29.65	29.83	30.01	30.19	30.37	30.55	30.73	30.91	31.09	31.27
	3	29.72	30.09	30.28	30.44	30.62	30.80	30.98	31.15	31.33	31.51	31.69	31.87	32.05	32.23	32.41	32.59	32.77
	4	31.22	31.59	31.78	31.94	32.12	32.30	32.48	32.65	32.83	33.01	33.19	33.37	33.55	33.73	33.91	34.09	34.27
	5	32.72	33.09	33.28	33.44	33.62	33.80	33.98	34.15	34.33	34.51	34.69	34.87	35.05	35.23	35.41	35.59	35.77
	6	34.22	34.59	34.78	34.94	35.12	35.30	35.48	35.65	35.83	36.01	36.19	36.37	36.55	36.73	36.91	37.09	37.27
	7	35.72	36.09	36.28	36.44	36.62	36.80	36.98	37.15	37.33	37.51	37.69	37.87	38.05	38.23	38.41	38.59	38.77
	8	37.22	37.59	37.78	37.94	38.12	38.30	38.48	38.65	38.83	39.01	39.19	39.37	39.55	39.73	39.91	40.09	40.27
	9	38.72	39.09	39.28	39.44	39.62	39.80	39.98	40.15	40.33	40.51	40.69	40.87	41.05	41.23	41.41	41.59	41.77
	10	40.22	40.59	40.78	40.94	41.12	41.30	41.48	41.65	41.83	42.01	42.19	42.37	42.55	42.73	42.91	43.09	43.27
	11	41.72	42.09	42.28	42.44	42.62	42.80	42.98	43.15	43.33	43.51	43.69	43.87	44.05	44.23	44.41	44.59	44.77
	12	43.22	43.59	43.78	43.94	44.12	44.30	44.48	44.65	44.83	45.01	45.19	45.37	45.55	45.73	45.91	46.09	46.27
	13	44.72	45.09	45.28	45.44	45.62	45.80	45.98	46.15	46.33	46.51	46.69	46.87	47.05	47.23	47.41	47.59	47.77
39	7	16.98	16.34	16.40	16.47	16.56	16.63	16.70	16.78	16.86	16.98	17.03	17.08	17.14	17.25	17.32	17.40	17.48
	8	18.38	16.70	16.84	16.92	17.00	17.07	17.13	17.23	17.31	17.38	17.46	17.52	17.58	17.67	17.74	17.84	17.91
	9	19.85	17.23	17.31	17.38	17.46	17.53	17.60	17.68	17.76	17.85	17.92	17.98	18.05	18.14	18.22	18.29	18.38



SCHEDULE D CWA Bargaining Unit Employees Only

is denote 180-day probationary period. All other ranges have a 120-day probationary period.
 y 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step																				
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q			
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs			
01	1	12.91	13.27	13.36	13.42	13.48	13.57	13.65	13.72	13.80	13.86	13.93	14.03	14.10	14.16	14.24	14.31	14.39			
	2	13.25	13.62	13.71	13.79	13.84	13.91	14.02	14.08	14.14	14.23	14.29	14.37	14.45	14.52	14.58	14.67	14.76			
	3	13.71	14.08	14.14	14.23	14.29	14.37	14.45	14.52	14.58	14.67	14.76	14.83	14.89	14.95	15.03	15.11	15.21			
	4	14.11	14.48	14.55	14.61	14.71	14.79	14.86	14.91	14.98	15.08	15.16	15.24	15.30	15.35	15.44	15.53	15.60			
	5	14.49	14.86	14.92	14.99	15.08	15.18	15.25	15.30	15.38	15.45	15.53	15.61	15.69	15.74	15.82	15.90	15.98			
	6	14.87	16.25	15.31	15.37	15.45	15.54	15.62	15.69	15.75	15.83	15.90	15.99	16.06	16.12	16.21	16.28	16.34			
	7	15.26	15.62	15.70	15.78	15.83	15.91	16.00	16.06	16.16	16.22	16.28	16.37	16.44	16.50	16.59	16.67	16.73			
	8	15.67	16.02	16.09	16.19	16.25	16.31	16.41	16.46	16.55	16.63	16.69	16.77	16.86	16.92	16.98	17.07	17.14			
	9	16.06	16.43	16.50	16.59	16.66	16.73	16.80	16.88	16.95	17.02	17.10	17.18	17.25	17.33	17.40	17.47	17.53			
	10	16.50	16.88	16.95	17.02	17.10	17.18	17.25	17.33	17.40	17.47	17.53	17.62	17.71	17.78	17.85	17.91	17.98			
02	1	13.38	13.75	13.83	13.90	13.98	14.08	14.14	14.23	14.30	14.39	14.46	14.53	14.59	14.69	14.78	14.85	14.91			
	2	13.75	14.13	14.21	14.29	14.37	14.45	14.53	14.59	14.69	14.78	14.85	14.90	14.97	15.06	15.16	15.24	15.30			
	3	14.21	14.58	14.67	14.77	14.84	14.90	14.97	15.06	15.16	15.24	15.30	15.35	15.44	15.53	15.61	15.69	15.75			
	4	14.66	15.03	15.11	15.22	15.28	15.34	15.43	15.49	15.60	15.68	15.74	15.81	15.89	15.98	16.05	16.12	16.21			
	5	15.09	15.46	15.56	15.63	15.71	15.79	15.85	15.93	16.02	16.09	16.19	16.25	16.31	16.41	16.47	16.56	16.65			
	6	15.45	15.83	15.91	16.00	16.07	16.17	16.23	16.30	16.40	16.46	16.55	16.61	16.69	16.77	16.86	16.93	17.00			
	7	15.82	16.21	16.28	16.37	16.44	16.52	16.60	16.68	16.75	16.84	16.92	16.97	17.06	17.14	17.21	17.31	17.38			
	8	16.27	16.66	16.73	16.80	16.90	16.96	17.03	17.12	17.20	17.30	17.37	17.42	17.49	17.59	17.67	17.75	17.82			
	9	16.72	17.10	17.18	17.25	17.34	17.41	17.48	17.57	17.66	17.73	17.81	17.87	17.93	18.03	18.10	18.19	18.27			
	10	17.19	17.57	17.66	17.73	17.81	17.88	17.95	18.04	18.12	18.20	18.28	18.34	18.42	18.50	18.58	18.66	18.74			
03	1	13.70	14.10	14.17	14.26	14.33	14.41	14.49	14.56	14.65	14.76	14.83	14.89	14.96	15.04	15.13	15.23	15.29			
	2	14.11	14.52	14.58	14.67	14.77	14.84	14.90	14.97	15.06	15.18	15.25	15.31	15.37	15.46	15.56	15.63	15.71			
	3	14.66	15.06	15.16	15.24	15.30	15.36	15.45	15.54	15.62	15.71	15.79	15.85	15.93	16.02	16.09	16.19	16.26			
	4	15.18	15.58	15.66	15.72	15.80	15.86	15.97	16.04	16.11	16.21	16.28	16.37	16.44	16.52	16.60	16.68	16.75			
	5	15.62	16.02	16.09	16.19	16.26	16.33	16.42	16.48	16.57	16.67	16.74	16.82	16.91	16.97	17.06	17.14	17.21			
	6	16.06	16.46	16.55	16.63	16.71	16.78	16.87	16.94	17.01	17.11	17.19	17.28	17.35	17.42	17.49	17.59	17.67			
	7	16.50	16.92	16.98	17.07	17.15	17.23	17.32	17.39	17.45	17.54	17.65	17.72	17.80	17.87	17.93	18.03	18.10			
	8	16.95	17.37	17.43	17.50	17.60	17.68	17.77	17.84	17.90	18.00	18.08	18.17	18.25	18.32	18.39	18.47	18.54			
	9	17.45	17.87	17.93	18.03	18.10	18.19	18.27	18.34	18.42	18.51	18.60	18.68	18.75	18.83	18.90	18.98	19.06			
	10	17.98	18.39	18.47	18.54	18.64	18.72	18.80	18.87	18.94	19.04	19.12	19.21	19.28	19.35	19.43	19.50	19.57			
04	1	14.29	14.72	14.80	14.88	14.95	15.03	15.13	15.23	15.29	15.36	15.45	15.56	15.63	15.71	15.80	15.86	15.97			
	2	14.72	15.13	15.23	15.30	15.36	15.45	15.56	15.63	15.71	15.80	15.86	15.98	16.05	16.12	16.22	16.29	16.38			
	3	15.24	15.66	15.72	15.81	15.89	15.98	16.06	16.16	16.22	16.30	16.40	16.47	16.56	16.65	16.73	16.80	16.90			
	4	15.74	16.18	16.25	16.33	16.42	16.48	16.59	16.67	16.74	16.84	16.92	17.00	17.09	17.17	17.25	17.34	17.41			
	5	16.26	16.69	16.75	16.86	16.93	17.00	17.10	17.18	17.25	17.35	17.42	17.50	17.60	17.68	17.78	17.85	17.91			
	6	16.72	17.14	17.21	17.32	17.39	17.45	17.54	17.65	17.72	17.81	17.88	17.96	18.05	18.14	18.24	18.30	18.38			
	7	17.19	17.61	17.69	17.79	17.86	17.92	18.03	18.10	18.19	18.28	18.35	18.44	18.52	18.61	18.71	18.79	18.85			
	8	17.71	18.12	18.20	18.29	18.36	18.44	18.53	18.63	18.71	18.80	18.87	18.95	19.04	19.12	19.22	19.29	19.36			
	9	18.22	18.64	18.72	18.81	18.88	18.95	19.05	19.13	19.22	19.30	19.37	19.47	19.54	19.65	19.73	19.80	19.86			
	10	18.74	19.16	19.25	19.32	19.39	19.48	19.56	19.67	19.74	19.82	19.90	20.00	20.06	20.17	20.24	20.32	20.41			
05	1	15.20	15.61	15.70	15.79	15.85	15.97	16.05	16.12	16.22	16.30	16.40	16.47	16.57	16.66	16.74	16.84	16.92			
	2	15.46	15.90	16.00	16.08	16.18	16.26	16.34	16.43	16.52	16.61	16.69	16.78	16.88	16.95	17.03	17.14	17.21			
	3	15.89	16.31	16.42	16.50	16.59	16.68	16.77	16.86	16.94	17.02	17.11	17.20	17.31	17.38	17.45	17.54	17.65			
	4	16.38	16.80	16.91	16.98	17.07	17.17	17.25	17.34	17.42	17.50	17.60	17.69	17.79	17.86	17.93	18.04	18.12			
	5	16.92	17.35	17.43	17.51	17.61	17.71	17.80	17.87	17.95	18.05	18.14	18.24	18.32	18.39	18.49	18.58	18.66			
	6	17.45	17.89	17.98	18.08	18.17	18.26	18.34	18.42	18.51	18.61	18.69	18.79	18.87	18.94	19.04	19.13	19.22			
	7	17.98	18.42	18.51	18.61	18.69	18.79	18.87	18.94	19.04	19.13	19.22	19.30	19.38	19.47	19.55	19.67	19.74			
	8	18.52	18.95	19.05	19.14	19.24	19.31	19.39	19.48	19.56	19.68	19.75	19.83	19.93	20.01	20.08	20.20	20.26			
	9	19.01	19.44	19.52	19.65	19.71	19.80	19.89	19.96	20.05	20.17	20.23	20.32	20.42	20.50	20.57	20.68	20.75			
	10	19.42	19.84	19.94	20.03	20.14	20.21	20.28	20.36	20.46	20.55	20.64	20.73	20.83	20.91	20.98	21.07	21.16			
06	1	15.74	16.21	16.29	16.40	16.47	16.57	16.66	16.74	16.84	16.93	17.01	17.11	17.20	17.31	17.39	17.47	17.57			
	2	16.20	16.66	16.74	16.84	16.93	17.01	17.10	17.19	17.30	17.38	17.45	17.54	17.66	17.75	17.84	17.91	18.01			



SCHEDULE D CWA Bargaining Unit Employees Only

as denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 'As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step																			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q		
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs		
	3	16.72	17.18	17.28	17.37	17.44	17.53	17.62	17.72	17.81	17.89	17.98	18.08	18.18	18.27	18.35	18.44	18.53		
	4	17.19	17.66	17.75	17.84	17.91	18.01	18.09	18.19	18.28	18.36	18.45	18.54	18.65	18.74	18.83	18.91	19.01		
	5	17.71	18.17	18.26	18.34	18.43	18.52	18.61	18.71	18.80	18.88	18.96	19.06	19.16	19.26	19.33	19.43	19.51		
	6	18.22	18.68	18.76	18.85	18.94	19.04	19.12	19.22	19.30	19.38	19.48	19.56	19.68	19.77	19.84	19.94	20.03		
	7	18.74	19.21	19.29	19.37	19.47	19.55	19.66	19.74	19.82	19.92	20.01	20.08	20.20	20.27	20.38	20.46	20.55		
	8	19.27	19.73	19.81	19.90	20.00	20.07	20.18	20.25	20.36	20.44	20.53	20.63	20.71	20.82	20.91	20.98	21.07		
	9	19.74	20.20	20.27	20.38	20.46	20.55	20.64	20.73	20.83	20.92	20.99	21.08	21.18	21.30	21.37	21.45	21.54		
	10	20.25	20.71	20.82	20.91	20.98	21.07	21.16	21.27	21.35	21.43	21.51	21.63	21.72	21.81	21.89	21.97	22.08		
07	1	16.20	16.67	16.75	16.87	16.95	17.03	17.14	17.24	17.34	17.42	17.50	17.62	17.72	17.81	17.89	18.00	18.09		
	2	16.86	17.33	17.41	17.50	17.61	17.71	17.80	17.89	17.98	18.08	18.18	18.28	18.36	18.45	18.54	18.66	18.75		
	3	17.49	17.96	18.06	18.18	18.27	18.35	18.44	18.54	18.65	18.74	18.83	18.92	19.02	19.12	19.22	19.31	19.39		
	4	18.04	18.51	18.61	18.72	18.81	18.89	18.98	19.09	19.20	19.28	19.36	19.47	19.55	19.67	19.75	19.84	19.94		
	5	18.58	19.05	19.14	19.26	19.33	19.43	19.51	19.65	19.73	19.81	19.90	20.01	20.08	20.20	20.27	20.39	20.47		
	6	19.01	19.48	19.56	19.69	19.78	19.85	19.95	20.05	20.17	20.24	20.33	20.44	20.53	20.63	20.71	20.83	20.92		
	7	19.42	19.89	19.97	20.07	20.19	20.26	20.37	20.46	20.55	20.65	20.74	20.87	20.94	21.01	21.12	21.25	21.33		
	8	19.95	20.43	20.52	20.63	20.71	20.82	20.91	20.99	21.08	21.18	21.30	21.38	21.46	21.55	21.68	21.77	21.86		
	9	20.50	20.96	21.03	21.16	21.27	21.35	21.43	21.53	21.66	21.73	21.82	21.91	22.01	22.11	22.20	22.31	22.39		
	10	21.14	21.59	21.71	21.81	21.89	21.97	22.08	22.19	22.28	22.37	22.45	22.56	22.67	22.76	22.84	22.95	23.04		
	11	21.79	22.27	22.35	22.45	22.54	22.64	22.75	22.84	22.91	23.03	23.11	23.23	23.30	23.42	23.49	23.59	23.70		
08*	1	16.60	17.10	17.20	17.31	17.40	17.48	17.60	17.71	17.80	17.89	18.00	18.09	18.20	18.29	18.39	18.50	18.60		
	2	17.38	17.87	17.96	18.06	18.18	18.27	18.36	18.47	18.55	18.66	18.79	18.87	18.96	19.06	19.18	19.28	19.36		
	3	18.10	18.61	18.72	18.81	18.90	18.99	19.10	19.22	19.30	19.39	19.50	19.61	19.71	19.80	19.90	20.01	20.08		
	4	18.79	19.28	19.37	19.47	19.56	19.68	19.78	19.86	19.96	20.06	20.19	20.26	20.38	20.46	20.56	20.68	20.77		
	5	19.42	19.92	20.02	20.14	20.22	20.30	20.42	20.52	20.60	20.71	20.83	20.92	21.00	21.09	21.24	21.33	21.40		
	6	19.95	20.45	20.55	20.65	20.75	20.87	20.95	21.03	21.15	21.27	21.36	21.44	21.54	21.67	21.76	21.86	21.94		
	7	20.50	20.98	21.08	21.18	21.31	21.38	21.48	21.58	21.70	21.79	21.89	21.97	22.09	22.19	22.30	22.39	22.48		
	8	21.14	21.66	21.74	21.83	21.92	22.03	22.13	22.25	22.33	22.43	22.53	22.63	22.75	22.83	22.91	23.04	23.13		
	9	21.79	22.30	22.39	22.48	22.58	22.69	22.79	22.88	22.99	23.08	23.20	23.28	23.40	23.48	23.57	23.70	23.79		
	10	22.53	23.04	23.14	23.24	23.33	23.44	23.53	23.64	23.74	23.84	23.94	24.01	24.15	24.23	24.33	24.43	24.53		
	11	23.32	23.83	23.93	24.00	24.14	24.22	24.32	24.41	24.52	24.62	24.73	24.81	24.93	25.01	25.11	25.24	25.33		
09*	1	16.95	17.47	17.59	17.69	17.80	17.90	18.01	18.12	18.24	18.33	18.43	18.53	18.65	18.75	18.85	18.95	19.06		
	2	17.96	18.50	18.61	18.72	18.82	18.92	19.04	19.14	19.26	19.35	19.46	19.55	19.68	19.78	19.86	19.97	20.07		
	3	18.94	19.47	19.56	19.69	19.79	19.90	20.01	20.14	20.22	20.32	20.43	20.53	20.64	20.74	20.87	20.95	21.03		
	4	19.74	20.25	20.37	20.46	20.56	20.69	20.80	20.91	20.99	21.09	21.24	21.33	21.41	21.51	21.66	21.74	21.85		
	5	20.45	20.97	21.07	21.18	21.31	21.40	21.50	21.63	21.73	21.83	21.92	22.04	22.15	22.26	22.35	22.45	22.56		
	6	21.14	21.68	21.77	21.87	21.96	22.09	22.20	22.31	22.40	22.51	22.62	22.73	22.83	22.91	23.04	23.14	23.25		
	7	21.79	22.32	22.42	22.52	22.63	22.76	22.85	22.97	23.06	23.18	23.27	23.37	23.48	23.57	23.70	23.80	23.91		
	8	22.53	23.06	23.16	23.27	23.37	23.49	23.59	23.72	23.81	23.92	24.00	24.14	24.23	24.33	24.43	24.54	24.65		
	9	23.32	23.85	23.95	24.04	24.17	24.29	24.38	24.50	24.60	24.71	24.79	24.92	25.01	25.11	25.24	25.34	25.43		
	10	24.30	24.81	24.93	25.02	25.13	25.27	25.36	25.45	25.56	25.68	25.79	25.87	25.98	26.10	26.19	26.30	26.40		
	11	25.33	25.84	25.93	26.06	26.16	26.27	26.38	26.49	26.59	26.68	26.80	26.91	27.00	27.12	27.21	27.33	27.43		
10*	1	17.59	18.16	18.27	18.36	18.49	18.60	18.72	18.83	18.92	19.05	19.16	19.28	19.38	19.49	19.63	19.73	19.83		
	2	18.76	19.32	19.44	19.54	19.68	19.78	19.89	20.01	20.14	20.23	20.33	20.45	20.56	20.68	20.80	20.91	21.00		
	3	19.77	20.32	20.44	20.54	20.67	20.77	20.90	20.99	21.09	21.25	21.34	21.44	21.55	21.69	21.79	21.89	22.01		
	4	20.77	21.34	21.44	21.54	21.69	21.78	21.89	22.01	22.12	22.25	22.34	22.45	22.57	22.69	22.80	22.89	23.03		
	5	21.76	22.32	22.43	22.53	22.67	22.77	22.87	23.00	23.10	23.23	23.32	23.45	23.55	23.66	23.79	23.90	23.99		
	6	22.53	23.10	23.23	23.32	23.45	23.54	23.66	23.79	23.90	23.99	24.13	24.23	24.35	24.45	24.56	24.67	24.78		
	7	23.32	23.90	23.99	24.13	24.23	24.33	24.45	24.56	24.67	24.78	24.91	25.01	25.13	25.26	25.36	25.45	25.60		
	8	24.30	24.88	24.97	25.07	25.22	25.32	25.42	25.52	25.66	25.76	25.86	25.98	26.11	26.20	26.34	26.42	26.55		
	9	25.33	25.87	25.99	26.11	26.23	26.34	26.44	26.56	26.66	26.79	26.90	27.00	27.13	27.22	27.35	27.47	27.57		
	10	26.30	26.86	26.98	27.10	27.20	27.31	27.43	27.54	27.64	27.78	27.89	27.98	28.12	28.23	28.33	28.43	28.54		
	11	27.50	28.04	28.17	28.29	28.39	28.50	28.63	28.73	28.85	28.96	29.08	29.18	29.32	29.41	29.52	29.63	29.75		



SCHEDULE D CWA Bargaining Unit Employees Only

as denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step																			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q		
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs		
11*	1	18.61	19.22	19.33	19.46	19.56	19.70	19.82	19.94	20.05	20.19	20.30	20.43	20.54	20.68	20.80	20.92	21.01		
	2	19.90	20.51	20.64	20.75	20.89	20.98	21.12	21.26	21.36	21.46	21.59	21.73	21.85	21.96	22.09	22.21	22.33		
	3	21.09	21.72	21.85	21.95	22.08	22.20	22.33	22.44	22.56	22.69	22.81	22.91	23.05	23.19	23.29	23.43	23.53		
	4	22.31	22.89	23.04	23.15	23.27	23.40	23.52	23.64	23.77	23.89	23.99	24.14	24.24	24.37	24.50	24.61	24.73		
	5	23.28	23.90	24.00	24.15	24.27	24.37	24.51	24.62	24.74	24.88	24.98	25.10	25.24	25.36	25.46	25.61	25.72		
	6	24.30	24.91	25.02	25.14	25.28	25.39	25.49	25.64	25.77	25.86	25.99	26.12	26.24	26.37	26.49	26.60	26.73		
	7	25.33	25.90	26.06	26.17	26.29	26.40	26.54	26.65	26.78	26.90	27.02	27.14	27.26	27.39	27.51	27.61	27.74		
	8	26.30	26.91	27.03	27.15	27.28	27.39	27.52	27.62	27.77	27.89	27.99	28.13	28.25	28.37	28.49	28.62	28.72		
	9	27.50	28.09	28.24	28.35	28.45	28.60	28.71	28.84	28.95	29.08	29.20	29.33	29.43	29.58	29.69	29.81	29.92		
	10	28.70	29.32	29.43	29.57	29.66	29.80	29.92	30.03	30.16	30.26	30.40	30.53	30.64	30.76	30.90	31.01	31.12		
	11	30.00	30.60	30.73	30.86	30.97	31.09	31.21	31.34	31.46	31.57	31.71	31.83	31.94	32.06	32.20	32.29	32.42		
12*	1	19.90	20.55	20.69	20.83	20.95	21.07	21.24	21.35	21.46	21.59	21.74	21.87	21.98	22.15	22.28	22.40	22.53		
	2	21.31	21.94	22.08	22.21	22.34	22.47	22.61	22.75	22.86	23.00	23.13	23.26	23.40	23.53	23.66	23.80	23.93		
	3	22.62	23.27	23.42	23.53	23.66	23.80	23.93	24.04	24.20	24.32	24.45	24.57	24.72	24.88	24.98	25.11	25.27		
	4	23.92	24.56	24.71	24.86	24.96	25.09	25.24	25.36	25.47	25.63	25.77	25.87	26.02	26.16	26.29	26.41	26.55		
	5	25.10	25.78	25.88	26.03	26.16	26.29	26.41	26.55	26.67	26.81	26.95	27.09	27.20	27.35	27.49	27.60	27.74		
	6	26.30	26.96	27.10	27.21	27.35	27.49	27.60	27.74	27.89	27.99	28.14	28.28	28.39	28.53	28.68	28.80	28.93		
	7	27.50	28.15	28.29	28.41	28.53	28.68	28.80	28.93	29.08	29.20	29.34	29.45	29.60	29.74	29.86	30.00	30.14		
	8	28.70	29.37	29.47	29.62	29.75	29.87	30.01	30.15	30.26	30.40	30.54	30.66	30.78	30.95	31.08	31.20	31.34		
	9	30.00	30.65	30.77	30.92	31.06	31.17	31.32	31.45	31.57	31.71	31.84	31.96	32.09	32.24	32.38	32.49	32.64		
	10	31.34	31.98	32.14	32.25	32.39	32.50	32.65	32.77	32.90	33.06	33.18	33.29	33.44	33.59	33.70	33.83	33.97		
	11	32.71	33.37	33.49	33.63	33.76	33.91	34.03	34.15	34.29	34.41	34.56	34.68	34.80	34.96	35.09	35.22	35.35		
13	1	12.54	12.91	12.97	13.04	13.10	13.19	13.25	13.35	13.40	13.46	13.55	13.62	13.71	13.78	13.84	13.90	13.98		
	2	12.92	13.28	13.36	13.42	13.48	13.57	13.64	13.72	13.79	13.85	13.91	14.02	14.09	14.14	14.23	14.29	14.37		
	3	13.14	13.50	13.57	13.65	13.72	13.80	13.85	13.93	14.02	14.09	14.14	14.23	14.30	14.37	14.45	14.52	14.58		
	4	13.84	14.21	14.28	14.36	14.42	14.50	14.56	14.65	14.72	14.80	14.86	14.92	14.99	15.08	15.18	15.24	15.30		
	5	14.19	14.56	14.61	14.72	14.79	14.86	14.91	14.98	15.06	15.16	15.23	15.29	15.35	15.43	15.49	15.59	15.67		
	6	14.52	14.88	14.94	15.02	15.09	15.20	15.25	15.31	15.38	15.45	15.53	15.61	15.69	15.74	15.82	15.89	15.98		
	7	15.26	15.62	15.69	15.75	15.82	15.90	15.98	16.05	16.11	16.20	16.26	16.33	16.42	16.47	16.56	16.63	16.71		
	8	15.45	15.82	15.89	15.98	16.04	16.11	16.19	16.26	16.31	16.41	16.46	16.55	16.63	16.69	16.77	16.84	16.92		
	9	15.82	16.20	16.26	16.33	16.41	16.47	16.55	16.63	16.69	16.77	16.84	16.92	16.98	17.06	17.14	17.20	17.30		
	10	16.27	16.65	16.71	16.78	16.86	16.93	16.98	17.07	17.14	17.21	17.30	17.37	17.43	17.49	17.59	17.66	17.73		
	11	16.72	17.09	17.15	17.23	17.31	17.38	17.43	17.50	17.59	17.67	17.73	17.81	17.88	17.93	18.03	18.09	18.18		
	12	17.19	17.54	17.62	17.71	17.78	17.85	17.90	17.98	18.05	18.14	18.20	18.28	18.35	18.42	18.50	18.55	18.65		
23	1	13.32	13.71	13.79	13.85	13.93	14.03	14.10	14.17	14.26	14.33	14.41	14.49	14.56	14.61	14.72	14.80	14.87		
	2	13.83	14.23	14.30	14.39	14.46	14.54	14.60	14.71	14.79	14.86	14.92	14.99	15.09	15.18	15.25	15.31	15.37		
	3	14.33	14.73	14.82	14.88	14.95	15.03	15.11	15.22	15.28	15.34	15.43	15.49	15.60	15.67	15.73	15.81	15.89		
	4	14.80	15.21	15.27	15.33	15.42	15.48	15.59	15.67	15.73	15.81	15.89	15.98	16.05	16.11	16.20	16.27	16.34		
	5	15.25	15.63	15.71	15.79	15.85	15.93	16.02	16.09	16.19	16.26	16.33	16.42	16.48	16.56	16.65	16.72	16.79		
	6	15.67	16.05	16.12	16.21	16.28	16.37	16.44	16.52	16.60	16.68	16.75	16.84	16.92	16.97	17.06	17.14	17.21		
	7	16.08	16.45	16.53	16.61	16.69	16.77	16.86	16.93	17.00	17.09	17.17	17.24	17.33	17.39	17.45	17.53	17.62		
	8	16.50	16.91	16.97	17.06	17.14	17.21	17.31	17.38	17.44	17.51	17.61	17.69	17.78	17.84	17.90	17.98	18.06		
	9	16.95	17.35	17.42	17.49	17.59	17.67	17.75	17.82	17.89	17.96	18.05	18.14	18.22	18.28	18.35	18.43	18.51		
	10	17.45	17.86	17.92	18.01	18.09	18.18	18.26	18.33	18.41	18.49	18.55	18.65	18.73	18.80	18.87	18.94	19.02		
	11	17.98	18.38	18.45	18.53	18.63	18.71	18.79	18.85	18.92	19.01	19.09	19.18	19.26	19.31	19.38	19.47	19.54		
24	1	13.83	14.24	14.31	14.40	14.49	14.56	14.65	14.73	14.82	14.89	14.96	15.04	15.13	15.23	15.30	15.36	15.45		
	2	14.35	14.77	14.84	14.90	14.98	15.08	15.18	15.25	15.31	15.39	15.47	15.58	15.66	15.72	15.81	15.89	15.98		
	3	14.92	15.33	15.42	15.48	15.60	15.68	15.74	15.82	15.90	16.00	16.07	16.17	16.23	16.30	16.41	16.47	16.56		
	4	15.36	15.79	15.85	15.93	16.04	16.11	16.20	16.27	16.34	16.44	16.52	16.60	16.68	16.75	16.86	16.93	17.00		
	5	15.83	16.25	16.31	16.41	16.48	16.57	16.66	16.73	16.80	16.91	16.97	17.06	17.14	17.21	17.32	17.39	17.45		
	6	16.27	16.68	16.75	16.84	16.93	17.00	17.09	17.17	17.24	17.34	17.41	17.48	17.57	17.66	17.75	17.82	17.89		
	7	16.72	17.12	17.20	17.30	17.38	17.44	17.51	17.61	17.69	17.79	17.86	17.92	18.01	18.09	18.19	18.27	18.34		



SCHEDULE D CWA Bargaining Unit Employees Only

is denote 180-day probationary period. All other ranges have a 120-day probationary period.
 y 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
	8	17.19	17.60	17.68	17.77	17.85	17.91	18.00	18.08	18.17	18.26	18.33	18.41	18.49	18.55	18.66	18.74	18.82
	9	17.82	18.03	18.10	18.19	18.28	18.35	18.43	18.51	18.60	18.69	18.76	18.84	18.91	18.99	19.09	19.18	19.26
	10	18.22	18.63	18.71	18.79	18.87	18.94	19.02	19.10	19.20	19.28	19.35	19.43	19.50	19.57	19.69	19.77	19.83
	11	18.74	19.14	19.24	19.30	19.38	19.47	19.54	19.65	19.71	19.80	19.86	19.95	20.03	20.14	20.21	20.27	20.37
25	1	14.46	14.88	14.96	15.04	15.16	15.24	15.31	15.37	15.47	15.58	15.67	15.73	15.81	15.90	15.99	16.07	16.17
	2	14.88	15.30	15.37	15.46	15.58	15.66	15.73	15.81	15.90	15.99	16.07	16.17	16.23	16.31	16.41	16.48	16.57
	3	15.35	15.79	15.86	15.97	16.05	16.12	16.22	16.29	16.40	16.46	16.56	16.65	16.72	16.80	16.90	16.97	17.06
	4	15.89	16.30	16.41	16.47	16.57	16.66	16.74	16.82	16.92	16.98	17.09	17.17	17.24	17.34	17.41	17.49	17.59
	5	16.42	16.84	16.93	17.00	17.10	17.18	17.28	17.35	17.43	17.50	17.61	17.69	17.78	17.86	17.92	18.03	18.10
	6	16.95	17.38	17.45	17.53	17.65	17.72	17.81	17.88	17.96	18.05	18.16	18.24	18.30	18.39	18.47	18.55	18.65
	7	17.45	17.88	17.96	18.05	18.16	18.24	18.32	18.39	18.49	18.55	18.66	18.74	18.82	18.90	18.98	19.07	19.16
	8	17.98	18.41	18.50	18.58	18.68	18.75	18.84	18.91	19.01	19.09	19.20	19.27	19.33	19.43	19.50	19.61	19.69
	9	18.52	18.94	19.04	19.12	19.22	19.29	19.37	19.46	19.54	19.65	19.73	19.80	19.86	19.96	20.04	20.16	20.22
	10	19.01	19.43	19.51	19.61	19.70	19.78	19.85	19.94	20.03	20.14	20.21	20.27	20.37	20.45	20.53	20.63	20.70
	11	19.42	19.83	19.93	20.01	20.08	20.19	20.26	20.36	20.44	20.52	20.60	20.69	20.77	20.88	20.94	21.01	21.09
26	1	15.16	15.60	15.68	15.75	15.84	15.93	16.02	16.11	16.21	16.29	16.38	16.46	16.56	16.66	16.73	16.82	16.92
	2	15.69	16.12	16.21	16.29	16.40	16.47	16.56	16.66	16.74	16.84	16.92	17.00	17.10	17.19	17.28	17.37	17.44
	3	16.17	16.60	16.68	16.77	16.87	16.95	17.02	17.12	17.21	17.32	17.39	17.47	17.57	17.67	17.75	17.84	17.91
	4	16.67	17.11	17.19	17.30	17.38	17.45	17.53	17.65	17.73	17.82	17.89	17.98	18.08	18.18	18.26	18.34	18.43
	5	17.18	17.62	17.71	17.80	17.88	17.96	18.05	18.16	18.25	18.33	18.41	18.50	18.60	18.69	18.76	18.85	18.94
	6	17.71	18.16	18.24	18.32	18.41	18.50	18.58	18.68	18.76	18.85	18.92	19.02	19.12	19.22	19.29	19.37	19.47
	7	18.22	18.66	18.74	18.83	18.91	19.01	19.09	19.20	19.28	19.36	19.44	19.52	19.65	19.73	19.80	19.89	19.97
	8	18.74	19.20	19.27	19.35	19.44	19.52	19.63	19.71	19.80	19.89	19.96	20.05	20.17	20.24	20.32	20.42	20.51
	9	19.27	19.71	19.79	19.86	19.96	20.05	20.16	20.23	20.32	20.42	20.50	20.57	20.68	20.77	20.87	20.94	21.01
	10	19.74	20.19	20.25	20.36	20.44	20.53	20.60	20.70	20.80	20.90	20.96	21.03	21.15	21.26	21.33	21.40	21.49
	11	20.25	20.70	20.78	20.89	20.96	21.03	21.14	21.25	21.33	21.40	21.48	21.56	21.69	21.77	21.85	21.92	22.03
27	1	15.89	16.34	16.44	16.53	16.65	16.73	16.82	16.92	17.00	17.10	17.19	17.30	17.38	17.45	17.54	17.66	17.75
	2	16.55	17.00	17.10	17.19	17.31	17.39	17.47	17.57	17.67	17.77	17.85	17.92	18.03	18.12	18.22	18.30	18.39
	3	17.07	17.51	17.62	17.72	17.82	17.90	18.00	18.09	18.19	18.28	18.36	18.45	18.54	18.65	18.74	18.83	18.91
	4	17.62	18.08	18.18	18.27	18.36	18.45	18.54	18.65	18.74	18.83	18.91	19.01	19.10	19.21	19.29	19.37	19.47
	5	18.03	18.49	18.58	18.68	18.79	18.87	18.95	19.05	19.14	19.25	19.32	19.42	19.50	19.61	19.70	19.79	19.86
	6	18.52	18.98	19.07	19.18	19.28	19.36	19.46	19.54	19.66	19.74	19.82	19.92	20.01	20.08	20.20	20.27	20.38
	7	19.01	19.47	19.55	19.67	19.77	19.84	19.94	20.03	20.15	20.22	20.30	20.41	20.50	20.57	20.68	20.77	20.88
	8	19.42	19.86	19.96	20.05	20.18	20.25	20.36	20.44	20.53	20.63	20.71	20.82	20.91	20.98	21.07	21.17	21.28
	9	19.95	20.42	20.51	20.59	20.70	20.80	20.90	20.97	21.06	21.16	21.27	21.35	21.43	21.51	21.63	21.72	21.81
	10	20.50	20.95	21.02	21.14	21.26	21.34	21.41	21.50	21.59	21.71	21.79	21.88	21.96	22.06	22.16	22.26	22.34
	11	21.14	21.58	21.70	21.78	21.88	21.96	22.06	22.16	22.26	22.34	22.43	22.52	22.62	22.72	22.80	22.88	22.99
	12	21.79	22.26	22.34	22.43	22.53	22.63	22.73	22.81	22.89	23.00	23.08	23.19	23.27	23.36	23.46	23.54	23.64
28	1	16.27	16.75	16.86	16.95	17.03	17.15	17.24	17.34	17.43	17.51	17.65	17.73	17.82	17.91	18.01	18.12	18.22
	2	17.02	17.50	17.61	17.72	17.81	17.90	18.00	18.09	18.20	18.29	18.39	18.49	18.58	18.69	18.79	18.88	18.96
	3	17.69	18.18	18.27	18.36	18.45	18.55	18.66	18.75	18.85	18.94	19.05	19.14	19.25	19.33	19.43	19.52	19.65
	4	18.33	18.82	18.90	19.01	19.10	19.22	19.30	19.38	19.49	19.57	19.70	19.79	19.86	19.97	20.06	20.19	20.26
	5	18.88	19.36	19.46	19.55	19.67	19.77	19.84	19.94	20.04	20.16	20.24	20.33	20.43	20.53	20.63	20.73	20.83
	6	19.42	19.90	20.00	20.08	20.20	20.28	20.39	20.47	20.57	20.68	20.78	20.89	20.96	21.06	21.16	21.28	21.36
	7	19.95	20.44	20.53	20.64	20.73	20.86	20.93	21.00	21.12	21.24	21.33	21.40	21.49	21.59	21.71	21.81	21.89
	8	20.50	20.97	21.06	21.17	21.28	21.37	21.45	21.54	21.68	21.76	21.86	21.94	22.04	22.15	22.25	22.34	22.43
	9	21.14	21.63	21.72	21.82	21.90	22.01	22.11	22.20	22.31	22.39	22.49	22.58	22.69	22.79	22.87	22.99	23.07
	10	21.79	22.28	22.37	22.47	22.56	22.66	22.77	22.85	22.97	23.05	23.15	23.25	23.33	23.45	23.53	23.64	23.74
	11	22.53	23.03	23.11	23.23	23.30	23.43	23.51	23.59	23.72	23.80	23.91	23.98	24.07	24.20	24.29	24.38	24.49
	12	23.32	23.81	23.91	23.99	24.10	24.21	24.30	24.38	24.50	24.57	24.68	24.77	24.89	24.97	25.06	25.16	25.28
29*	1	16.69	17.20	17.32	17.41	17.50	17.61	17.72	17.82	17.91	18.03	18.12	18.24	18.33	18.43	18.53	18.64	18.74
	2	17.67	18.18	18.28	18.38	18.49	18.58	18.69	18.80	18.89	18.99	19.09	19.21	19.30	19.39	19.50	19.61	19.71



SCHEDULE D CWA Bargaining Unit Employees Only

As denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 'As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step																			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q		
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs		
35'	3	18.45	18.54	19.07	19.26	19.79	19.97	20.48	20.57	20.70	20.80	20.89	20.98	21.07	21.16	21.25	21.34	21.43	21.51	
	4	19.21	19.71	19.81	19.92	20.02	20.14	20.22	20.32	20.43	20.53	20.63	20.73	20.83	20.93	21.02	21.14	21.28	21.38	
	5	19.88	20.39	20.50	20.59	20.70	20.80	20.91	21.00	21.09	21.24	21.32	21.40	21.50	21.59	21.73	21.82	21.91	22.01	
	6	20.50	21.00	21.09	21.24	21.33	21.40	21.50	21.63	21.73	21.83	21.91	22.03	22.13	22.25	22.34	22.43	22.53	22.63	
	7	21.14	21.67	21.76	21.88	21.95	22.05	22.16	22.27	22.37	22.47	22.56	22.69	22.78	22.87	22.98	23.07	23.18	23.28	
	8	21.79	22.31	22.40	22.51	22.62	22.72	22.81	22.90	23.03	23.13	23.23	23.32	23.44	23.53	23.64	23.74	23.84	23.94	
	9	22.51	23.03	23.15	23.26	23.36	23.46	23.55	23.66	23.76	23.86	23.96	24.05	24.18	24.29	24.39	24.49	24.59	24.67	
	10	23.33	23.84	23.94	24.05	24.15	24.24	24.35	24.45	24.55	24.65	24.75	24.85	24.96	25.06	25.16	25.26	25.37	25.47	
	11	24.35	24.78	24.87	24.97	25.11	25.23	25.33	25.43	25.50	25.64	25.73	25.83	25.91	26.04	26.15	26.24	26.34	26.44	
	12	25.31	25.83	25.91	26.04	26.15	26.24	26.35	26.44	26.55	26.65	26.76	26.84	26.98	27.05	27.18	27.28	27.38	27.48	
	35'	1	17.31	17.85	17.93	18.05	18.17	18.28	18.38	18.49	18.61	18.72	18.82	18.92	19.04	19.14	19.27	19.36	19.47	19.57
		2	18.23	18.84	18.94	19.05	19.16	19.26	19.37	19.48	19.61	19.71	19.81	19.93	20.03	20.16	20.25	20.37	20.46	20.56
3		19.20	19.81	19.91	20.02	20.13	20.23	20.34	20.45	20.56	20.68	20.78	20.89	21.02	21.12	21.25	21.37	21.46	21.56	
4		20.28	20.89	20.99	21.11	21.21	21.31	21.42	21.53	21.64	21.76	21.86	21.97	22.10	22.20	22.33	22.44	22.54	22.64	
5		21.35	21.96	22.06	22.18	22.28	22.38	22.49	22.60	22.71	22.83	22.93	23.04	23.17	23.27	23.40	23.50	23.60	23.70	
6		22.59	23.20	23.30	23.42	23.52	23.62	23.73	23.84	23.95	24.07	24.17	24.28	24.40	24.50	24.63	24.73	24.83	24.93	
7		23.83	24.44	24.54	24.66	24.76	24.86	24.97	25.08	25.19	25.30	25.41	25.52	25.64	25.74	25.87	25.97	26.07	26.17	
8		25.17	25.78	25.88	25.99	26.10	26.20	26.31	26.41	26.52	26.63	26.74	26.84	26.96	27.06	27.18	27.28	27.38	27.48	
9		26.60	27.21	27.31	27.42	27.52	27.63	27.73	27.84	27.94	28.05	28.16	28.26	28.38	28.48	28.60	28.70	28.80	28.90	
10		28.13	28.74	28.84	28.95	29.05	29.16	29.26	29.37	29.47	29.58	29.68	29.79	29.90	29.99	30.11	30.21	30.31	30.41	
11		29.76	30.37	30.47	30.58	30.68	30.78	30.89	30.99	31.10	31.20	31.31	31.41	31.51	31.61	31.71	31.81	31.91	32.01	
12		31.49	32.10	32.20	32.30	32.40	32.50	32.60	32.70	32.80	32.90	33.00	33.10	33.20	33.30	33.40	33.50	33.60	33.70	
32'	1	17.94	18.54	18.62	18.70	18.80	18.92	19.04	19.17	19.31	19.44	19.57	19.70	19.83	19.95	20.08	20.20	20.30	20.40	
	2	18.16	18.74	18.84	18.94	19.07	19.21	19.34	19.48	19.61	19.75	19.89	20.02	20.16	20.29	20.42	20.54	20.66	20.78	
	3	19.37	19.94	20.03	20.17	20.31	20.45	20.59	20.73	20.87	21.01	21.15	21.29	21.43	21.57	21.70	21.82	21.94	22.06	
	4	21.55	22.11	22.20	22.30	22.40	22.50	22.60	22.70	22.80	22.90	23.00	23.10	23.20	23.30	23.40	23.50	23.60	23.70	
	5	23.35	23.91	24.00	24.10	24.20	24.30	24.40	24.50	24.60	24.70	24.80	24.90	25.00	25.10	25.20	25.30	25.40	25.50	
	6	25.32	25.88	25.97	26.07	26.17	26.27	26.37	26.47	26.57	26.67	26.77	26.87	26.97	27.07	27.17	27.27	27.37	27.47	
	7	27.38	27.94	28.03	28.13	28.23	28.33	28.43	28.53	28.63	28.73	28.83	28.93	29.03	29.13	29.23	29.33	29.43	29.53	
	8	29.53	30.09	30.18	30.28	30.38	30.48	30.58	30.68	30.78	30.88	30.98	31.08	31.18	31.28	31.38	31.48	31.58	31.68	
	9	31.78	32.34	32.43	32.53	32.63	32.73	32.83	32.93	33.03	33.13	33.23	33.33	33.43	33.53	33.63	33.73	33.83	33.93	
	10	34.03	34.59	34.68	34.78	34.88	34.98	35.08	35.18	35.28	35.38	35.48	35.58	35.68	35.78	35.88	35.98	36.08	36.18	
	11	36.43	36.99	37.08	37.18	37.28	37.38	37.48	37.58	37.68	37.78	37.88	37.98	38.08	38.18	38.28	38.38	38.48	38.58	
	12	38.93	39.49	39.58	39.68	39.78	39.88	39.98	40.08	40.18	40.28	40.38	40.48	40.58	40.68	40.78	40.88	40.98	41.08	
	13	41.58	42.14	42.23	42.33	42.43	42.53	42.63	42.73	42.83	42.93	43.03	43.13	43.23	43.33	43.43	43.53	43.63	43.73	
33'	1	20.88	21.53	21.70	21.82	21.95	22.08	22.25	22.37	22.51	22.64	22.79	22.93	23.08	23.20	23.30	23.47	23.60	23.70	
	2	22.31	22.98	23.13	23.26	23.42	23.55	23.69	23.81	23.95	24.07	24.23	24.36	24.51	24.64	24.77	24.93	25.04	25.14	
	3	23.70	24.37	24.52	24.65	24.78	24.93	25.06	25.21	25.35	25.48	25.63	25.77	25.89	26.03	26.17	26.30	26.44	26.54	
	4	25.01	25.70	25.84	25.97	26.12	26.25	26.39	26.53	26.66	26.80	26.95	27.09	27.21	27.35	27.50	27.61	27.77	27.87	
	5	26.50	27.18	27.33	27.46	27.60	27.74	27.88	28.01	28.15	28.28	28.42	28.56	28.69	28.83	28.97	29.10	29.24	29.34	



SCHEDULE D CWA Bargaining Unit Employees Only

as denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 'As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs	
24*	6	27.90	28.17	28.32	28.44	28.61	28.72	28.87	29.00	29.14	29.29	29.42	29.57	29.70	29.83	29.97	30.12	30.24	
	7	28.70	29.08	29.52	29.65	29.81	29.93	30.08	30.20	30.35	30.49	30.62	30.75	30.87	31.00	31.17	31.32	31.46	
	8	29.00	30.08	30.83	30.96	31.10	31.22	31.38	31.50	31.65	31.78	31.90	32.06	32.21	32.33	32.47	32.62	32.76	
	9	31.34	32.01	32.17	32.28	32.43	32.58	32.71	32.85	32.98	33.13	33.26	33.39	33.53	33.66	33.81	33.95	34.00	
	10	32.71	33.38	33.55	33.65	33.81	33.95	34.09	34.21	34.37	34.49	34.65	34.77	34.90	35.00	35.19	35.31	35.47	
	11	34.14	34.81	34.97	35.10	35.24	35.37	35.52	35.65	35.80	35.92	36.08	36.21	36.32	36.47	36.59	36.74	36.88	
	12	35.70	36.37	36.54	36.66	36.79	36.94	37.06	37.21	37.34	37.48	37.63	37.74	37.89	38.00	38.17	38.32	38.45	
	13	37.30	37.97	38.12	38.27	38.39	38.53	38.66	38.81	38.94	39.09	39.23	39.34	39.51	39.64	39.78	39.90	40.00	
	25*	1	22.64	23.40	23.54	23.70	23.85	23.98	24.15	24.30	24.43	24.60	24.74	24.91	25.03	25.17	25.30	25.47	25.66
		2	24.27	24.89	25.15	25.32	25.45	25.62	25.77	25.89	26.08	26.20	26.38	26.52	26.65	26.80	26.99	27.11	27.26
		3	25.83	26.58	26.75	26.88	27.03	27.18	27.33	27.49	27.61	27.79	27.93	28.08	28.24	28.37	28.52	28.68	28.84
		4	27.28	28.00	28.17	28.32	28.48	28.63	28.78	28.92	29.08	29.22	29.38	29.52	29.66	29.82	29.97	30.15	30.26
		5	28.67	29.41	29.58	29.71	29.86	30.01	30.16	30.32	30.45	30.61	30.75	30.92	31.07	31.20	31.37	31.50	31.66
		6	29.90	30.74	30.91	31.06	31.20	31.35	31.49	31.65	31.79	31.96	32.09	32.25	32.40	32.54	32.70	32.85	33.00
		7	31.24	32.07	32.24	32.38	32.54	32.69	32.83	32.98	33.14	33.27	33.44	33.60	33.73	33.89	34.04	34.18	34.34
8		32.71	33.46	33.62	33.76	33.93	34.07	34.20	34.37	34.50	34.67	34.80	34.97	35.11	35.25	35.43	35.55	35.72	
9		34.14	34.88	35.05	35.19	35.35	35.49	35.64	35.80	35.93	36.10	36.24	36.38	36.56	36.68	36.84	36.99	37.14	
10		35.70	36.45	36.62	36.74	36.90	37.06	37.20	37.34	37.50	37.66	37.79	37.95	38.10	38.25	38.39	38.54	38.72	
11		37.30	38.06	38.19	38.35	38.51	38.65	38.80	38.94	39.10	39.25	39.39	39.57	39.70	39.84	40.01	40.16	40.30	
12		38.93	39.78	39.83	40.05	40.24	40.37	40.54	40.69	40.82	41.00	41.13	41.28	41.43	41.58	41.72	41.88	42.05	
13		40.57	41.55	41.69	41.84	42.00	42.13	42.29	42.43	42.66	42.75	42.87	43.05	43.20	43.32	43.49	43.64	43.78	
26*		1	24.62	25.43	25.62	25.78	25.91	26.10	26.25	26.41	26.60	26.78	26.92	27.02	27.24	27.41	27.57	27.72	27.90
		2	26.38	27.19	27.36	27.62	27.89	28.05	28.17	28.35	28.50	28.69	28.84	29.00	29.15	29.34	29.47	29.64	29.84
	3	28.09	28.91	29.09	29.23	29.41	29.58	29.74	29.88	30.07	30.21	30.39	30.56	30.72	30.88	31.05	31.20	31.37	
	4	29.78	30.62	30.85	30.94	31.01	31.15	31.34	31.49	31.65	31.83	31.93	32.16	32.31	32.47	32.65	32.79	32.96	
	5	31.21	32.06	32.24	32.40	32.59	32.72	32.89	33.07	33.22	33.38	33.57	33.70	33.89	34.04	34.25	34.37	34.53	
	6	32.71	33.55	33.80	33.84	34.03	34.18	34.35	34.50	34.68	34.83	35.02	35.15	35.32	35.49	35.67	35.82	35.97	
	7	34.14	34.98	35.12	35.27	35.45	35.60	35.79	35.93	36.13	36.28	36.44	36.61	36.78	36.92	37.10	37.24	37.40	
	8	35.70	36.53	36.68	36.84	37.02	37.18	37.33	37.50	37.67	37.82	38.01	38.14	38.33	38.49	38.65	38.81	39.05	
	9	37.30	38.11	38.30	38.44	38.62	38.77	38.91	39.10	39.26	39.43	39.60	39.75	39.92	40.09	40.25	40.39	40.57	
	10	38.93	39.84	40.02	40.19	40.35	40.51	40.68	40.82	41.01	41.18	41.33	41.48	41.66	41.82	41.97	42.13	42.30	
	11	40.57	41.50	41.77	41.92	42.10	42.27	42.42	42.58	42.77	42.89	43.00	43.24	43.39	43.58	43.74	43.90	44.07	
	12	42.64	43.43	43.61	43.76	43.94	44.10	44.27	44.42	44.59	44.74	44.91	45.09	45.26	45.40	45.79	45.72	45.89	
	13	44.68	45.48	45.65	45.81	45.99	46.16	46.31	46.46	46.65	46.79	46.97	47.13	47.28	47.47	47.62	47.77	47.94	
	26*	1	26.79	27.62	27.83	27.98	28.17	28.36	28.52	28.71	28.89	29.08	29.24	29.42	29.61	29.78	29.96	30.15	30.32
		2	28.79	29.66	29.86	30.03	30.21	30.40	30.58	30.75	30.94	31.11	31.20	31.47	31.65	31.83	32.00	32.20	32.37
3		30.62	31.51	31.71	31.88	32.05	32.24	32.41	32.61	32.78	32.95	33.14	33.29	33.48	33.65	33.83	34.00	34.18	
4		32.49	33.27	33.47	33.64	33.82	34.01	34.18	34.37	34.55	34.72	34.89	35.08	35.26	35.44	35.60	35.80	35.96	
5		34.11	35.02	35.19	35.38	35.54	35.73	35.90	36.09	36.25	36.44	36.63	36.77	36.98	37.14	37.32	37.54	37.69	
6		35.70	36.61	36.78	36.96	37.13	37.31	37.49	37.67	37.83	38.04	38.19	38.27	38.55	38.69	38.91	39.10	39.26	
7		37.30	38.18	38.37	38.54	38.74	38.93	39.09	39.28	39.44	39.62	39.81	39.97	40.17	40.32	40.53	40.70	40.87	
8		38.93	39.82	40.12	40.27	40.45	40.65	40.80	41.01	41.17	41.35	41.55	41.70	41.89	42.07	42.26	42.42	42.59	
9		40.77	41.68	41.95	42.05	42.23	42.40	42.67	42.77	42.90	43.11	43.28	43.45	43.65	43.80	44.00	44.18	44.35	
10		42.64	43.53	43.71	43.85	44.07	44.23	44.40	44.56	44.75	44.93	45.14	45.30	45.48	45.65	45.83	46.02	46.19	
11		44.58	45.46	45.73	45.81	46.09	46.29	46.44	46.65	46.80	47.00	47.18	47.34	47.53	47.71	47.89	48.07	48.23	
12		46.75	47.64	47.80	47.99	48.17	48.35	48.52	48.70	48.88	49.05	49.25	49.40	49.60	49.77	49.95	50.13	50.32	
13		48.90	49.79	49.98	50.15	50.34	50.52	50.71	50.85	51.04	51.22	51.43	51.57	51.75	51.94	52.12	52.30	52.48	
80		7	15.27	16.68	16.73	16.80	16.80	16.86	17.03	17.12	17.20	17.30	17.37	17.42	17.49	17.69	17.67	17.75	17.62
		8	16.72	17.10	17.18	17.25	17.34	17.41	17.48	17.57	17.65	17.73	17.81	17.87	17.93	18.03	18.10	18.19	18.27
	9	17.19	17.57	17.65	17.73	17.81	17.88	17.95	18.04	18.12	18.20	18.28	18.34	18.42	18.50	18.58	18.65	18.74	



SCHEDULE M CWA Bargaining Unit Employees Only

180 days denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step																			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q		
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs		
01	1	13.04	13.41	13.49	13.56	13.62	13.70	13.79	13.85	13.94	14.00	14.07	14.17	14.24	14.30	14.39	14.45	14.54		
	2	13.38	13.76	13.84	13.93	13.98	14.05	14.16	14.22	14.28	14.38	14.43	14.52	14.59	14.66	14.73	14.81	14.91		
	3	13.84	14.22	14.28	14.38	14.43	14.52	14.59	14.66	14.73	14.81	14.91	14.97	15.04	15.10	15.18	15.26	15.36		
	4	14.26	14.62	14.70	14.76	14.86	14.94	15.01	15.06	15.13	15.23	15.32	15.39	15.45	15.51	15.59	15.69	15.75		
	5	14.63	15.01	15.07	15.14	15.23	15.34	15.40	15.45	15.52	15.60	15.69	15.76	15.85	15.90	15.98	16.06	16.14		
	6	15.02	15.40	15.46	15.53	15.60	15.70	15.77	15.85	15.91	15.99	16.08	16.15	16.22	16.29	16.37	16.45	16.50		
	7	15.41	15.77	15.86	15.93	15.99	16.07	16.16	16.22	16.32	16.38	16.45	16.53	16.61	16.67	16.75	16.84	16.89		
	8	15.83	16.18	16.25	16.35	16.41	16.48	16.57	16.63	16.71	16.80	16.86	16.94	17.03	17.09	17.15	17.25	17.31		
	9	16.22	16.59	16.67	16.75	16.83	16.89	16.97	17.05	17.12	17.19	17.27	17.35	17.43	17.50	17.58	17.64	17.70		
	10	16.67	17.05	17.12	17.19	17.27	17.35	17.43	17.50	17.58	17.64	17.70	17.80	17.89	17.96	18.02	18.09	18.16		
02	1	13.51	13.89	13.97	14.04	14.12	14.22	14.28	14.38	14.44	14.54	14.60	14.68	14.74	14.84	14.93	15.00	15.08		
	2	13.89	14.27	14.36	14.43	14.52	14.59	14.68	14.74	14.84	14.93	15.00	15.05	15.12	15.21	15.32	15.39	15.45		
	3	14.36	14.73	14.81	14.92	14.98	15.05	15.12	15.21	15.32	15.39	15.45	15.51	15.59	15.69	15.76	15.85	15.91		
	4	14.80	15.18	15.26	15.37	15.43	15.50	15.58	15.65	15.75	15.84	15.90	15.97	16.05	16.14	16.21	16.29	16.37		
	5	15.24	15.61	15.72	15.78	15.87	15.94	16.01	16.09	16.18	16.25	16.35	16.41	16.48	16.57	16.64	16.72	16.82		
	6	15.60	15.99	16.07	16.16	16.23	16.33	16.39	16.47	16.56	16.63	16.71	16.78	16.86	16.94	17.03	17.10	17.17		
	7	15.98	16.37	16.45	16.53	16.61	16.68	16.77	16.85	16.91	17.01	17.09	17.14	17.23	17.31	17.38	17.48	17.55		
	8	16.43	16.83	16.89	16.97	17.06	17.13	17.20	17.29	17.37	17.47	17.54	17.60	17.66	17.77	17.84	17.93	18.00		
	9	16.88	17.27	17.35	17.43	17.51	17.59	17.65	17.75	17.83	17.91	17.99	18.05	18.11	18.21	18.28	18.38	18.45		
	10	17.36	17.75	17.83	17.91	17.99	18.06	18.13	18.22	18.30	18.39	18.46	18.53	18.60	18.69	18.77	18.85	18.93		
03	1	13.83	14.24	14.31	14.40	14.47	14.56	14.63	14.71	14.79	14.91	14.97	15.04	15.11	15.19	15.28	15.38	15.44		
	2	14.26	14.66	14.73	14.81	14.92	14.98	15.05	15.12	15.21	15.34	15.40	15.46	15.53	15.61	15.72	15.78	15.87		
	3	14.80	15.21	15.32	15.39	15.45	15.52	15.60	15.70	15.77	15.87	15.94	16.01	16.09	16.18	16.25	16.35	16.42		
	4	15.34	15.73	15.82	15.88	15.96	16.02	16.13	16.20	16.28	16.37	16.45	16.53	16.61	16.68	16.77	16.85	16.91		
	5	15.77	16.18	16.25	16.35	16.42	16.49	16.58	16.65	16.73	16.84	16.90	16.99	17.07	17.14	17.23	17.31	17.38		
	6	16.22	16.63	16.71	16.80	16.87	16.95	17.04	17.11	17.18	17.28	17.36	17.45	17.52	17.60	17.66	17.77	17.84		
	7	16.67	17.09	17.15	17.25	17.32	17.41	17.49	17.57	17.63	17.71	17.82	17.90	17.98	18.05	18.11	18.21	18.28		
	8	17.12	17.54	17.61	17.67	17.78	17.85	17.95	18.01	18.08	18.18	18.26	18.35	18.43	18.50	18.58	18.65	18.73		
	9	17.63	18.05	18.11	18.21	18.28	18.38	18.45	18.53	18.60	18.70	18.78	18.87	18.94	19.02	19.09	19.17	19.25		
	10	18.16	18.58	18.65	18.73	18.82	18.91	18.98	19.06	19.13	19.23	19.31	19.40	19.47	19.54	19.62	19.70	19.76		
04	1	14.43	14.87	14.95	15.03	15.10	15.18	15.28	15.38	15.44	15.52	15.60	15.72	15.78	15.87	15.96	16.02	16.13		
	2	14.87	15.28	15.38	15.45	15.52	15.60	15.72	15.78	15.87	15.96	16.02	16.14	16.21	16.29	16.38	16.46	16.54		
	3	15.39	15.82	15.88	15.97	16.05	16.14	16.22	16.32	16.38	16.47	16.56	16.64	16.72	16.82	16.89	16.97	17.06		
	4	15.90	16.34	16.41	16.49	16.58	16.65	16.75	16.84	16.90	17.01	17.09	17.17	17.26	17.34	17.43	17.51	17.59		
	5	16.42	16.85	16.91	17.03	17.10	17.17	17.27	17.35	17.43	17.52	17.60	17.67	17.78	17.85	17.96	18.02	18.09		
	6	16.88	17.31	17.38	17.49	17.57	17.63	17.71	17.82	17.90	17.99	18.06	18.14	18.23	18.32	18.42	18.48	18.57		
	7	17.36	17.79	17.86	17.97	18.03	18.10	18.21	18.28	18.38	18.46	18.54	18.62	18.71	18.79	18.90	18.97	19.04		
	8	17.89	18.30	18.39	18.47	18.55	18.62	18.72	18.81	18.90	18.98	19.06	19.14	19.23	19.31	19.41	19.49	19.55		
	9	18.40	18.82	18.91	18.99	19.07	19.14	19.24	19.33	19.41	19.50	19.56	19.67	19.73	19.85	19.92	20.00	20.06		
	10	18.93	19.35	19.44	19.52	19.58	19.68	19.75	19.87	19.93	20.02	20.10	20.20	20.26	20.37	20.45	20.52	20.62		
05	1	15.35	15.76	15.86	15.94	16.01	16.13	16.21	16.29	16.38	16.47	16.56	16.64	16.73	16.83	16.90	17.01	17.09		
	2	15.61	16.06	16.16	16.24	16.34	16.42	16.50	16.59	16.68	16.78	16.86	16.95	17.05	17.12	17.20	17.31	17.38		
	3	16.05	16.48	16.58	16.67	16.75	16.85	16.94	17.03	17.11	17.19	17.28	17.37	17.48	17.55	17.63	17.71	17.82		
	4	16.54	16.97	17.07	17.15	17.25	17.34	17.43	17.51	17.60	17.67	17.78	17.86	17.97	18.03	18.11	18.22	18.30		
	5	17.09	17.52	17.61	17.68	17.79	17.89	17.98	18.05	18.13	18.23	18.32	18.42	18.50	18.58	18.67	18.77	18.85		
	6	17.63	18.07	18.16	18.26	18.35	18.44	18.53	18.60	18.70	18.79	18.88	18.97	19.06	19.13	19.23	19.33	19.41		
	7	18.16	18.60	18.70	18.79	18.88	18.97	19.06	19.13	19.23	19.33	19.41	19.50	19.57	19.67	19.74	19.87	19.93		
	8	18.71	19.14	19.24	19.34	19.43	19.51	19.58	19.68	19.75	19.88	19.94	20.03	20.13	20.21	20.29	20.40	20.47		
	9	19.20	19.63	19.72	19.85	19.91	20.00	20.09	20.16	20.25	20.37	20.43	20.52	20.63	20.70	20.78	20.88	20.96		
	10	19.61	20.04	20.14	20.23	20.34	20.41	20.49	20.58	20.67	20.75	20.85	20.94	21.04	21.12	21.19	21.28	21.37		
06	1	15.90	16.37	16.46	16.56	16.64	16.73	16.83	16.90	17.01	17.10	17.18	17.28	17.37	17.48	17.57	17.64	17.75		
	2	16.36	16.83	16.90	17.01	17.10	17.18	17.27	17.36	17.47	17.55	17.63	17.71	17.83	17.93	18.01	18.09	18.19		



SCHEDULE M CWA Bargaining Unit Employees Only

As denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs
	3	16.88	17.35	17.45	17.54	17.62	17.70	17.80	17.90	17.99	18.07	18.16	18.26	18.37	18.45	18.54	18.62	18.72
	4	17.36	17.83	17.93	18.01	18.09	18.19	18.27	18.38	18.46	18.55	18.63	18.73	18.83	18.93	19.02	19.10	19.20
	5	17.89	18.35	18.44	18.53	18.61	18.71	18.79	18.90	18.98	19.07	19.15	19.25	19.35	19.45	19.53	19.62	19.71
	6	18.40	18.87	18.95	19.04	19.13	19.23	19.31	19.41	19.50	19.57	19.68	19.75	19.88	19.97	20.04	20.14	20.23
	7	18.93	19.40	19.49	19.56	19.67	19.74	19.86	19.93	20.02	20.11	20.21	20.29	20.40	20.48	20.58	20.67	20.75
	8	19.46	19.92	20.01	20.10	20.20	20.27	20.38	20.46	20.56	20.65	20.73	20.84	20.91	21.03	21.12	21.19	21.28
	9	19.93	20.40	20.48	20.58	20.67	20.75	20.85	20.94	21.04	21.13	21.20	21.29	21.39	21.51	21.59	21.66	21.76
	10	20.46	20.91	21.03	21.12	21.19	21.28	21.37	21.48	21.56	21.64	21.72	21.84	21.94	22.02	22.11	22.19	22.30
07	1	16.36	16.84	16.91	17.04	17.12	17.20	17.31	17.42	17.51	17.60	17.67	17.80	17.90	17.99	18.07	18.18	18.27
	2	17.03	17.50	17.59	17.67	17.79	17.89	17.98	18.07	18.16	18.26	18.37	18.46	18.55	18.63	18.73	18.85	18.94
	3	17.66	18.14	18.24	18.37	18.45	18.54	18.62	18.73	18.83	18.93	19.02	19.11	19.21	19.31	19.41	19.51	19.58
	4	18.22	18.70	18.79	18.91	18.99	19.08	19.17	19.28	19.39	19.47	19.55	19.67	19.74	19.87	19.94	20.04	20.14
	5	18.77	19.24	19.34	19.45	19.53	19.62	19.71	19.85	19.92	20.01	20.10	20.21	20.29	20.40	20.48	20.59	20.68
	6	19.20	19.68	19.75	19.89	19.98	20.05	20.15	20.25	20.37	20.45	20.53	20.65	20.73	20.84	20.91	21.04	21.13
	7	19.61	20.09	20.17	20.27	20.39	20.47	20.57	20.67	20.75	20.86	20.95	21.07	21.15	21.22	21.33	21.46	21.54
	8	20.15	20.64	20.72	20.84	20.91	21.03	21.12	21.20	21.29	21.39	21.51	21.60	21.67	21.77	21.90	21.99	22.08
	9	20.70	21.17	21.24	21.37	21.48	21.56	21.64	21.75	21.87	21.95	22.03	22.13	22.23	22.33	22.42	22.54	22.61
	10	21.35	21.81	21.93	22.02	22.11	22.19	22.30	22.41	22.50	22.59	22.67	22.78	22.90	22.98	23.07	23.18	23.27
	11	22.01	22.49	22.58	22.67	22.77	22.87	22.97	23.07	23.14	23.26	23.35	23.46	23.54	23.66	23.73	23.83	23.93
08*	1	16.77	17.27	17.37	17.48	17.58	17.65	17.78	17.89	17.98	18.07	18.18	18.27	18.39	18.47	18.58	18.69	18.78
	2	17.55	18.05	18.14	18.24	18.37	18.45	18.55	18.65	18.74	18.87	18.97	19.06	19.15	19.25	19.37	19.47	19.55
	3	18.28	18.79	18.91	18.99	19.09	19.18	19.29	19.41	19.50	19.58	19.70	19.81	19.91	20.00	20.10	20.21	20.29
	4	18.97	19.47	19.56	19.67	19.75	19.88	19.98	20.06	20.16	20.26	20.39	20.47	20.58	20.67	20.77	20.88	20.98
	5	19.61	20.11	20.22	20.34	20.42	20.50	20.63	20.72	20.81	20.91	21.04	21.13	21.21	21.30	21.45	21.54	21.62
	6	20.15	20.66	20.75	20.86	20.96	21.07	21.16	21.24	21.36	21.48	21.58	21.65	21.76	21.88	21.98	22.08	22.16
	7	20.70	21.19	21.29	21.39	21.52	21.60	21.69	21.80	21.92	22.01	22.11	22.19	22.31	22.41	22.52	22.61	22.71
	8	21.35	21.87	21.96	22.04	22.14	22.25	22.35	22.47	22.56	22.65	22.76	22.86	22.97	23.06	23.14	23.27	23.36
	9	22.01	22.52	22.61	22.71	22.80	22.92	23.02	23.11	23.22	23.31	23.43	23.52	23.63	23.72	23.80	23.93	24.03
	10	22.76	23.27	23.37	23.47	23.56	23.68	23.76	23.88	23.98	24.08	24.18	24.25	24.39	24.48	24.57	24.68	24.78
	11	23.55	24.07	24.17	24.24	24.38	24.47	24.56	24.66	24.76	24.87	24.98	25.06	25.18	25.26	25.36	25.49	25.59
09*	1	17.12	17.64	17.77	17.86	17.98	18.08	18.19	18.30	18.42	18.51	18.61	18.72	18.83	18.94	19.04	19.14	19.25
	2	18.14	18.69	18.79	18.91	19.01	19.11	19.23	19.34	19.45	19.54	19.66	19.74	19.88	19.98	20.06	20.17	20.27
	3	19.13	19.67	19.75	19.89	19.99	20.10	20.21	20.34	20.42	20.52	20.64	20.73	20.85	20.95	21.07	21.16	21.24
	4	19.93	20.46	20.57	20.67	20.77	20.89	21.01	21.12	21.20	21.30	21.45	21.54	21.63	21.72	21.87	21.96	22.07
	5	20.66	21.18	21.28	21.39	21.52	21.62	21.71	21.84	21.95	22.04	22.14	22.26	22.38	22.48	22.58	22.67	22.78
	6	21.35	21.90	21.99	22.09	22.18	22.31	22.42	22.54	22.62	22.74	22.84	22.96	23.06	23.14	23.27	23.37	23.48
	7	22.01	22.55	22.64	22.75	22.86	22.98	23.08	23.20	23.29	23.41	23.51	23.60	23.72	23.80	23.93	24.04	24.15
	8	22.76	23.29	23.41	23.51	23.60	23.73	23.83	23.95	24.05	24.16	24.24	24.38	24.48	24.57	24.68	24.79	24.89
	9	23.55	24.09	24.19	24.28	24.41	24.53	24.63	24.74	24.85	24.96	25.04	25.17	25.26	25.36	25.49	25.60	25.68
	10	24.54	25.06	25.18	25.27	25.38	25.52	25.62	25.70	25.82	25.94	26.04	26.13	26.24	26.36	26.45	26.57	26.66
	11	25.59	26.10	26.19	26.32	26.42	26.53	26.64	26.76	26.85	26.95	27.07	27.17	27.27	27.39	27.48	27.60	27.71
10*	1	17.77	18.34	18.45	18.55	18.67	18.78	18.91	19.02	19.11	19.24	19.35	19.47	19.57	19.69	19.83	19.92	20.03
	2	18.95	19.52	19.63	19.73	19.88	19.98	20.09	20.21	20.34	20.43	20.53	20.66	20.77	20.88	21.01	21.12	21.21
	3	19.97	20.52	20.65	20.74	20.87	20.98	21.11	21.20	21.30	21.46	21.55	21.65	21.77	21.91	22.01	22.11	22.23
	4	20.98	21.55	21.65	21.76	21.91	22.00	22.11	22.23	22.34	22.47	22.57	22.67	22.79	22.92	23.03	23.12	23.26
	5	21.98	22.55	22.65	22.76	22.90	22.99	23.10	23.23	23.34	23.46	23.55	23.69	23.78	23.90	24.03	24.14	24.23
	6	22.76	23.34	23.46	23.55	23.69	23.77	23.90	24.03	24.14	24.23	24.37	24.48	24.59	24.69	24.81	24.91	25.03
	7	23.55	24.14	24.23	24.37	24.48	24.57	24.69	24.81	24.91	25.03	25.16	25.26	25.38	25.51	25.62	25.70	25.85
	8	24.54	25.13	25.22	25.32	25.47	25.58	25.67	25.78	25.92	26.03	26.12	26.24	26.37	26.46	26.60	26.68	26.81
	9	25.59	26.13	26.25	26.37	26.49	26.60	26.71	26.82	26.93	27.06	27.16	27.27	27.40	27.49	27.62	27.74	27.85
	10	26.57	27.13	27.25	27.37	27.47	27.58	27.71	27.81	27.92	28.06	28.17	28.26	28.40	28.51	28.61	28.71	28.83
	11	27.77	28.32	28.45	28.57	28.68	28.79	28.91	29.02	29.14	29.25	29.37	29.47	29.62	29.70	29.82	29.93	30.04



SCHEDULE M CWA Bargaining Unit Employees Only

As denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 'As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step																			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q		
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs		
11*	1	18.79	19.41	19.53	19.66	19.75	19.90	20.02	20.14	20.25	20.39	20.50	20.64	20.74	20.88	21.01	21.13	21.22		
	2	20.10	20.71	20.85	20.96	21.10	21.19	21.33	21.47	21.58	21.67	21.81	21.95	22.07	22.18	22.31	22.43	22.56		
	3	21.30	21.94	22.07	22.17	22.30	22.42	22.56	22.66	22.78	22.92	23.04	23.14	23.28	23.42	23.53	23.67	23.76		
	4	22.54	23.12	23.27	23.38	23.51	23.63	23.75	23.88	24.01	24.12	24.23	24.38	24.49	24.62	24.74	24.86	24.98		
	5	23.52	24.14	24.24	24.39	24.51	24.62	24.75	24.87	24.99	25.13	25.23	25.35	25.49	25.62	25.71	25.86	25.98		
	6	24.54	25.16	25.27	25.39	25.53	25.64	25.75	25.89	26.02	26.12	26.25	26.39	26.50	26.63	26.76	26.87	26.99		
	7	25.59	26.16	26.32	26.43	26.56	26.66	26.80	26.92	27.05	27.16	27.29	27.41	27.54	27.67	27.78	27.89	28.02		
	8	26.57	27.17	27.30	27.42	27.55	27.67	27.79	27.90	28.05	28.17	28.27	28.41	28.53	28.66	28.77	28.90	29.01		
	9	27.77	28.37	28.52	28.64	28.73	28.88	29.00	29.13	29.24	29.37	29.49	29.63	29.72	29.87	29.99	30.11	30.21		
	10	28.99	29.62	29.72	29.86	29.96	30.10	30.21	30.33	30.46	30.57	30.70	30.83	30.95	31.07	31.21	31.32	31.43		
	11	30.30	30.91	31.04	31.16	31.28	31.40	31.53	31.65	31.77	31.89	32.03	32.14	32.26	32.38	32.52	32.61	32.74		
12*	1	20.10	20.75	20.89	21.04	21.16	21.28	21.45	21.56	21.67	21.81	21.96	22.09	22.20	22.38	22.50	22.62	22.76		
	2	21.52	22.16	22.30	22.43	22.57	22.70	22.83	22.97	23.09	23.23	23.36	23.50	23.63	23.76	23.80	24.04	24.17		
	3	22.84	23.51	23.66	23.76	23.90	24.04	24.17	24.28	24.44	24.56	24.69	24.82	24.97	25.13	25.23	25.36	25.52		
	4	24.16	24.81	24.96	25.11	25.21	25.34	25.49	25.62	25.72	25.88	26.02	26.13	26.28	26.42	26.56	26.67	26.81		
	5	25.35	26.03	26.14	26.29	26.42	26.56	26.67	26.81	26.94	27.08	27.22	27.36	27.47	27.62	27.76	27.88	28.02		
	6	26.57	27.23	27.37	27.48	27.62	27.76	27.88	28.02	28.17	28.27	28.42	28.56	28.68	28.82	28.97	29.08	29.22		
	7	27.77	28.43	28.57	28.69	28.82	28.97	29.08	29.22	29.37	29.49	29.64	29.75	29.89	30.03	30.16	30.30	30.44		
	8	28.99	29.66	29.77	29.92	30.04	30.17	30.31	30.45	30.57	30.70	30.84	30.97	31.09	31.26	31.39	31.52	31.65		
	9	30.30	30.96	31.08	31.23	31.37	31.48	31.63	31.76	31.89	32.03	32.16	32.28	32.41	32.56	32.70	32.82	32.97		
	10	31.65	32.30	32.46	32.57	32.71	32.83	32.98	33.09	33.23	33.39	33.51	33.63	33.78	33.93	34.03	34.17	34.31		
	11	33.04	33.70	33.83	33.97	34.10	34.25	34.37	34.49	34.63	34.76	34.91	35.02	35.15	35.31	35.44	35.57	35.71		
13	1	12.67	13.04	13.10	13.17	13.24	13.32	13.38	13.48	13.53	13.60	13.68	13.76	13.84	13.92	13.98	14.04	14.12		
	2	13.05	13.42	13.49	13.56	13.62	13.70	13.78	13.85	13.93	13.99	14.05	14.16	14.23	14.28	14.38	14.43	14.52		
	3	13.27	13.63	13.70	13.79	13.85	13.94	13.99	14.07	14.16	14.23	14.28	14.38	14.44	14.52	14.59	14.66	14.73		
	4	13.98	14.36	14.42	14.50	14.57	14.64	14.71	14.79	14.87	14.95	15.01	15.07	15.14	15.23	15.34	15.39	15.45		
	5	14.33	14.71	14.76	14.87	14.94	15.01	15.06	15.13	15.21	15.32	15.38	15.44	15.51	15.58	15.65	15.74	15.83		
	6	14.66	15.03	15.09	15.17	15.24	15.35	15.40	15.46	15.52	15.60	15.69	15.76	15.85	15.90	15.98	16.05	16.14		
	7	15.41	15.77	15.85	15.91	15.98	16.06	16.14	16.21	16.28	16.36	16.42	16.49	16.58	16.64	16.72	16.80	16.87		
	8	15.60	15.98	16.05	16.14	16.20	16.28	16.35	16.42	16.48	16.57	16.63	16.71	16.80	16.86	16.94	17.01	17.09		
	9	15.98	16.36	16.42	16.49	16.57	16.64	16.71	16.80	16.86	16.94	17.01	17.09	17.15	17.23	17.31	17.37	17.47		
	10	16.43	16.82	16.87	16.95	17.03	17.10	17.15	17.25	17.31	17.38	17.47	17.54	17.61	17.66	17.77	17.83	17.91		
	11	16.88	17.26	17.32	17.41	17.48	17.55	17.61	17.67	17.77	17.84	17.91	17.99	18.06	18.11	18.21	18.27	18.37		
	12	17.36	17.71	17.80	17.89	17.96	18.02	18.08	18.16	18.23	18.32	18.39	18.46	18.54	18.60	18.69	18.74	18.83		
23	1	13.45	13.84	13.93	13.99	14.07	14.17	14.24	14.31	14.40	14.47	14.56	14.63	14.71	14.76	14.87	14.95	15.02		
	2	13.97	14.38	14.44	14.54	14.60	14.69	14.75	14.86	14.94	15.01	15.07	15.14	15.24	15.34	15.40	15.46	15.53		
	3	14.47	14.88	14.96	15.03	15.10	15.18	15.26	15.37	15.43	15.50	15.58	15.65	15.75	15.83	15.89	15.97	16.05		
	4	14.95	15.36	15.42	15.49	15.57	15.64	15.74	15.83	15.89	15.97	16.05	16.14	16.21	16.28	16.36	16.43	16.50		
	5	15.40	15.78	15.87	15.94	16.01	16.09	16.18	16.25	16.35	16.42	16.49	16.58	16.65	16.72	16.82	16.88	16.96		
	6	15.83	16.21	16.29	16.37	16.45	16.53	16.61	16.68	16.77	16.85	16.91	17.01	17.09	17.14	17.23	17.31	17.38		
	7	16.22	16.62	16.69	16.78	16.86	16.94	17.03	17.10	17.17	17.26	17.34	17.42	17.50	17.57	17.63	17.70	17.80		
	8	16.67	17.07	17.14	17.23	17.31	17.38	17.48	17.55	17.62	17.68	17.79	17.86	17.96	18.01	18.08	18.16	18.24		
	9	17.12	17.52	17.60	17.66	17.77	17.84	17.93	18.00	18.07	18.14	18.23	18.32	18.40	18.46	18.54	18.61	18.70		
	10	17.63	18.03	18.10	18.19	18.27	18.37	18.44	18.51	18.59	18.67	18.74	18.83	18.92	18.98	19.06	19.13	19.21		
	11	18.16	18.57	18.63	18.72	18.81	18.90	18.97	19.04	19.11	19.20	19.28	19.37	19.45	19.51	19.57	19.67	19.73		
24	1	13.97	14.39	14.45	14.55	14.63	14.71	14.79	14.88	14.96	15.04	15.11	15.19	15.28	15.38	15.45	15.52	15.60		
	2	14.49	14.92	14.98	15.05	15.13	15.23	15.34	15.40	15.46	15.54	15.62	15.73	15.82	15.88	15.97	16.05	16.14		
	3	15.07	15.49	15.57	15.64	15.75	15.84	15.90	15.98	16.06	16.16	16.23	16.33	16.39	16.47	16.57	16.64	16.72		
	4	15.52	15.94	16.01	16.09	16.20	16.28	16.36	16.43	16.50	16.61	16.68	16.77	16.85	16.91	17.03	17.10	17.17		
	5	15.99	16.41	16.48	16.57	16.65	16.73	16.83	16.89	16.97	17.07	17.14	17.23	17.31	17.38	17.49	17.57	17.63		
	6	16.43	16.85	16.91	17.01	17.10	17.17	17.26	17.34	17.42	17.51	17.59	17.65	17.75	17.83	17.93	18.00	18.07		
	7	16.88	17.29	17.37	17.47	17.55	17.62	17.68	17.79	17.86	17.97	18.03	18.10	18.19	18.27	18.38	18.45	18.53		



SCHEDULE M CWA Bargaining Unit Employees Only

180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step																			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q		
		Base	5 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs		
	8	17.36	17.78	17.85	17.95	18.02	18.09	18.18	18.26	18.35	18.44	18.51	18.59	18.67	18.74	18.85	18.93	19.01		
	9	17.80	18.21	18.28	18.38	18.46	18.54	18.61	18.70	18.78	18.88	18.95	19.03	19.10	19.18	19.28	19.37	19.45		
	10	18.40	18.81	18.90	18.97	19.06	19.13	19.21	19.29	19.39	19.47	19.54	19.62	19.70	19.76	19.89	19.97	20.03		
	11	18.93	19.34	19.43	19.50	19.57	19.67	19.73	19.85	19.91	20.00	20.06	20.15	20.23	20.34	20.41	20.48	20.57		
25	1	14.60	15.03	15.11	15.19	15.32	15.39	15.46	15.53	15.62	15.73	15.83	15.89	15.97	16.06	16.15	16.23	16.33		
	2	15.03	15.45	15.53	15.61	15.73	15.82	15.89	15.97	16.06	16.15	16.23	16.33	16.39	16.48	16.57	16.65	16.73		
	3	15.51	15.94	16.02	16.13	16.21	16.29	16.38	16.46	16.56	16.63	16.72	16.82	16.88	16.97	17.06	17.14	17.23		
	4	16.05	16.47	16.57	16.64	16.73	16.83	16.90	16.99	17.09	17.15	17.26	17.34	17.42	17.51	17.59	17.66	17.77		
	5	16.58	17.01	17.10	17.17	17.27	17.35	17.45	17.52	17.61	17.67	17.79	17.86	17.96	18.03	18.10	18.21	18.28		
	6	17.12	17.55	17.63	17.70	17.82	17.90	17.99	18.06	18.14	18.23	18.34	18.42	18.48	18.58	18.65	18.74	18.83		
	7	17.63	18.06	18.14	18.23	18.34	18.42	18.50	18.58	18.67	18.74	18.85	18.93	19.01	19.09	19.17	19.26	19.35		
	8	18.16	18.59	18.69	18.77	18.87	18.94	19.03	19.10	19.20	19.28	19.39	19.46	19.53	19.62	19.70	19.81	19.89		
	9	18.71	19.13	19.23	19.31	19.41	19.49	19.56	19.66	19.73	19.85	19.92	20.00	20.06	20.16	20.24	20.36	20.42		
	10	19.20	19.62	19.71	19.81	19.90	19.98	20.05	20.14	20.23	20.34	20.41	20.48	20.57	20.66	20.73	20.84	20.90		
	11	19.61	20.03	20.13	20.21	20.29	20.39	20.47	20.56	20.65	20.72	20.81	20.89	20.98	21.08	21.15	21.22	21.30		
26	1	15.32	15.75	15.84	15.91	16.00	16.09	16.18	16.28	16.37	16.46	16.54	16.63	16.72	16.83	16.89	16.99	17.09		
	2	15.85	16.29	16.37	16.46	16.56	16.64	16.72	16.83	16.90	17.01	17.09	17.17	17.27	17.36	17.45	17.54	17.62		
	3	16.33	16.77	16.85	16.94	17.04	17.12	17.19	17.29	17.38	17.49	17.57	17.64	17.75	17.84	17.93	18.01	18.09		
	4	16.84	17.28	17.36	17.47	17.55	17.63	17.70	17.82	17.91	18.00	18.07	18.16	18.26	18.37	18.44	18.53	18.61		
	5	17.35	17.80	17.89	17.98	18.06	18.14	18.23	18.34	18.43	18.51	18.59	18.69	18.78	18.88	18.95	19.04	19.13		
	6	17.89	18.34	18.42	18.50	18.59	18.69	18.77	18.87	18.95	19.04	19.11	19.21	19.31	19.41	19.49	19.56	19.67		
	7	18.40	18.85	18.93	19.02	19.10	19.20	19.28	19.39	19.47	19.55	19.63	19.72	19.85	19.92	20.00	20.09	20.17		
	8	18.93	19.39	19.46	19.54	19.63	19.72	19.83	19.91	20.00	20.09	20.16	20.25	20.37	20.45	20.52	20.63	20.71		
	9	19.46	19.91	19.99	20.06	20.16	20.25	20.36	20.43	20.52	20.63	20.70	20.78	20.88	20.98	21.07	21.15	21.22		
	10	19.93	20.39	20.46	20.56	20.65	20.73	20.81	20.90	21.01	21.11	21.17	21.24	21.36	21.47	21.54	21.62	21.70		
	11	20.46	20.90	20.99	21.10	21.17	21.24	21.35	21.46	21.54	21.62	21.69	21.78	21.91	21.99	22.07	22.14	22.25		
27	1	16.05	16.50	16.61	16.69	16.82	16.89	16.99	17.09	17.17	17.27	17.36	17.47	17.55	17.63	17.71	17.83	17.93		
	2	16.71	17.17	17.27	17.36	17.48	17.57	17.64	17.75	17.84	17.95	18.02	18.10	18.21	18.30	18.40	18.48	18.58		
	3	17.25	17.68	17.80	17.90	18.00	18.08	18.18	18.27	18.38	18.46	18.55	18.63	18.73	18.83	18.93	19.02	19.10		
	4	17.80	18.26	18.37	18.45	18.55	18.63	18.73	18.83	18.93	19.02	19.10	19.20	19.29	19.40	19.49	19.56	19.67		
	5	18.21	18.67	18.77	18.87	18.97	19.06	19.14	19.24	19.34	19.44	19.52	19.61	19.70	19.81	19.90	19.99	20.06		
	6	18.71	19.17	19.26	19.37	19.47	19.55	19.66	19.73	19.86	19.93	20.02	20.11	20.21	20.29	20.40	20.48	20.58		
	7	19.20	19.67	19.74	19.87	19.97	20.04	20.14	20.23	20.35	20.42	20.50	20.62	20.70	20.78	20.88	20.98	21.08		
	8	19.61	20.06	20.16	20.25	20.38	20.46	20.56	20.65	20.73	20.84	20.91	21.03	21.12	21.19	21.28	21.38	21.49		
	9	20.15	20.63	20.71	20.80	20.90	21.01	21.11	21.18	21.27	21.37	21.48	21.56	21.64	21.72	21.84	21.94	22.02		
	10	20.70	21.16	21.23	21.35	21.47	21.55	21.63	21.71	21.81	21.93	22.01	22.10	22.18	22.28	22.39	22.48	22.57		
	11	21.35	21.80	21.92	22.00	22.10	22.18	22.28	22.39	22.48	22.57	22.65	22.75	22.84	22.95	23.03	23.11	23.22		
	12	22.01	22.48	22.57	22.65	22.76	22.86	22.96	23.04	23.12	23.23	23.31	23.42	23.51	23.59	23.70	23.77	23.88		
28	1	16.43	16.91	17.03	17.12	17.20	17.32	17.42	17.51	17.61	17.68	17.82	17.91	18.00	18.09	18.19	18.30	18.40		
	2	17.19	17.67	17.79	17.90	17.99	18.08	18.18	18.27	18.39	18.47	18.58	18.67	18.77	18.86	18.97	19.07	19.15		
	3	17.86	18.37	18.45	18.55	18.63	18.74	18.85	18.94	19.04	19.13	19.24	19.34	19.44	19.53	19.62	19.72	19.85		
	4	18.51	19.01	19.09	19.20	19.29	19.41	19.50	19.57	19.69	19.76	19.80	19.99	20.06	20.17	20.26	20.39	20.47		
	5	19.07	19.55	19.66	19.74	19.87	19.97	20.04	20.14	20.24	20.36	20.45	20.53	20.64	20.73	20.84	20.94	21.04		
	6	19.61	20.10	20.20	20.29	20.40	20.49	20.59	20.68	20.78	20.88	20.99	21.10	21.17	21.27	21.37	21.49	21.58		
	7	20.15	20.65	20.73	20.85	20.94	21.06	21.14	21.21	21.33	21.45	21.54	21.62	21.70	21.81	21.93	22.02	22.11		
	8	20.70	21.18	21.27	21.38	21.49	21.59	21.66	21.76	21.90	21.98	22.08	22.16	22.26	22.36	22.47	22.57	22.65		
	9	21.35	21.84	21.94	22.03	22.12	22.23	22.33	22.42	22.54	22.61	22.72	22.80	22.92	23.02	23.10	23.22	23.30		
	10	22.01	22.50	22.59	22.70	22.78	22.91	22.99	23.08	23.20	23.28	23.38	23.48	23.56	23.69	23.76	23.88	23.98		
	11	22.76	23.28	23.35	23.46	23.54	23.67	23.74	23.83	23.95	24.04	24.15	24.22	24.31	24.44	24.53	24.63	24.73		
	12	23.55	24.05	24.15	24.23	24.34	24.46	24.54	24.63	24.74	24.82	24.92	25.02	25.14	25.22	25.31	25.42	25.53		
29*	1	16.86	17.37	17.49	17.59	17.67	17.79	17.90	18.00	18.09	18.21	18.30	18.42	18.51	18.61	18.72	18.82	18.93		
	2	17.84	18.37	18.46	18.57	18.67	18.77	18.88	18.98	19.08	19.18	19.28	19.40	19.50	19.58	19.70	19.81	19.91		



SCHEDULE M CWA Bargaining Unit Employees Only

as denote 180-day probationary period. All other ranges have a 120-day probationary period.
 by 80 for biweekly pay and by 2080 for annual salary
 1As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Ramps	Step																				
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q			
		Base	6 yrs	6 yrs	7 yrs	8 yrs	8 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	18 yrs	20 yrs			
	3	18.61	19.15	19.26	19.39	19.49	19.56	19.68	19.77	19.83	20.00	20.09	20.20	20.29	20.41	20.50	20.62	20.71			
	4	19.44	19.91	20.01	20.11	20.22	20.34	20.42	20.52	20.64	20.73	20.84	20.94	21.06	21.15	21.23	21.35	21.47			
	5	20.04	20.59	20.70	20.80	20.90	21.01	21.12	21.20	21.30	21.40	21.53	21.62	21.71	21.84	21.95	22.03	22.13			
	6	20.70	21.30	21.40	21.49	21.54	21.62	21.71	21.84	21.95	22.04	22.13	22.26	22.35	22.47	22.57	22.65	22.76			
	7	21.33	21.99	22.09	22.18	22.27	22.37	22.48	22.59	22.70	22.78	22.91	23.00	23.10	23.22	23.30	23.42	23.52			
	8	22.01	22.54	22.62	22.74	22.84	22.95	23.04	23.13	23.25	23.36	23.45	23.55	23.66	23.75	23.84	23.95	24.06			
	9	22.76	23.28	23.38	23.50	23.59	23.70	23.78	23.90	24.02	24.12	24.20	24.30	24.42	24.50	24.62	24.73	24.82			
	10	23.59	24.08	24.18	24.27	24.40	24.49	24.59	24.69	24.80	24.89	25.00	25.13	25.21	25.31	25.42	25.53	25.63			
	11	24.34	24.84	24.94	25.06	25.16	25.26	25.36	25.46	25.57	25.67	25.75	25.85	25.96	26.07	26.16	26.27	26.37			
	12	25.19	25.69	25.77	25.90	26.01	26.10	26.21	26.31	26.41	26.52	26.62	26.73	26.83	26.94	27.04	27.14	27.25			
30*	1	17.48	18.02	18.11	18.23	18.35	18.46	18.57	18.67	18.79	18.91	19.01	19.11	19.23	19.34	19.46	19.55	19.67			
	2	18.47	19.03	19.13	19.24	19.35	19.47	19.58	19.68	19.81	19.91	20.01	20.13	20.23	20.35	20.46	20.57	20.67			
	3	19.50	20.04	20.15	20.25	20.36	20.48	20.59	20.70	20.81	20.91	21.04	21.15	21.23	21.36	21.46	21.56	21.67			
	4	20.47	21.04	21.14	21.22	21.35	21.46	21.58	21.68	21.78	21.92	22.01	22.12	22.23	22.34	22.47	22.57	22.68			
	5	21.24	21.81	21.94	22.03	22.13	22.26	22.38	22.48	22.59	22.70	22.79	22.94	23.03	23.12	23.23	23.35	23.47			
	6	22.01	22.57	22.66	22.77	22.90	23.00	23.10	23.22	23.34	23.44	23.54	23.68	23.78	23.88	24.01	24.10	24.20			
	7	22.76	23.31	23.43	23.53	23.66	23.76	23.88	23.98	24.09	24.19	24.28	24.42	24.53	24.63	24.75	24.85	24.97			
	8	23.53	24.12	24.21	24.31	24.44	24.55	24.66	24.76	24.88	24.99	25.12	25.21	25.31	25.42	25.56	25.65	25.73			
	9	24.34	25.12	25.21	25.31	25.44	25.55	25.66	25.77	25.87	25.98	26.08	26.17	26.30	26.41	26.52	26.63	26.75			
	10	25.09	25.82	25.93	26.03	26.14	26.25	26.36	26.46	26.57	26.67	26.79	26.89	27.01	27.10	27.23	27.32	27.47			
	11	25.87	26.61	26.71	26.81	26.92	27.03	27.14	27.24	27.35	27.45	27.57	27.67	27.79	27.89	28.01	28.10	28.23			
	12	26.77	27.51	27.61	27.71	27.82	27.93	28.04	28.14	28.25	28.35	28.47	28.57	28.69	28.79	28.91	29.00	29.13			
31*	1	18.14	18.73	18.83	18.96	19.09	19.21	19.34	19.46	19.58	19.69	19.83	19.92	20.03	20.15	20.26	20.40	20.50			
	2	19.35	19.93	20.04	20.16	20.27	20.41	20.52	20.65	20.75	20.88	21.01	21.12	21.21	21.35	21.46	21.59	21.69			
	3	20.37	21.05	21.14	21.26	21.37	21.52	21.62	21.72	21.85	21.96	22.10	22.20	22.33	22.44	22.57	22.67	22.79			
	4	21.36	22.13	22.26	22.36	22.50	22.61	22.74	22.85	22.98	23.09	23.22	23.31	23.44	23.55	23.69	23.78	23.92			
	5	22.46	23.14	23.26	23.41	23.52	23.66	23.75	23.88	24.01	24.12	24.22	24.34	24.47	24.57	24.69	24.81	24.92			
	6	23.58	24.15	24.24	24.38	24.51	24.62	24.74	24.85	24.98	25.12	25.21	25.31	25.43	25.55	25.67	25.78	25.93			
	7	24.84	25.14	25.23	25.35	25.46	25.61	25.70	25.85	25.94	26.08	26.17	26.30	26.42	26.53	26.65	26.76	26.88			
	8	25.68	26.14	26.25	26.40	26.51	26.63	26.76	26.87	26.99	27.10	27.23	27.32	27.45	27.57	27.70	27.80	27.92			
	9	26.57	27.15	27.26	27.40	27.50	27.62	27.75	27.86	27.97	28.11	28.22	28.31	28.44	28.57	28.68	28.80	28.93			
	10	27.77	28.35	28.46	28.60	28.70	28.82	28.95	29.06	29.19	29.30	29.43	29.52	29.65	29.76	29.89	30.01	30.13			
	11	28.98	29.59	29.69	29.83	29.93	30.04	30.16	30.28	30.42	30.51	30.64	30.75	30.88	30.99	31.09	31.23	31.34			
	12	29.35	29.99	30.09	30.23	30.33	30.47	30.58	30.71	30.83	30.97	31.04	31.17	31.29	31.41	31.54	31.67	31.80			
32*	1	14.63	20.13	20.25	20.40	20.50	20.65	20.77	20.89	21.04	21.16	21.27	21.44	21.54	21.65	21.76	21.93	22.04			
	2	20.68	21.51	21.62	21.75	21.90	22.01	22.13	22.26	22.40	22.54	22.64	22.77	22.91	23.03	23.16	23.28	23.42			
	3	22.14	22.78	22.94	23.06	23.18	23.30	23.44	23.56	23.70	23.80	23.95	24.03	24.19	24.31	24.47	24.57	24.72			
	4	23.25	24.00	24.12	24.23	24.34	24.51	24.63	24.76	24.88	25.01	25.15	25.26	25.39	25.53	25.65	25.76	25.92			
	5	24.36	25.20	25.32	25.46	25.60	25.70	25.88	25.98	26.10	26.23	26.36	26.49	26.61	26.75	26.87	26.99	27.11			
	6	25.59	26.19	26.35	26.46	26.60	26.74	26.85	26.98	27.10	27.24	27.37	27.49	27.61	27.75	27.87	27.99	28.13			
	7	26.87	27.31	27.52	27.66	27.80	27.93	28.05	28.16	28.23	28.35	28.50	28.60	28.72	28.85	28.97	29.10	29.23			
	8	27.77	28.41	28.55	28.67	28.79	28.93	29.05	29.18	29.30	29.44	29.54	29.68	29.80	29.94	30.06	30.18	30.32			
	9	28.39	29.24	29.38	29.49	29.61	29.74	29.87	30.01	30.11	30.25	30.36	30.49	30.61	30.74	30.87	31.01	31.14			
	10	30.30	30.83	31.06	31.21	31.32	31.44	31.58	31.71	31.82	31.98	32.09	32.22	32.33	32.45	32.58	32.72	32.85			
	11	31.65	32.28	32.41	32.55	32.68	32.80	32.94	33.05	33.19	33.31	33.45	33.58	33.71	33.82	33.95	34.08	34.20			
	12	33.04	33.67	33.81	33.95	34.04	34.18	34.32	34.44	34.58	34.72	34.82	34.98	35.08	35.19	35.30	35.41	35.56			
	13	34.36	35.12	35.24	35.40	35.48	35.62	35.76	35.89	36.03	36.15	36.27	36.40	36.54	36.65	36.78	36.92	37.04			
33*	1	21.08	21.75	21.92	22.03	22.17	22.31	22.47	22.59	22.74	22.87	23.02	23.13	23.29	23.43	23.56	23.71	23.84			
	2	23.54	23.22	23.36	23.50	23.66	23.78	23.92	24.05	24.19	24.31	24.46	24.60	24.75	24.88	25.03	25.17	25.29			
	3	27.93	24.62	24.78	24.89	25.03	25.18	25.31	25.47	25.61	25.71	25.88	26.02	26.14	26.29	26.43	26.57	26.71			
	4	25.28	25.96	26.10	26.23	26.39	26.51	26.65	26.79	26.93	27.07	27.22	27.36	27.48	27.63	27.77	27.90	28.05			
	5	26.57	27.25	27.40	27.54	27.69	27.86	27.97	28.09	28.23	28.36	28.51	28.65	28.79	28.93	29.06	29.20	29.33			



SCHEDULE M CWA Bargaining Unit Employees Only

Steps 1-13 denote 180-day probationary period. All other ranges have a 120-day probationary period.
 Steps 1-13 denote 180-day probationary period. All other ranges have a 120-day probationary period.
 Pay by 80 for biweekly pay and by 2080 for annual salary
 As by using both schedule, range, and step (e.g., B041, B052, etc.)

Effective 1/1/2015

Range	Step	Salary																			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q			
		Base	3 yrs	6 yrs	7 yrs	8 yrs	9 yrs	10 yrs	11 yrs	12 yrs	13 yrs	14 yrs	15 yrs	16 yrs	17 yrs	18 yrs	19 yrs	20 yrs			
	6	27.77	28.45	28.60	28.72	28.89	29.01	29.16	29.29	29.44	29.59	29.71	29.86	30.00	30.13	30.27	30.42	30.54			
	7	28.98	29.88	29.82	29.85	30.11	30.23	30.38	30.50	30.65	30.79	30.90	31.06	31.22	31.34	31.48	31.63	31.77			
	8	30.36	30.98	31.14	31.27	31.41	31.54	31.70	31.81	31.95	32.10	32.25	32.37	32.53	32.67	32.80	32.94	33.07			
	9	31.85	32.33	32.50	32.65	32.78	32.91	33.04	33.18	33.31	33.46	33.59	33.72	33.86	34.00	34.15	34.29	34.43			
	10	33.04	33.72	33.89	34.00	34.15	34.28	34.43	34.56	34.72	34.83	34.96	35.12	35.25	35.41	35.55	35.68	35.82			
	11	34.38	35.16	35.37	35.48	35.59	35.73	35.88	36.01	36.15	36.28	36.44	36.57	36.69	36.84	37.00	37.10	37.25			
	12	36.04	36.75	36.90	37.00	37.10	37.21	37.40	37.58	37.71	37.85	38.01	38.12	38.26	38.43	38.55	38.70	38.83			
	13	37.67	38.36	38.50	38.65	38.79	38.92	39.08	39.19	39.33	39.48	39.62	39.74	39.89	40.04	40.18	40.30	40.45			
34*	1	22.87	23.83	23.77	23.93	24.00	24.22	24.39	24.54	24.68	24.85	24.99	25.15	25.26	25.43	25.61	25.72	25.92			
	2	24.81	25.24	25.40	25.58	25.70	25.87	26.02	26.18	26.32	26.46	26.62	26.76	26.92	27.07	27.23	27.35	27.54			
	3	26.88	26.84	27.01	27.15	27.30	27.45	27.60	27.76	27.89	28.07	28.21	28.35	28.52	28.66	28.81	28.97	29.15			
	4	27.55	28.28	28.45	28.60	28.78	28.91	29.06	29.21	29.37	29.51	29.67	29.82	29.95	30.12	30.27	30.43	30.57			
	5	28.88	29.70	29.87	30.01	30.16	30.31	30.48	30.62	30.76	30.92	31.05	31.23	31.36	31.52	31.69	31.81	31.97			
	6	30.30	31.05	31.22	31.37	31.52	31.66	31.80	31.96	32.11	32.21	32.41	32.57	32.72	32.87	33.05	33.18	33.33			
	7	31.85	32.30	32.58	32.71	32.87	33.02	33.18	33.31	33.47	33.61	33.78	33.94	34.05	34.22	34.38	34.53	34.68			
	8	33.44	33.80	33.98	34.10	34.27	34.41	34.54	34.72	34.84	35.01	35.15	35.32	35.46	35.60	35.78	35.91	36.05			
	9	34.48	35.23	35.41	35.55	35.71	35.85	35.99	36.15	36.29	36.45	36.60	36.74	36.92	37.05	37.21	37.36	37.51			
	10	36.06	36.82	36.90	37.10	37.25	37.43	37.57	37.71	37.87	38.03	38.17	38.34	38.48	38.64	38.78	39.03	39.11			
	11	37.67	38.44	38.58	38.74	38.90	39.05	39.18	39.33	39.49	39.64	39.78	39.90	40.10	40.24	40.41	40.56	40.70			
	12	38.44	40.18	40.32	40.48	40.64	40.77	40.94	41.09	41.23	41.41	41.54	41.69	41.84	42.03	42.14	42.30	42.47			
	13	41.18	41.97	42.11	42.26	42.42	42.55	42.71	42.85	43.00	43.17	43.30	43.48	43.63	43.75	43.93	44.09	44.22			
35*	1	24.87	25.68	25.87	26.03	26.17	26.36	26.52	26.67	26.85	27.03	27.19	27.36	27.52	27.69	27.85	28.00	28.18			
	2	26.64	27.46	27.63	27.79	27.95	28.13	28.28	28.45	28.64	28.79	28.97	29.13	29.29	29.45	29.61	29.77	29.94			
	3	28.57	29.20	29.38	29.52	29.70	29.87	30.03	30.18	30.37	30.51	30.69	30.86	31.02	31.18	31.37	31.52	31.68			
	4	30.60	30.82	30.94	31.15	31.32	31.48	31.65	31.80	31.97	32.14	32.30	32.49	32.64	32.80	32.98	33.12	33.29			
	5	31.67	32.08	32.58	32.72	32.91	33.06	33.22	33.40	33.55	33.71	33.90	34.03	34.22	34.38	34.54	34.72	34.88			
	6	32.04	33.88	34.02	34.16	34.37	34.52	34.69	34.84	35.02	35.17	35.37	35.50	35.67	35.85	36.01	36.18	36.33			
	7	34.43	35.31	35.47	35.62	35.81	35.96	36.14	36.29	36.49	36.62	36.81	36.98	37.11	37.29	37.47	37.62	37.78			
	8	36.04	36.69	37.05	37.21	37.39	37.55	37.70	37.87	38.04	38.20	38.39	38.52	38.71	38.89	39.05	39.19	39.34			
	9	37.67	38.49	38.69	38.82	39.00	39.16	39.30	39.46	39.65	39.82	39.99	40.14	40.31	40.49	40.66	40.79	40.96			
	10	39.44	40.34	40.42	40.56	40.73	40.91	41.08	41.23	41.42	41.57	41.74	41.89	42.07	42.23	42.39	42.55	42.72			
	11	41.18	42.02	42.10	42.34	42.52	42.69	42.84	43.00	43.15	43.32	43.48	43.63	43.82	44.02	44.18	44.34	44.51			
	12	43.07	43.87	44.05	44.20	44.38	44.54	44.71	44.87	45.04	45.19	45.38	45.54	45.70	45.85	46.00	46.16	46.35			
	13	45.12	45.80	46.11	46.27	46.44	46.61	46.79	46.93	47.12	47.28	47.44	47.60	47.78	47.94	48.10	48.25	48.42			
36*	1	27.63	27.60	28.11	28.26	28.45	28.65	28.81	29.00	29.18	29.37	29.53	29.71	29.81	30.00	30.26	30.45	30.62			
	2	28.87	28.89	30.10	30.33	30.51	30.70	30.89	31.06	31.25	31.42	31.60	31.78	31.96	32.14	32.32	32.52	32.69			
	3	30.43	31.82	32.03	32.20	32.37	32.56	32.73	32.93	33.08	33.28	33.47	33.68	33.82	33.99	34.17	34.37	34.55			
	4	32.72	33.81	33.81	33.88	34.15	34.35	34.52	34.72	34.90	35.07	35.24	35.43	35.60	35.78	35.95	36.15	36.31			
	5	34.45	35.37	35.85	35.72	35.90	36.09	36.26	36.45	36.61	36.81	37.00	37.14	37.35	37.51	37.69	37.91	38.05			
	6	36.88	36.98	37.13	37.33	37.50	37.68	37.85	38.04	38.21	38.42	38.55	38.76	38.94	39.13	39.28	39.49	39.65			
	7	37.87	38.57	38.76	38.93	39.13	39.38	39.48	39.65	39.83	40.02	40.21	40.37	40.57	40.72	40.95	41.10	41.27			
	8	39.44	40.21	40.52	40.63	40.89	41.08	41.21	41.42	41.58	41.76	41.97	42.12	42.31	42.49	42.68	42.94	43.01			
	9	41.18	42.10	42.28	42.47	42.66	42.83	42.99	43.19	43.35	43.55	43.72	43.89	44.09	44.24	44.44	44.62	44.79			
	10	43.07	43.98	44.14	44.29	44.51	44.69	44.85	45.04	45.20	45.38	45.59	45.76	45.93	46.11	46.29	46.48	46.65			
	11	45.12	46.02	46.19	46.37	46.55	46.76	46.91	47.12	47.27	47.47	47.65	47.81	48.00	48.19	48.37	48.55	48.71			
	12	47.21	48.12	48.29	48.47	48.65	48.85	49.01	49.19	49.37	49.54	49.74	49.89	50.06	50.26	50.46	50.63	50.80			
	13	49.39	50.29	50.48	50.65	50.84	51.02	51.21	51.36	51.56	51.74	51.94	52.09	52.28	52.46	52.64	52.82	53.01			
83	7	16.43	16.83	16.69	16.97	17.06	17.13	17.20	17.29	17.37	17.47	17.54	17.60	17.66	17.77	17.84	17.90	18.00			
	8	16.83	17.27	17.35	17.43	17.51	17.59	17.65	17.75	17.83	17.91	17.99	18.06	18.11	18.21	18.26	18.39	18.46			
	9	17.32	17.75	17.83	17.91	17.99	18.06	18.13	18.22	18.30	18.38	18.46	18.53	18.60	18.69	18.77	18.85	18.90			



Appendix E



SCHEDULE OF BENEFITS

(effective 1-1-09)

This is only a schedule of the Benefits, please refer to the Plan Document for a complete understanding of the Benefits of this Plan. (<http://utoledo.edu/depts/hr/main/benefits/healthcarebenefits.html>)

Coverage Classification: All Eligible Employees who elect coverage under this Plan. **All Covered Expenses** are subject to Reasonable and Customary guidelines.

PLAN PROVISIONS	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
LIFETIME MAXIMUMS			
• Plan Per Covered Person	\$2,000,000	\$1,000,000	No Benefit
• Acquisition of Human Organ Per Covered Person	\$15,000		No Benefit
• TMJ Per Covered Person	\$750		No Benefit
• Inpatient Chemical Dependency/Substance Abuse	60 day Lifetime Benefit Maximum		No Benefit
DEDUCTIBLES (Does not apply to the Calendar Year Out-of-Pocket Maximum)			
• Calendar Year Per Covered Person (applies to all services unless specified otherwise)	\$100	\$300	No Benefit
• Per Family of Two (2)	\$200	\$600	No Benefit
• Calendar Year Per Family of Three (3) or more (applies to all services unless specified otherwise)	\$300	\$900	No Benefit



COVERAGE CATEGORIES	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
OUT-OF-POCKET MAXIMUM (Copayments for Emergency Room, Urgent Care Facilities, and Physician office visits (Primary Care Physicians and Specialists) will <u>not</u> accumulate toward satisfying these yearly maximums. Deductibles do <u>not</u> apply to the Calendar Year Out-of-Pocket Maximum.) <ul style="list-style-type: none"> • Calendar Year Per Covered Person 	\$1,000	\$4,000	No Benefit
<ul style="list-style-type: none"> • Calendar Year Per Family of Two (2) 	\$2,000	\$6,000	No Benefit
<ul style="list-style-type: none"> • Calendar Year Per Family of Three (3) or more 	\$3,000	\$8,000	No Benefit

SCHEDULE OF BENEFITS

All Covered Expenses are subject to Reasonable and Customary guidelines

PLAN PROVISIONS	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
COPAYMENTS (Does not apply to Calendar Year Deductible or Out-of-Pocket Maximums) <ul style="list-style-type: none"> • Emergency Room Facility per visit (Copayment waived if admitted within 48 hours) 	\$75 Copayment Balance paid at 90% Subject to Calendar Year Deductible	\$75 Copayment Balance paid at 90% Subject to Calendar Year Deductible	\$75 Copayment Balance paid at 90% Subject to Calendar Year Deductible
<ul style="list-style-type: none"> • Urgent Care Facilities per visit 	\$35 Copayment	\$35 Copayment	\$35 Copayment Balance paid at



COVERAGE CATEGORIES	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
	Balance paid at 90% Subject to Calendar Year Deductible	Balance paid at 90% Subject to Calendar Year Deductible	90% Subject to Calendar Year Deductible
<ul style="list-style-type: none"> • Primary Care Providers Physician Office Visit Copayment per visit Includes General Practitioners, Internists, OB/GYN and Pediatricians <i>(Excluding Mental Health, Chemical Dependency/Substance Abuse, and Preventive Care)</i> 	\$15 Copayment Balance paid at 100% Not Subject to Calendar Year Deductible	70% to \$4,000 Out-of-Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible	No Benefit
<ul style="list-style-type: none"> • Specialty Physician Services Physician Office Visit Copayment per visit <i>(Excluding Mental Health, Chemical Dependency/ Substance Abuse, and Preventive Care)</i> 	\$30 Copayment Balance paid at 100% Not Subject to Calendar Year Deductible.	70% to \$4,000 Out-of-Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible	No Benefit
<ul style="list-style-type: none"> • Allergy Serum/Injection 	\$15 Copayment, (if billed with an Office Visit) Balance paid at 100% (100% coverage when not billed with an Office Visit) Not Subject to Calendar Year Deductible, \$1,000 Annual Benefit Maximum	No Benefit (If Office Visit is billed, Office Visit coverage may be reimbursed at the applicable Non-Network Physician Services level.)	No Benefit
<ul style="list-style-type: none"> • Allergy Testing 	\$30 Copayment Balance paid at 100%(if billed	No Benefit (If Office Visit is	No Benefit



COVERAGE CATEGORIES	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
	with an Office Visit) (100% coverage when not billed with an Office Visit) Not Subject to Calendar Year Deductible \$500 Annual Benefit Maximum	billed, Office Visit coverage may be reimbursed at the applicable Non- Network Physician Services level.)	
<ul style="list-style-type: none"> • Ambulance (Air/Ground) 	\$25 Copayment, Balance paid at 90% Subject to Calendar Year Deductible	\$25 Copayment, Balance paid at 70% Subject to Calendar Year Deductible	No Benefit
<ul style="list-style-type: none"> • Chemotherapy <i>(Provided in a Physician's Office)</i> 	\$15 (Primary Care Physician) or \$30 (Specialist) Copayment 100% up to \$150 Balance paid at 90% Subject to Calendar Year Deductible	70% to \$4,000 Out-of- Pocket Annual Maximum per covered person; Balance paid at 100% Subject to Calendar Year Deductible	No Benefit
<ul style="list-style-type: none"> • Neuro/Muscular Manipulations or Adjustments (Combined with Kinesiotherapy provided at the University of Toledo Kinesiology Center) 	\$15 (Primary Care Physician) or \$30 (Specialist) Copayment Balance paid at 100% up to \$1,000 Annual Benefit Maximum Not Subject to Calendar Year Deductible	70% up to \$500 Annual Benefit Maximum Subject to Calendar Year Deductible No benefit for Non- Network Kinesiotherapy	No Benefit
BENEFIT PERCENTAGES <ul style="list-style-type: none"> • Inpatient Hospital Facility Services <i>(Requires Prior Authorization)</i> 	90% to \$1,000 Out of Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year	70% to \$4,000 Out-of- Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar	No Benefit



PROVISIONS	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
	Deductible	Year Deductible	
<ul style="list-style-type: none"> • Convalescent/Skilled Nursing Facility Services <i>(Requires Prior Authorization)</i> 	90% to \$1,000 Out of Pocket Annual Maximum per covered person Balance paid at 100% 120 day Benefit Maximum Subject to Calendar Year Deductible	70% to \$4,000 Out-of-Pocket Annual Maximum per covered person Subject to Calendar Year Deductible Balance paid at 100% 120 day Benefit Maximum	No Benefit
<ul style="list-style-type: none"> • Outpatient Hospital Facility Services <i>(Requires Prior Authorization for certain services—refer to Section III, "Other Designated Services Requiring Prior Authorization")</i> 	90% to \$1,000 Out of Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible	70% to \$4,000 Out-of-Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible	No Benefit
<ul style="list-style-type: none"> • Free Standing Surgical Facilities or Ambulatory Surgical Facilities 	90% to \$1,000 Out of Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible	70% to \$4,000 Out-of-Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible	No Benefit
<ul style="list-style-type: none"> • All Other Physician Services, Unless Otherwise Specified in the Plan <ul style="list-style-type: none"> • Surgeon • Anesthetist • Assistant Surgeon <i>(Pays 20% of Surgical Allowance)</i> • Laboratory and X-Ray Services* 	90% to \$1,000 Out of Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible	70% Subject to Calendar Year Deductible Balance paid at 100%	No Benefit



COVERAGE CATEGORIES	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
<p>• Medical Testing*</p> <ul style="list-style-type: none"> • Inpatient Professional Physician visits • Pre-Admission Testing <p>* Note: If a Network provider uses a non-network provider to interpret the results of any diagnostic medical tests, x-rays or laboratory services – the plan will pay the non-network provider according to the non-network schedule of benefits.</p>			
<ul style="list-style-type: none"> • Emergency Room Physician 	90% Subject to Calendar Year Deductible Balance paid at 100%	90% Subject to Calendar Year Deductible Balance paid at 100%	No Benefit
<ul style="list-style-type: none"> • Inpatient Mental Health 	90% to \$1,000 Out of Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible	70% to \$4,000 Out-of-Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible	No Benefit
<ul style="list-style-type: none"> • Inpatient Chemical Dependency/ Substance Abuse 	90% to \$1,000 Out of Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible 30 day calendar year benefit maximum 60 day Lifetime Benefit Maximum	70% to \$4,000 Out-of-Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible 30 day calendar year benefit maximum 60 day Lifetime Benefit Maximum	No Benefit
<ul style="list-style-type: none"> • Outpatient Mental Health, Chemical Dependency/Substance Abuse (Requires Prior Authorization for 	90% to \$1,000 Out of Pocket Annual Maximum per covered person Balance paid at 100%	70% to \$4,000 Out-of-Pocket Annual Maximum per covered person	No Benefit



PROVISIONS	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
Outpatient Program (IOP)	Subject to Calendar Year Deductible 30 visit calendar year benefit maximum (for chem & Sub Abuse only)	Balance paid at 100% Subject to Calendar Year Deductible 30 visit calendar year benefit maximum (for chem & Sub Abuse only)	

SCHEDULE OF BENEFITS

All Covered Expenses are subject to Reasonable and Customary guidelines

PLAN PROVISIONS	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
• Hospice Care	90% Subject to Calendar Year Deductible Balance paid at 100%	70% Subject to Calendar Year Deductible Balance paid at 100%	No Benefit
• Durable Medical Equipment	90% Subject to Calendar Year Deductible Balance paid at 100%	70% Subject to Calendar Year Deductible Balance paid at 100%	No Benefit
• Therapies <i>(Provided in any Setting)</i> • Physical <i>(Limited to 15 visits per Calendar Year additional visits with Prior Authorization)</i> • Occupational <i>(Limited to 15 visits per Calendar Year additional visits with Prior</i>	90% to \$1,000 Out of Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible	70% to \$4,000 Out-of Pocket Annual Maximum per covered person Balance paid at 100% Subject to Calendar Year Deductible	No Benefit



COVERAGE CATEGORIES	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
<ul style="list-style-type: none"> • Speech <i>(Limited to 15 visits per Calendar Year)</i> 			
<ul style="list-style-type: none"> • Home Health Care <i>(Requires Prior Authorization)</i> 	90% Subject to Calendar Year Deductible	70% Subject to Calendar Year Deductible	No Benefit
<ul style="list-style-type: none"> • Chemotherapy <i>(Provided in an Outpatient Hospital Setting)</i> 	90% Subject to Calendar Year Deductible	70% Subject to Calendar Year Deductible	No Benefit
<ul style="list-style-type: none"> • Maternity Services 	Pays as any other condition	Pays as any other condition	No Benefit
<p>PREVENTIVE CARE SERVICES</p> <ul style="list-style-type: none"> • Preventive Care Services <i>(Infant/Birth through 12 month)</i> <i>(Includes all services related to preventive care)</i> 	100% up to \$1,500 per person per Calendar Year Balance paid at 90% Subject to Calendar Year Deductible	No Benefit	No Benefit
<ul style="list-style-type: none"> • Preventive Care Services <i>(Age 1 through age 9)</i> <i>(Includes all services related to preventive care)</i> 	100% up to \$600 per person per Calendar Year Balance paid at 90% Subject to Calendar Year Deductible	No Benefit	No Benefit
<ul style="list-style-type: none"> • Preventive Care Services <i>(Age 10 and greater)</i> 	100% up to \$600 per person per Calendar Year	No Benefit	No Benefit



SERVICES	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
<i>(services related to preventive care)</i>	Balance paid at 90% Subject to Calendar Year Deductible		
ANNUAL BENEFIT MAXIMUMS Per Covered Person (Subject to the applicable Copayments and Deductibles) <ul style="list-style-type: none"> • Outpatient Physical Therapy 	15 Visits (Additional visits may be available with Prior Authorization)		No Benefit
<ul style="list-style-type: none"> • Outpatient Speech Therapy 	15 Visits		No Benefit
<ul style="list-style-type: none"> • Outpatient Occupational Therapy 	15 Visits (Additional visits may be available with Prior Authorization)		No Benefit
<ul style="list-style-type: none"> • Skilled Nursing Facility <i>(Requires Prior Authorization)</i> 	120 Days		No Benefit
<ul style="list-style-type: none"> • Private Duty Nursing <i>(Medically Necessary Only - Requires Prior Authorization)</i> 	\$5,000		No Benefit



SIONS	Network PPO/POS	Non-Network PPO/POS	Non-Network EPO/HMO
<ul style="list-style-type: none"> Inpatient Chemical Dependency/Substance Abuse <i>(Requires Prior Authorization)</i> 	30 Days (One (1) inpatient day can be converted to two (2) outpatient visits with Prior Authorization)		No Benefit
<ul style="list-style-type: none"> Outpatient Mental Health, Chemical Dependency/Substance Abuse 	30 Visits		No Benefit
<ul style="list-style-type: none"> Neuro-Muscular Manipulation & Kinesiotherapy Therapy <i>(Kinesiotherapy covered only at the University of Toledo's Kinesiotherapy Center)</i> 	\$1,000	\$500 No benefit for Non-Network Kinesiotherapy	No Benefit
<ul style="list-style-type: none"> Allergy Serum/Injections 	\$1,000 No benefit out of network		No Benefit
<ul style="list-style-type: none"> Allergy Testing 	\$500 No benefit out of network		No Benefit
<ul style="list-style-type: none"> Preventive Care Services Routine Mammography 	One (1) Per Calendar Year No benefit out of network		No Benefit
<ul style="list-style-type: none"> Preventive Care Services Routine Pap Smear 	One (1) Per Calendar Year No benefit out of network		No Benefit



DESIGNATED SERVICES REQUIRING PRIOR AUTHORIZATION:

In order for certain services to be covered under this Plan, the services MUST be authorized in advance by the Plan's URO. These services include:

- Bone Marrow Transplants
- Human Organ Transplants
- Convalescent/Skilled Nursing Facility Care
- Home Health Services
- Sleep Lab Studies/Polysomnogram
- Private Duty Nursing
- Inpatient Rehabilitation Admissions
- Tens units
- Blepharoplasty
- Breast Surgeries
- Hyperbaric Oxygen
- MRIs
- Nasal and Sinus Surgery
- Physical or Occupational Therapy (for treatments exceeding fifteen (15) visits)
- Scar Revisions
- Uvulopalatopharyngoplasty (UPPP) (and all other surgical and non-surgical treatments for sleep disturbances)
- Intensive Outpatient Program (IOP) for Psychiatric/Chemical Dependency and Substance Treatment
- Elective Hospital Admissions
- Emergency Hospital Admissions



WELLNESS INCENTIVE

The University agrees to allow free diagnostic screening for employees and spouses and release time during work. The University agrees to pay \$60 annually in addition to the general increase for any employee who signs up for an annual wellness profile assessment / evaluation during the annual wellness incentive open enrollment period

**MONTHLY INSURANCE PREMIUM COST SHARING and
GENERAL WAGE INCREASE SCHEDULE**

<u>Contract Year</u>	<u>INSURANCE COST SHARING</u>	<u>WAGE ↑</u>
1/1/09 – 12/31/09	15% of 2008 total monthly rate	5%
1/1/10 – 12/31/10	* 15%	3%
1/1/11 – 12/31/11	*15%	3%

* Cap of no more than a 10% increase over the previous years' employee monthly contribution

* Existing part timers on the payroll as of 12/31/08 who are currently enrolled in the health insurance will pay 15% for the life of the agreement. All new hires, transfers to a part time position, or new part time enrollees as of 1/1/09 will pay 20%.



PRESCRIPTION DRUGS

(Program Provided by Plan's Pharmacy Third Party Administrator)

All inquiries regarding the Prescription Drug Program please call the phone number identified on your Prescription Drug Benefit ID card.

Effective January 1, 2009

Category	Off Campus Purchase Co-Payment	On Campus Purchase Co-Payment
Generic and selected over-the-counter drugs	\$11.00 per prescription (30-day supply)	\$6.00 per prescription (30-day supply) \$15.00 per prescription (90-day supply)
Formulary (Brand)	20% per prescription (30-day supply)	\$15.00 per prescription (30-day supply) \$28.00 per prescription (90-day supply)
Non-Formulary (Brand)	40% per prescription (30-day supply)	\$30.00 per prescription (30-day supply) \$56.00 per prescription (90-day supply)
<p>Note: Co-payments for prescription drugs do not apply to the Calendar Year Deductible or Out-of-Pocket Maximum</p>		



January 1, 2010

Category	Off Campus Purchase Co-Payment	On Campus Purchase Co-Payment
Generic and selected over-the-counter drugs	\$11.00 per prescription (30-day supply)	\$6.60 per prescription (30-day supply) \$16.50 per prescription (90-day supply)
Formulary (Brand)	20% per prescription (30-day supply)	\$16.50 per prescription (30-day supply) \$30.80 per prescription (90-day supply)
Non-Formulary (Brand)	40% per prescription (30-day supply)	\$33.00 per prescription (30-day supply) \$61.10 per prescription (90-day supply)
<p>Note: Co-payments for prescription drugs do not apply to the Calendar Year Deductible or Out-of-Pocket Maximum</p>		

Effective January 1, 2011

Category	Off Campus Purchase Co-Payment	On Campus Purchase Co-Payment
Generic and selected over-the-counter drugs	\$11.00 per prescription (30-day supply)	\$7.26 per prescription (30-day supply) \$18.15 per prescription (90-day supply)
Formulary (Brand)	20% per prescription (30-day supply)	\$18.15 per prescription (30-day supply) \$33.88 per prescription (90-day supply)
Non-Formulary (Brand)	40% per prescription (30-day supply)	\$36.30 per prescription (30-day supply) \$67.21 per prescription (90-day supply)
<p>Note: Co-payments for prescription drugs do not apply to the Calendar Year Deductible or Out-of-Pocket Maximum</p>		



Appendix F



of Policy: Sexual harassment and other forms of harassment.



Policy Number: 3364-50-01

Approving Officer: President

Responsible Agent: University Inclusion Officer, Office of Inclusion

Scope: All University of Toledo Campuses

Revision date: February 6, 2014

Original effective date: December 1, 2007

	New policy proposal	<u>X</u>	Minor/technical revision of existing policy
	Major revision of existing policy		Reaffirmation of existing policy

(A) Policy summary

The University is committed to maintaining an environment of equity and respect that is free from sexual harassment and other harassment prohibited by this policy to enable all employees and students to perform to their highest level of potential. Harassment prohibited by this policy impedes the realization of the University's mission of distinction in education, scholarship and service. Members of the University community have the collective responsibility to eliminate harassment prohibited by this policy through education and by encouraging all members of the University community to report concerns or complaints.

Harassment prohibited by this policy by or towards a member of the University community is prohibited. Employees who violate this policy will be subject to discipline up to and including termination. Students who violate this policy will be subject to discipline up to and including expulsion. Prompt corrective measures will be taken to stop harassment prohibited by this policy whenever it occurs.

Member of the University community means any University of Toledo faculty member, student, or staff member, or other individual engaged in any University activity or program, whether on or off campus.

(B) What is sexual harassment?¹

(1) Definition

¹ Other forms of harassment are discussed in section (C) of this policy.



Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- (a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic status.
- (b) Submission to or rejection of such conduct by an individual is used as the basis for employment or educational decision affecting such individual; or
- (c) Such conduct has the purpose or effect of interfering with the individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment; or of interfering with one's ability to participate in or benefit from a class or educational program or activity. For hostile work or learning environment allegations, the investigator(s) will consider whether a reasonable person in light of all the circumstances would consider the conduct at issue so severe or pervasive as to unreasonably interfere with the complainant's employment or educational environment.

Sexual harassment can occur between any individuals associated with the University, e.g., employees, supervisors, coworkers, faculty members, students and staff.

The University does not wish to interfere with anyone's personal life. However, conduct away from the University community can still affect the University community. Accordingly, the definition above and the examples of sexual harassment below apply to behavior during working hours and non-working hours, including University-sponsored programs, seminars, conferences, business trips or business related social events, and conduct that occurs directly or indirectly via telephone or other electronic communication through the internal or external mail system (including email) and other forms of communication. Additionally, this policy extends to members of the University community whether on or off campus. This includes, but is not limited to behaviors which may occur on professional practice assignments, clinical assignments, while attending activities as a representative of the University of Toledo, while representing the University in the community or at a University sanctioned or sponsored event. It also includes off-campus activities that are connected to the educational process of the University.

(2) Examples of sexual harassment

Examples of sexual harassment include, but are not limited to:

- (a) Unwelcome physical touching or sexual assault, sexual battery, sexual coercion;
- (b) Unwelcome sexual propositions, invitations, solicitations, and flirtations;



- (c) Direct or implied threats that submission to sexual advances will be a condition of employment, work or academic status, promotion, grades, or letters of recommendation;
- (d) Direct or implied promises that submission to sexual advances will lead to employment or educational benefits of any kind;
- (e) Unwelcome verbal expressions of a sexual nature, including graphic sexual comments about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, jokes or innuendos; unwelcome suggestive or insulting sounds or whistles;
- (f) The display of inappropriate sexually oriented materials in a location where others can view them or communicated through email or other forms of communication;
- (g) A pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort or humiliation to another; or
- (h) Unwelcome remarks speculating about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history.

(C) Other prohibited harassment

(1) Introduction

The University is committed to preventing and remedying other prohibited harassment, in addition to sexual harassment.

Prohibited harassment is defined as any verbal or physical conduct of an offensive, intimidating or threatening nature when such conduct is based on or directed at an individual's sex, race, color, ancestry, national origin, religion, disability, age, military or veteran status, sexual orientation, gender identity and expression, political affiliation, genetic information, or any other unlawful or prohibited basis.

(2) Prohibited conduct

Examples of prohibited conduct may include, but are not limited to: offensive statements, insults, epithets, or jokes; physically threatening behavior directed at another individual; using any form of communication to insult, demean or threaten another individual (including email or internet postings such as on Facebook, etc.); and/or other verbal or physical conduct if any of the above conduct is based on or directed at an individual's protected classification, as listed above. All such harassment is strictly prohibited.

Harassment prohibited by this policy can occur during working hours and non-working hours, including University-sponsored programs, seminars, conferences, business trips or business related social events, and conduct that occurs directly or indirectly via telephone or other electronic communication through the internal or external mail system (including email) and other forms of communication.



Additionally, this policy extends to members of the University community whether on or off campus. This includes, but is not limited to behaviors which may occur on professional practice assignments, clinical assignments, while attending activities as a representative of the University of Toledo, while representing the University in the community or at a University sanctioned or sponsored event. It also includes off-campus activities that are connected to the educational process of the University.

(3) Complaint procedure

Any person who believes that he or she has been subject to harassment prohibited by this policy should follow the complaint procedures discussed in this policy. The University will follow the same procedures for other prohibited harassment as it follows for complaints of sexual harassment.

(D) Procedures

Individuals who believe that they have been subject to harassment prohibited by this policy may: 1) get information and assistance; 2) file an informal complaint; 3) file a formal complaint, or 4) file an anonymous complaint.

(1) Getting information and assistance

- (a) For information and assistance, contact an office or person listed below. Depending on the information provided, the University may be required to take further action to investigate:
 - (i) The Office of Inclusion: Scott Park ASC 1000, 419-530-2508 (phone); 419-530-8402 (fax); or on the web at (<http://www.utoledo.edu/offices/oid/index.html>)
 - (ii) One of the trained Harassment Advocates. This list can be accessed at <http://www.utoledo.edu/offices/oid/harassmentadvisors.html>.
 - (iii) The office of the Dean of Students: 2509 Student Union, 419-530-2256.
- (b) Counseling or support. The role of the offices listed below is to provide counseling or support only, not to investigate. Information shared with these offices will be considered confidential to the extent permitted by federal and state law which may require disclosure particularly in the instance when a crime may have been committed:
 - (i) All students can contact the University Counseling Center 419-530-2426 and request a clinical consultation.

(2) How to file a complaint

The University encourages any person who believes he or she has been subjected to harassment prohibited by this policy to file an informal verbal complaint or a formal written complaint. Individuals should make every effort to file a complaint as soon as possible. Complaints must be filed within 300 days after the behavior at issue. Please note that the 300 day time frame for filing a formal, informal, or



anonymous complaint with the University does not relieve an individual from the requirement of filing a charge of discrimination within the statutory time frame applicable to the Ohio Civil Rights Commission, the Equal Employment Opportunity Commission, or any other external agencies if the individual chooses to file with those agencies.

The Office of Inclusion and/or its designees are the only members of the University community who are authorized to act upon, investigate, and recommend sanction or discipline for violations of this policy. Other faculty or staff receiving complaints of harassment (except those listed above as providing counseling and support only) prohibited by this policy must immediately forward them to the Office of Inclusion.

(a) Informal complaints

An informal complaint is a verbal complaint made to the Office of Inclusion. Upon receiving the complaint, the University Inclusion Officer or the Officer's designee will meet with the individual lodging the complaint and together they decide upon the appropriate action. The Inclusion Officer has the authority to convert the informal complaint to a written complaint, taking into consideration the complainant's wishes. If the complainant continues to ask that his or her name or other identifiable information not be revealed, the University will evaluate that request in the context of its responsibility to provide a safe and nondiscriminatory environment for the University community.

All resolutions will be handled by the Office of Inclusion. Any breach of the terms of an informal resolution agreement may result in disciplinary action.

Informal resolution should not include requiring the complainant to meet directly with the accused without University involvement. The complainant has the option of terminating the informal resolution and filing a formal complaint under this policy.

(b) Formal complaints

The formal written complaint form can be obtained from the Office of Inclusion or online at: <http://www.utoledo.edu/offices/oid/pdf/hcf.pdf>

Upon receiving a formal written complaint of prohibited harassment, the Office of Inclusion or its designee will consider whether any action should be taken in the investigatory phase to protect the complainant from further prohibited harassment or retaliation. This includes, but is not limited to, a change of job assignment or a change of class schedule. In making such a determination, the Office of Inclusion should consult with the individual filing the complaint prior to making the determination as to the best course of action.



The complainant, respondent, and appropriate department or office will be notified by the Office of Inclusion of the nature of the allegations, the University's prohibited harassment policy, and prohibitions against retaliation.

(c) Anonymous complaints

Anonymous complaints can be made to the University's anonymous reporting line 1-888-416-1308. The University's options for investigating or resolving anonymous reports may be limited because of the unique challenges they present including the inability to assess the reporter's veracity and the lack of the ability to obtain additional information from the reporter. However, the University will attempt to take action on anonymous reports to the extent possible.

(3) Rights and responsibilities

(a) Retaliation prohibited

No person who files a complaint under this policy or participates in an investigation of a complaint under this policy will suffer any form of retaliation. The University is committed to preventing retaliation and complaints of retaliation will be taken seriously. Retaliation may be found even if the underlying complaint of harassment is found to have no merit. Complaints of retaliation are to be reported to and investigated by the Office of Inclusion.

(b) False allegations prohibited

It is a violation of this policy to knowingly make false accusations of sexual or other prohibited harassment. Failure to prove a claim of sexual or other prohibited harassment is not equivalent to a false allegation. Sanctions may be imposed on individuals who knowingly make false accusations of sexual or other prohibited harassment or knowingly give false information during an investigation under this policy.

(c) Discrimination and harassment complaints and proceedings will be handled with discretion and respect for those involved to the extent possible, consistent with due process, University policy, and applicable federal and state law.

(4) Investigation procedure—what happens after a complaint is filed?

(a) Once the investigation is initiated, the Office of Inclusion will assign one or more investigator(s). All investigator(s) involved must have training or experience in handling complaints of sexual harassment and sexual violence, in the University's grievance procedures, and training regarding applicable confidentiality requirements.



- (i) The University will not wait for the conclusion of a separate criminal investigation or proceeding to begin its own investigation and, if necessary, take immediate steps to protect the complainant in the educational or employment setting.
- (b) Interviews. Complainants or relevant witnesses who are interviewed may request to be accompanied by another person; however, those individuals who accompany the complainant or relevant witnesses are not permitted to participate in the interview process. In cases where bargaining unit members are being interviewed and discipline may result, the bargaining unit representative will be permitted to attend and participate.
- (c) Standard of review. The investigator(s) will use existing legal standards when determining whether a violation of this policy has occurred. The standard of review used will be preponderance of the evidence. However, it is recognized that violations of institutional policies, procedures, bylaws, core values, and collective bargaining agreements may not rise to the level above. The violations will, however, be subject to investigation and individual(s) may be subject to discipline up to and including termination in accordance with those policies, procedures, bylaws, core values, and applicable collective bargaining agreements even if the above standard is not met.

All employees have a duty to participate and assist the Office of Inclusion in conducting investigations. Employees and students have a duty to respond truthfully. Failure to comply with reasonable requests for information may subject the individual to discipline up to and including termination or dismissal.

- (5) Resolutions—what happens after the investigation?
 - (a) Investigation report and findings.
 - (i) The investigating team will prepare and submit a written summary of the investigation to the University Inclusion Officer. The investigating team will conclude the investigation and issue a report within 60 working days of the complaint being filed. If necessary, the Inclusion Officer may extend deadlines by notifying the parties.
 - (ii) Findings: The University Inclusion Officer will review the summary and discuss it with the appropriate administrator(s). After the summary is reviewed and discussed, the University Inclusion Officer will submit a final written recommendation.
 - (a) If the accused is an employee in a non-academic department, the recommendation will be forwarded to the Vice President for Human Resources.
 - (b) If the accused is a student, the recommendation will be forwarded to The Office of Student Conduct. The Student Code of Conduct will then be followed.



(1) Introduction

Romantic and/or sexual relationships between individuals in a supervisory, teaching, evaluation, advising, coaching, or counseling relationship may constitute a conflict of interest. Faculty/Staff and other regular employment appointments within the University of Toledo are deemed to have an inherent institutional power which can differ in instances involving students. The person in the position of higher institutional authority has the responsibility to eliminate the conflict of interest. The conflict of interest must be eliminated in a way which minimizes potential for harming the person with lower institutional authority. Recognizing the spontaneity with which consensual relationships may develop, the timing of remedial action must demonstrate compliance with the intent of this paragraph.

When the facts establish that an institutional power differential existed within the relationship and an allegation of sexual harassment results, the University will closely scrutinize a defense that the relationship was consensual.

(2) Prohibited Relationships

(a) Involving Students, Residents, Interns, and Fellows

Romantic and/or sexual relationships are prohibited whenever there are supervisory, teaching, evaluation, advising, coaching, or counseling responsibilities between: 1) administrators, faculty, staff, graduate or undergraduate teaching assistants and students; 2) attending physicians and medical residents, interns, or fellows or 3) medical residents and medical students. Alternative academic and/or supervisory arrangements must be made to avoid being in a prohibited relationship; if alternative arrangements are not feasible, the relationship cannot continue.

(b) Involving Employees

Romantic and/or sexual relationships between supervisor and employee are prohibited. No person involved in a romantic and/or sexual relationship will have direct responsibility for evaluating the performance or for making decisions regarding the hiring, promotion, tenure, compensation, discipline, or termination of the other party to the relationship. Supervisors, including faculty supervisors, must take immediate steps to make alternative arrangements regarding their supervisory responsibility for the other party to avoid a conflict of interest. If alternative arrangements are not feasible, the relationship cannot continue.

(c) Alternative Arrangements

Alternative arrangements include removing any supervisory, teaching, evaluation, advising, coaching, or mentoring relationships between the person with institutional power and the student or employee. The



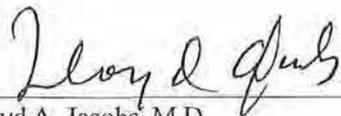
alternative arrangements should avoid negative consequences for the student or employee. If alternative arrangements are not feasible, the relationship cannot continue.

(3) Important Advisory Statement on Romantic/Sexual Relationships

Even if the relationship is not prohibited by the above provisions, individuals in positions of power should be aware that romantic or sexual relationships with students or employees pose a legal risk to both the individual and the institution and may result in either disciplinary action up to and including termination or removal.

There are special risks in any sexual or romantic relationship between individuals in inherently unequal positions of power. These relationships may be subject to concerns about the validity of consent and unfair treatment of other students or employees. Such relationships can undermine the atmosphere of trust essential to the educational process and the employment relationship. They may, moreover, be less consensual than the individual whose position confers power believes. The apparent consensual nature of the relationship is inherently suspect due to the fundamental asymmetry of power in the relationship and it thus may be difficult to establish consent as a defense to a complaint of sexual harassment. Even when both parties consented at the outset to a romantic or sexual involvement, this past consent does not remove grounds for or preclude a charge or subsequent finding of sexual harassment based upon subsequent unwelcome conduct.

For all of these reasons, the University discourages all romantic and/or sexual relationships between faculty and students, even when those relationships do not officially violate this policy.

Approved by:  Lloyd A. Jacobs, M.D. President February 6, 2014 Date	Policies Superseded by This Policy: <i>Previous 3364-50-01 Sexual harassment and other forms of harassment, effective April 2, 2013</i> Initial Effective Date: December 1, 2007 Review/Revision Date: April 29, 2011; October 22, 2012; April 2, 2013; February 6, 2014 Next Review Date: February 6, 2017
<i>Reviewed by. Sexual Harassment Task Force; Office of Inclusion; Office of Legal Affairs</i>	



NDIX

University of Toledo does not discriminate on the basis of sex in any of its educational programs or activities, including in admission to or employment by the University, and is required by Title IX not to discriminate in such a manner. The University's Title IX Coordinator is responsible for coordinating the University's efforts to comply with and carry out its responsibilities under Title IX, including any investigation of any complaint communicated to the University alleging its noncompliance with Title IX or alleging any actions which would be prohibited by Title IX. Inquiries concerning the application of title IX to the University may be referred to the University's Title IX Coordinator or to the Assistant Secretary of the Office for Civil Rights, United States Department of Education.

The University of Toledo's Title IX Coordinator is:

Kevin D. West, University Inclusion Officer
Scott Part Campus, Academic Services Center, Room 1000

2801 W. Bancroft St. MS 405
Toledo, Ohio 43606

Telephone: 419.530.4053
Fax: 419.530.2924
Email: kevin.west2@utoledo.edu

Office for Civil Rights, United States Department of Education:

Cleveland Office
U.S. Department of Education
Office for Civil Rights, Region XV
1350 Euclid Avenue, Suite 325
Cleveland, OH 44115
Telephone: 216.522.4970
Fax: 216.522.2573; TDD: 800.877.8339
Email: OCR.Cleveland@ed.gov

U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of
Education Bldg
400 Maryland Avenue, SW
Washington, DC 20202-1100
Telephone: 800.421.3481
Fax: 202.453.6012; TDD: 800.877.8339
Email: OCR@ed.gov



Appendix G



Name of Policy: <u>Equal opportunity policy.</u>		
Policy Number: 3364-50-02		
Approving Officer: President		
Responsible Agent: University Inclusion Officer, Office of Inclusion		
Scope: All University of Toledo Campuses		Revision date: February 6, 2014 Effective date: December 1, 2007
<input type="checkbox"/> New policy proposal	<input checked="" type="checkbox"/>	Minor/technical revision of existing policy
<input type="checkbox"/> Major revision of existing policy	<input type="checkbox"/>	Reaffirmation of existing policy

(A) Policy statement

The University of Toledo has declared a policy of providing equal opportunity in all policies and procedures affecting employment and education. In conjunction with the objectives of the policy and in accordance with the various local, state, and federal laws, rules and regulations, the university is committed to providing employment and educational opportunities without regard to race, color, religion, sex, age, national origin, ancestry, sexual orientation, gender identity and expression, military or veteran status, the presence of a disability, genetic information, familial status, political affiliation and participation in protected activities. The university commits to:

- (1) Recruit, hire train, promote, and compensate persons in all job titles, without regard to race, color, religion, sex, age, national origin, ancestry, sexual orientation, gender identity and expression, military or veteran status, the presence of a disability, genetic information, familial status, political affiliation and participation in protected activities.
- (2) Ensure that personnel actions such as progressive discipline, transfers, layoffs, return from layoff, university sponsored training and education, social and recreation programs, will be administered without regard to race, color, religion, sex, age, national origin, ancestry, sexual orientation, gender identity and expression, military or veteran status, the presence of a disability, genetic information, familial status, political affiliation and participation in protected activities.
- (3) Provide equal educational opportunities to all individuals desirous of such education who meet the statutory, regulatory and administrative requirements of the university and the state of Ohio. The qualifications for



admission, educational assistance and financial assistance or any other student services shall be administered without regard to race, color, religion, sex, age, national origin, ancestry, sexual orientation, gender identity and expression, military or veteran status, the presence of a disability, genetic information, familial status, political affiliation and participation in protected activities.

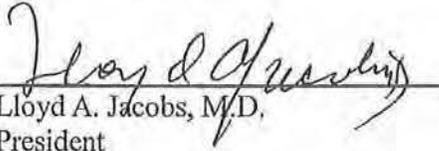
This policy is both a desire and obligation of the university when conducting all affairs. The University Inclusion Officer in the Office of Inclusion is responsible for the implementation of the university's affirmative action program

If you feel you have been discriminated against in either equal employment or equal educational opportunity, please direct your complaint to the Office of Inclusion, Academic Service Center (ASC), Room 1000 on the Scott Park Campus, (419) 530-2508.

An employee who becomes aware of or receives a complaint of discrimination in either equal employment or equal educational opportunity should report the problem to the Office of Inclusion, ASC 1000, Scott Park Campus, (419) 530-2508.

The following statement appears on all publications, brochures and literature issued by the university to reiterate the university's commitment:

The University of Toledo is committed to a policy of equal opportunity in education, employment, membership and contracts without regard to race, color, religion, sex, age, national origin, ancestry, sexual orientation, gender identity and expression, military or veteran status, the presence of a disability, genetic information, familial status, political affiliation and participation in protected activities. The University will take affirmative action as required by federal or state law.

<p>Approved by:</p> <p> Lloyd A. Jacobs, M.D. President</p> <p><u>February 6, 2014</u> Date University Inclusion Officer</p>	<p>Policies Superseded by This Policy:</p> <p><i>Previous 3364-50-02, effective date December 2, 2011</i></p> <p>Initial Effective Date: 12/1/2007 Review/Revision Date: December 2, 2011; February 6, 2014 Next Review Date: February 6, 2017</p>
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APPENDIX

Pursuant to Title IX, the University does not discriminate on the basis of sex in admission to or employment in its education programs or activities. The University has designated the following individual to coordinate its efforts to comply with and carry out its responsibilities under Title IX. Inquiries concerning the application of Title IX and its implementing regulations may be referred to the Title IX Coordinator identified below.

Kevin D. West, University Inclusion Officer & Title IX Coordinator
Scott Park, ASC 100
Mail Stop 405
Ph. 419-530-4053
Fax: 419-530-2924
E-mail: Kevin.West2@utoledo.edu

In addition, inquiries regarding Title IX and its implementing regulations may be directed to:

Office for Civil Rights, United States Department of Education

Cleveland Office
U.S. Department of Education
Office for Civil Rights, Region XV
1350 Euclid Avenue, Suite 325
Cleveland, OH 44115
Telephone: 216.522.4970
Fax: 216.522.2573; TDD: 800.877.8339
Email: OCR.Cleveland@ed.gov

U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of
Education Bldg
400 Maryland Avenue, SW
Washington, DC 20202-1100
Telephone: 800.421.3481
Fax: 202.453.6012; TDD: 800.877.8339
Email: OCR@ed.gov