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Title: **Verizon New Jersey Inc., Verizon Services Corp. and Communications Workers of America (CWA) (2000)**

K#: **5741**

Employer Name: **Verizon New Jersey Inc., Verizon Services Corp.**

Location: **NJ**

Union: **Communications Workers of America (CW**

IR# 5741 2,741 emps

AGREEEMENT

BETWEEN

COMMUNICATIONS WORKERS OF AMERICA

AND

VERIZON NEW JERSEY INC. AND VERIZON SERVICES CORP.

3/27/03

EFFECTIVE AUGUST 6, 2000

3.2.03

verizon

CWA

IC # 5741 2,741 ees

AGREEEMENT

BETWEEN

COMMUNICATIONS WORKERS OF AMERICA

AND

VERIZON NEW JERSEY INC. AND VERIZON SERVICES CORP.

3/24/03

EFFECTIVE AUGUST 6, 2000

to

8/2/03

verizon

CWA

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ARTICLE 2

RECOGNITION AND COLLECTIVE BARGAINING

Section 1. The Company recognizes Communications Workers of America as the exclusive bargaining representative of the nonsupervisory employees in the Traffic Department and Commercial Department and Marketing Department of the Company and acknowledges this Union as such representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment and for the purpose of entering into understandings and agreements with

employee leaves the employ of the Company or is transferred out of the bargaining unit.

Section 3. The Company each month will furnish the Secretary-Treasurer of the Union:

(a) A statement of the amounts deducted during the previous month from employees' pay in accordance with individual authorizations, the names of employees canceling or authorizing deductions during the previous month, a statement of adjustments due to deductions omitted for insufficient pay, changes in payroll codes, and changes in names of employees.
(b) A list showing for the previous month the names and payroll code numbers of bargaining unit employees engaged, reengaged or transferred, where such transfer involves a change in payroll code, including those promoted out of the bargaining unit. The Company agrees to furnish the Union with a current key to the payroll code numbers.

ARTICLE 5

UNION BULLETIN BOARDS

Section 1. Union bulletin boards of a size and type agreed upon by the Union and the Company and furnished by the Company will be located on Company premises at a place that is mutually satisfactory to both the Union and the Company.

The use of these bulletin boards shall be confined to factual notices and

M.E.P.	Company pays
Dental, Vision	Employee pays
Basic Group Life Insurance	Company pays
Dependent Group Life Insurance	Employee pays
Pension Base	N.C.S. date

ARTICLE 7

CLASSIFICATION AND TREATMENT OF PART-TIME EMPLOYEES
(Effective January 1, 1981)

Section 1. Except for payment for overtime hours worked, all hours worked by a part-time employee in PhoneCenter Stores, Bell Customer Service Centers, Bell Phone Booths (Kiosks), DM/DR (Direct Marketing/Direct Response) Centers and any equivalent retail sales or service center operations, and any employee who is transferred to or employed by any new unregulated subsidiary or affiliated entity in the Bell System shall be paid at the equivalent basic hourly rate for a comparable full-time employee working a normal daily tour in the same job title, classification, and work group. Payment to a part-time employee for hours worked in excess of an equivalent normal daily tour or workweek for a comparable full-time employee shall be at the applicable overtime rate for a comparable full-time employee based on such part-time employee's basic hourly rate. Any regular employee who is on the active payroll of the Company as of December 31, 1980, and who works part time on or after January 1, 1981, shall thereafter continue, during the current term of employment, to be paid on the same basis as was applicable to such a part-time employee on December 31, 1980.

Section 2. The classification of a part-time employee is based on the employee's "part-time equivalent workweek" which shall be determined prospectively by dividing the employee's total normally scheduled hours per month by 4.35 and rounding the result to the next higher whole number. (Illustration: 68 hours per month divided by 4.35 equals 15.6, rounded to a "part-time equivalent workweek" classification of 16).

Section 3. The "part-time equivalent workweek" classification of each part-time employee shall be reviewed by the Company no less often than every six (6) months on April 1 and October 1 of each year and adjusted on a prospective basis, if appropriate. In determining whether such adjustment is appropriate, the Company will consider the actual average number of hours worked per month during the preceding six (6) month period and the likelihood that such number of work hours will continue for a reasonably foreseeable period of time except that any hours worked which are paid at the overtime rate shall not be counted in computing the average number of hours worked.

Section 4. For employees who are hired on or after January 1, 1981, and

Section 2. During the life of this Agreement, the Company may make a change in the terms of the existing "Verizon Pension Plan" and the "Sickness and Accident Disability Benefit Plan" which would increase or enlarge the benefits or privileges provided thereunder for employees in the bargaining unit, provided it shall have first notified the Union and shall have afforded the Union sixty (60) days from the date of such notification for bargaining on the proposed change.

Section 3. Any claims that changes in the terms in the existing "Verizon Pension Plan" and the "Sickness and Accident Disability Benefit Plan" have diminished or reduced the benefits or privileges provided thereunder for employees in the bargaining unit may be presented at a conference between the duly authorized collective bargaining representatives of the Union and the Company and, if not resolved by the parties at such conference, may be submitted to arbitration pursuant to the provisions of this Agreement. Nothing herein shall be construed to subject the "Verizon Pension Plan" and the "Sickness and Accident Disability Benefit Plan," or their administration, or the terms of a proposed change in the Plans, to arbitration.

ARTICLE 9

NEW JOB TITLES AND JOB CLASSIFICATIONS

Whenever the Company determines it appropriate to create a new job title or job classification in the bargaining unit, or to restructure or redefine an existing one, it shall proceed as follows:

1. The Company shall notify the Union in writing of such job title or classification and shall furnish a job description of the duties and the wage rates and schedules initially determined for such job titles and classifications. Such wage rates and schedules shall be designated as temporary. Following such notice to the Union, the Company may proceed to staff such job titles or classifications.
2. The Union shall have the right, within thirty (30) days from the receipt of notice from the Company, to initiate negotiations concerning the initial wage rates or schedules established by the Company.
3. If negotiations are not so initiated, the initial wage rates and schedules set by the Company shall remain in effect and the temporary designation removed.
4. If agreement is reached between the parties within the sixty (60) days following the Union's receipt of notice from the Company concerning the initial wage rates and schedules, the agreed upon wage rates and schedules shall be retroactive to the date the change or new job was implemented.
5. If negotiations are initiated pursuant to paragraph 2, above, and if the parties are unable to reach agreement within sixty (60) days following receipt of notice from the Company, the Union may, within thirty (30) days of the expiration of the sixty (60) day period for negotiations, demand that the issue of an appropriate schedule of wage rates be submitted for resolution to a neutral third party. Within seven (7) days of such demand, each party will submit its final proposed schedule of wage rates to the other party, which cannot thereafter be changed.

6. The neutral third party shall be selected by mutual agreement of the parties. If

3. The feasibility of the Company providing training for other assignments for the employees affected. (Example: sponsorship of typing training on Company time).

The Committee shall not formulate policy or arrive at binding decisions or agreements, but rather shall be charged with the responsibility to develop facts and recommendations so that the Company can make well-informed decisions regarding the matters covered by this provision.

ARTICLE 12

INCOME SECURITY PLAN

Section 1. If during the term of this Agreement, the Company notifies the Union in writing that technological change (defined as changes in equipment or methods of operation) has or will create a surplus in any job title in a work location which will necessitate layoffs or involuntary permanent reassignments of regular employees to different job titles involving a reduction in pay or to work locations requiring a change of residence, or if a force surplus necessitating any of the above actions exists for reasons other than technological change and the Company deems it appropriate, regular employees who have at least one (1) year of net credited service may elect, in the order of seniority, and to the extent necessary to relieve the surplus, to

Prior to proceeding to a layoff resulting from a surplus in any particular title, location, and work group the Companies will offer an enhanced ISP Termination allowance equal to two (2) times the normal ISP Termination Allowance (e.g., up to a maximum of **$66,000.00 Dollars**) in the surplus title and location. The Companies may also offer Enhanced ISP where the Income Security Plan may be offered. The Companies may limit acceptances to the number of surplus and this Enhanced ISP offer would be in lieu of obligations, if any, the Companies may have to offer regular ISP.

Other conditions generally applicable to ISP - the thirty (30) day election period, lump sum payment provisions, the forty-eight (48) monthly payment schedule, the ISP Expense Allowance, proration provisions, repayment upon reemployment and lack of arbitrability - will also apply to Enhanced ISP.

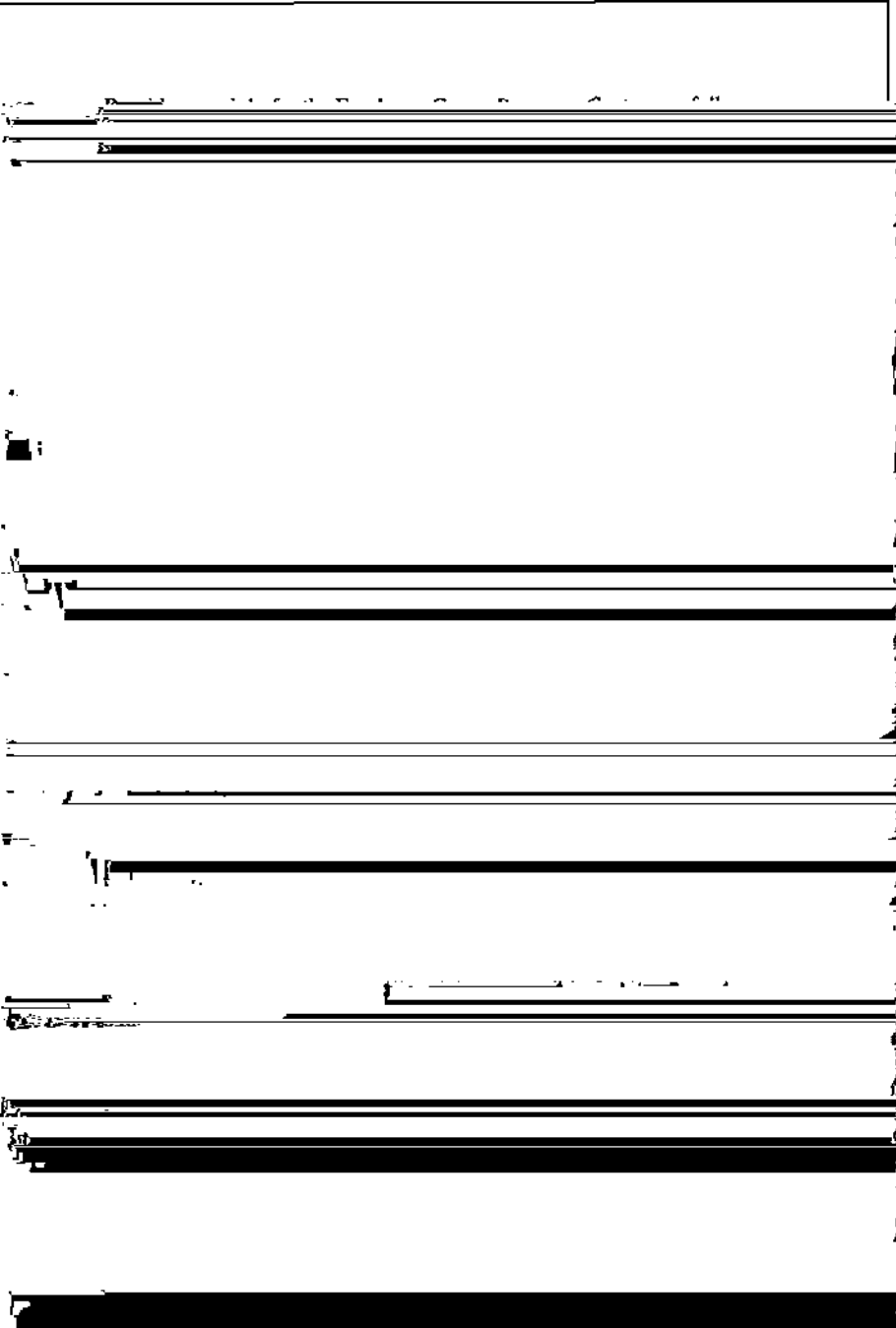
For any offer under the Income Security Plan which was communicated to employees prior to the "the Date of this Memorandum" and which either initially or in a subsequent communication offered employees represented by the Union an Enhanced ISP benefit, there will be a waiver of the normal requirement that employees be permitted to have at least thirty (30) calendar days from the date of any such offer (or any such revised offer) to apply for the benefit or to revoke an application for the benefit.

Employees who terminated employment prior to "the Date of this Memorandum" under an Income Security Plan offer whose terms expressly stated that an Enhanced ISP Termination Allowance would apply if contractually permitted will receive an adjustment to reflect such Enhanced ISP Termination Allowance as set forth in this section.

ARTICLE 13

REASSIGNMENT PAY PROTECTION PROGRAM (RPPP)

Section 1. If the Company notifies the Union that a need exists to adjust force and employees are reassigned or voluntarily transferred in lieu of others



- Liaison with Company departments (e.g., Operations, Labor Relations, MAP/Upgrade and Transfer Bureaus) to develop recommendations for:

  - placement of employees whose jobs are being displaced, including job specific test training;
  - placement of employees whose jobs are being restructured or redefined to a wage schedule with a lower maximum wage rate;
  - out-placement services for employees when necessary.

2. Participation
Employee participation in the services of the Center will be voluntary, and time spent by employees in the Center will be outside scheduled working hours and not paid or considered as time worked for any purpose. However, employees who have been declared surplus or in a group that has been declared surplus may be allowed to participate on Company-paid time when specifically authorized and approved by Management. Employees who are voluntarily separated under an ISP offer or laid-off during the life of the Agreement may utilize the services of the Center for a period not to exceed six (6) months from the date of separation.

3. Administration
Subject to the oversight and potential enhancement responsibility of the Executive Council, the Companies will continue to have on-going responsibility for the administration of the Centers, as well as the other employment security programs currently offered, including but not limited to,their number, location and budget.

4. Cost
The Company will pay all operating costs of the Centers. The Company will also continue to support and fund existing training and retraining programs (e.g., Tuition Assistance, ATLAS/P.M. Education, Returning to Learning).

5. Effect on Other Contract Provisions
Nothing in this program will supersede the applicable promotion, transfer or other provisions of the contract.

Over the life of the **2000** contract period, the Advisory Committee on Health Care shall assume the following additional duties:

- to review vendor statement of work, service contract and performance reports on disability and FMLA administration. The service contract shall be disclosed only after execution of non-disclosure agreements by ACHC members. The Company will require the vendor to provide performance reports on disability and FMLA administration semi-annually;
- to review and select IME vendor/agencies for use in the IME (Independent Medical Examiner) process (IME must be independent);
- to review overall disability patterns, trends, and general administrative problem areas. The ACHC shall not review individual cases, except as examples which will assist in the overall review process, nor shall they discuss or attempt to influence the adjudication of any individual employee's claims for benefits;
- to review ERISA claims and appeals tracking data (not to include review of individual cases);
- to review SADBP and FMLA vendor problems and performance and recommend solutions to the Company Benefits and Labor Relations executives;
- to review and recommend required employee communications on disability and FMLA;

The ACHC shall not formulate policy or arrive at binding decisions or agreements, but rather shall be charged with the responsibility to develop facts and recommendations so that the Company can make well-informed decisions regarding disability and FMLA administration.

To address the above needs, the Company and the Union agree to continue the Advisory Committee on Health Care at the regional level. The Working Committee shall have a total of not more than six (6) management representatives from the **Verizon** Network Services Companies and not more than three (3) representatives appointed by the Communications Workers of America (CWA) and three (3) from the International Brotherhood of Electrical Workers (IBEW). It is anticipated that the representatives of the Companies and the Unions will be subject matter experts. As needed, outside experts (e.g., representatives of carriers and third-party administrators) shall attend the Committee meetings.

The Committee shall meet from time to time, but at least quarterly.

The Committee shall develop facts and use consensus to make recommendations so that the Company can make well-informed decisions regarding the matters covered by this provision. The Committee may recommend substantive changes in health care plans and/or methods of administration for consideration by the Company.

This Letter of Understanding will remain in effect until **August 2, 2003**. Thereafter, this Letter of Understanding can be cancelled upon 30 days notice to either party. Unless so cancelled, this Letter of Understanding will continue indefinitely, without regard

the term of this Agreement, the Company will change the amount of the reimbursement accordingly effective on the first of the second month following the publication of the change by the IRS, but in no event prior to the effective date of the IRS increase.

This shall apply to reimbursement for authorized incidental use and not use of personal automobiles which are required as a condition of employment.

ARTICLE 19

DIFFERENTIAL FOR USE OF BILINGUAL SKILLS

An employee will be paid an hourly differential in the amount of 3.5% of the employee's basic hourly wage rate for all scheduled or nonscheduled hours or partial hours (including overtime) during which the employee is assigned to provide bilingual services to customers or to provide translation services for the Company. Only employees who qualify as proficient on the appropriate test for the language being used will be eligible to be assigned such work, and to receive this differential. Employees who were assigned such duties during the term of the 1998 contracts, but who have not qualified as proficient on the appropriate test, will be grandfathered until September 1, 2003, to become test-qualified, during which time they may continue to be assigned such duties.

The bilingual differential will enter into computations of overtime pay in accordance with applicable law on overtime on differentials.

ARTICLE 20

TUITION ASSISTANCE PLAN

Effective January 1, 2000, the annual caps, under the Tuition Assistance Plan, on tuition assistance for associates, will be adjusted, as follows:

- **There will be no caps for regular full-time and regular full-time term associates.**
- **The annual cap for regular part-time associates and regular part-time term associates, will be $3,500.00.**
  - **For courses of study and curricula directly related to career paths within the Companies, the annual maximum for tuition and approvable fees is $3,500.00.**
  - **No more than $1,800.00 of the $3,500.00 annual maximum may be allocated to courses of study and curricula which relate to career paths external to the Companies.**
  - **Any employee who, as of the effective date of this Agreement, has an approved educational plan exceeding these limits will not be subject to the limits set forth above, provided there is no change in the approved educational plan.**

All other applicable provisions of the Companies' Tuition Assistance Plan are unaffected.

ARTICLE 21

AMENDMENTS

Section 1. The complete understanding between the Union and the Company has been set forth in this Agreement. Any amendment to this Agreement or any interpretation of the true intent and meaning of the provisions of this Agreement officially and mutually agreed to by the two parties concerned shall be committed to writing and signed by the duly authorized representatives of the parties in order to be binding.

Section 2. All written agreements and understandings between the parties, and supplements and amendments thereto, dealing with rates of pay, wages, hours of employment and other conditions of employment, bearing dates

August 6, 2000

Ms. M. L. Buckley, CWA Representative
Communications Workers of America, AFL-CIO
1030 St. Georges Avenue – Suite 304
Avenel, NJ 07001

RE: ADVERTISING AND CLASSIFYING JOB VACANCIES

Dear Ms. Buckley:

The Company agrees that effective January 1, 2001, all regular full-time, regular part-time, and temporary Associate Vacancy Requests (AVRs) submitted to the Associate Staffing Center will be advertised for ten (10) business days via STAR (or any future system which replaces or complements STAR). This replaces the 8/11/98 job advertising *commitment in New Jersey.*

The Company also reaffirms that the designations "internal" and "external" will not be placed on Associate Vacancy Requests (AVR). In addition, the Company reaffirms that the best-qualified candidate, whether internal or external, will be selected to fill a job vacancy. With regard to internal candidates, seniority will continue to be considered in accordance with existing contractual provisions.

Very truly yours,

(Original Signed By)
F. C. Lunney

(Original Signed By)
Mike Walsh

I CONCUR: (Original Signed By)
M. L. Buckley

LETTER OF UNDERSTANDING - "VADI"

A condition of the Federal Communications Commission's approval of the merger between Bell Atlantic and GTE is the creation of a separate data affiliate ("SDA") to provide certain data services. The parties understand that the SDA, Verizon Affiliated Data Incorporated ("VADI") will need to employ employees who are currently employed by some former Bell Atlantic Network Services Companies in bargaining units represented by the CWA ("Union"). The Network Services Companies and the Union hereby agree that bargaining unit employees of the Network Services Companies may be transferred, on a voluntary basis, to employment at VADI, which shall be treated as a transfer between employers within the same bargaining unit. Simultaneous with such transfers, VADI will recognize the Union as the exclusive bargaining representative of the transferred employees, and the collective bargaining agreement that governed employees' terms and conditions of employment immediately prior to the change in employer will be amended to add VADI as a party to the agreement effective as of the date of the first employee's transfer. (If VADI's corporate name is changed, the new name will be substituted for VADI.)

VADI employees will continue to be covered by any promotion, lateral or downgrade plans (as well as all other rights) available to employees of [illegible]

Ms. M. L. Buckley, CWA Representative
Communications Workers of America, AFL-CIO
1030 St. Georges Avenue – Suite 304
Avenel, NJ 07001

RE: FOUR DAY WORK WEEK TRIAL

Dear Ms. Buckley:

For six (6) months following the ratification of this Agreement, Four-Day Work Week Trials will be implemented in Company jurisdictions under the following terms:

The Company and the Union mutually recognize that, in certain administrative groups, it may be beneficial to the employees and in the

Pay allowances for absent time (including sickness absence) occurring during four-day trials will be subject to the conditions specified in this Agreement. When pay treatment is calculated on a daily (as opposed to hourly or weekly) basis, a scheduled day of a four-day trial and a scheduled day of a five-day normal work week will each count as one full day, except with respect to vacations and employee designated excused work day calculations.

Vacation and employee designated excused work days will be assessed in proportion to the ratio between the hours actually scheduled on the tour in question and the hours scheduled on each tour of a five day normal work week for the employee's administrative group. For example, if a 37.5-hour employee scheduled to work three 10-hour days and one 7.5 hour day takes a vacation day on a 10 hour day, all 10 hours (or 1.33 vacation days) will be charged. If that same employee takes a vacation day on the 7.5-hour day, 7.5 hours (or one vacation day) will be charged.

For calendar weeks containing holidays recognized under the Agreement (including floating holidays) or Company designated excused work days, the Company will revert to a five-day schedule.

Subject to the above, four-day trials will be administered in accordance with the applicable provisions of the Local Agreements. The parties may meet locally and discuss other administrative issues raised with respect to the four-day work week. These provisions will become effective upon ratification.

Unless renewed or amended by mutual agreement, these four day work

August 6, 2000

Ms. M. L. Buckley, CWA Representative
Communications Workers of America, AFL-CIO
1030 St. Georges Avenue – Suite 304
Avenel, NJ 07001

RE: JOB TITLE REVIEW COMMITTEE

Dear Ms. Buckley:

The parties agree that within three (3) months after ratification of this Memorandum of Understanding, a joint Union-Company Job Title Review Committee will be established. The objectives of this committee will be (1) to identify job classifications which perform substantially the same or very similar duties, but which carry different designations, and (2) to attempt to reach agreement on a single designation for each such job title to be recommended to the Company and Union bargaining committee(s) for the affected bargaining unit(s). A non-exclusive list of examples of titles which may qualify for this consideration appears on "Attachment A".

The Committee will be composed of five (5) representatives from the Company and its affiliates and a total of five (5) from the Unions. There will be one (1) representative from each of the three affected CWA Districts; to the extent that job titles represented by a Local of the IBEW are involved, the parties agree to invite one (1) representative from each such Local to discuss the re-designation of those titles. The Committee will meet a total of at least five (5) times during the years 2000 and 2001 combined.

Any recommendation to use a common designation will not change or otherwise affect the job content or wage rate of any of the involved titles.

Very truly yours,

(Original Signed By)
F. C. Lunney

(Original Signed By)
Mike Walsh

I CONCUR: (Original Signed By)
M. L. Buckley

JOB TITLE REVIEW – ATTACHMENT A

TITLE	DC	MD	VA	WV	DE	PA	NJ
Assignment Technician						X	
Exchange Layout Assigner							X
Apprentice Technician							X
Assistant Technician	X	X	X	X		X	
Cable Splicing Technician	X	X	X	X			
Facilities Technician							X
Splicing Technician					X	X	
Central Office Technician	X	X	X	X			
Network Technician							X
Switching Equipment Tech.					X	X	
Coin Box Collector							X
Coin Telephone Collector	X	X	X	X	X	X	
Maintenance Administrator	X	X	X	X	X	X	
Repair Service Clerk							X
RCMAC Clerk	X	X	X	X			X
Translations Administrator					X	X	
Telephone Canvasser-Business					X	X	
Telemarketing Rep.	X	X	X	X			X
Systems Tech. – Operations							X
Systems Tech. – All Others	X	X	X	X	X	X	
Communications Rep.	X	X	X	X			
Customer Sales Rep.							X
Automotive Equipment Tech.	X	X	X	X	X		

PART 2

TRAFFIC EMPLOYEES ONLY

This Part contains all Contract provisions that apply to Traffic employees only.

ARTICLE 50

TABLE OF MINIMUM AND MAXIMUM BASIC
WEEKLY WAGE RATES BY TITLE

EFFECTIVE 08/06/2000

TITLE	EMP. GROUP	MINIMUM BASIC WEEKLY HIRING RATE	MAXIMUM BASIC WEEKLY WAGE RATE	PENSION BAND
Administrative Representative	A	$351.00	$770.00	110
Attendant	A	307.00	619.00	103
Network Services Coordinator	A	410.00	853.00	113
Operator	A	340.00	701.00	*107
# Operator-A	A	340.00	701.00	*107
Pantry Attendant	A	308.50	621.00	103
Records Clerk (SS-1)	B	344.00	707.00	107
Senior Service Analyst-Traffic	A	351.00	770.00	110
Service Analyst (S-1)	B	348.50	750.00	109
Service Assistant	A	353.50	748.00	109
Staff Clerk (SS-2)	B	353.50	735.50	108
Storeroom Attendant	A	314.00	644.50	104
	EFFECTIVE 08/05/2001			
Administrative Representative	A	$361.50	793.00	110
Attendant	A	316.00	637.50	103
Network Services Coordinator	A	422.50	878.50	113
Operator	A	350.00	728.00	108
# Operator-A	A	350.00	728.00	108
Pantry Attendant	A	318.00	639.50	103
Records Clerk (SS-1)	B	354.50	728.00	107
Senior Service Analyst-Traffic	A	361.50	793.00	110
Service Analyst (S-1)	B	359.00	772.50	109
Service Assistant	A	364.00	770.50	109
Staff Clerk (SS-2)	B	364.00	757.50	108
Storeroom Attendant	A	323.50	664.00	104
	EFFECTIVE 08/04/2002			
Administrative Representative	A	$379.50	832.50	110
Attendant	A	332.00	669.50	103
Network Services Coordinator	A	443.50	922.50	113
Operator	A	384.00	770.50	108
# Operator-A	A	384.00	770.50	108
Pantry Attendant	A	334.00	671.50	103
Records Clerk (SS-1)	B	372.00	764.50	107
Senior Service Analyst-Traffic	A	379.50	832.50	110
Service Analyst (S-1)	B	377.00	811.00	109
Service Assistant	A	382.00	809.00	109
Staff Clerk (SS-2)	B	382.00	795.50	108
Storeroom Attendant	A	339.50	697.00	104

*Effective October 1, 2000, through June 30, 2003, the Pension Band for the Operator and Operator-A Job Titles will be increased from Pension Band 107 to Pension Band 108. On and after July 1, 2003, the Pension Band for the Operator and Operator-A Job Titles will revert to Pension Band 107.

#This wage table, hired or rehire on or after October 2, 1998

ARTICLE 51

OPERATOR WEEKLY WAGE RATE SCHEDULE

EFFECTIVE 08/06/2000

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$340.00
End of 6 Mos.	384.00
" " 12 "	432.50
" " 18 "	488.50
" " 24 "	550.50
" " 30 "	621.50
" " 36 "	701.00

EFFECTIVE 12/31/2000

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$347.50
End of 6 Mos.	391.50
" " 12 "	440.00
" " 18 "	496.00
" " 24 "	[illegible]

[redacted]

" " 36 "	707.00

EFFECTIVE 08/05/2001

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$354.50
End of 6 Mos.	399.50
" " 12 "	451.00
" " 18 "	508.50
" " 24 "	573.00
" " 30 "	646.00
" " 36 "	728.00

EFFECTIVE 08/04/2002

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$372.00
End of 6 Mos.	419.50
" " 12 "	473.50
" " 18 "	534.00
" " 24 "	601.50
" " 30 "	678.50
" " 36 "	764.50

ARTICLE 52

CLERICAL WEEKLY WAGE RATE SCHEDULE
DISTRICT, AREA AND GENERAL HEADQUARTERS

EFFECTIVE 08/06/2000

CLERICAL TITLE -- SS-2
Staff Clerk

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$353.50
End of 6 Mos.	399.50
" " 12 "	451.50
" " 18 "	510.00
" " 24 "	576.00
" " 30 "	651.00
" " 36 "	735.50

EFFECTIVE 08/05/2001

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$364.00
End of 6 Mos.	411.50
" " 12 "	465.00
" " 18 "	525.50
" " 24 "	593.50
" " 30 "	670.50
" " 36 "	757.50

EFFECTIVE 08/04/2002

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$382.00
End of 6 Mos.	432.00
" " 12 "	488.50
" " 18 "	552.00
" " 24 "	623.00
" " 30 "	704.00
" " 36 "	795.50

ARTICLE 52

CLERICAL WEEKLY WAGE RATE SCHEDULE
DISTRICT, AREA AND GENERAL HEADQUARTERS

EFFECTIVE 08/06/2000

CLERICAL TITLE -- S-1
Service Analyst

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$348.50
End of 6 Mos.	395.50
" " 12 "	450.00
" " 18 "	511.00
" " 24 "	581.00
" " 30 "	660.00
" " 36 "	750.00

EFFECTIVE 08/05/2001

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$359.00
End of 6 Mos.	407.50
" " 12 "	463.50
" " 18 "	526.50
" " 24 "	598.50
" " 30 "	680.00
" " 36 "	772.50

EFFECTIVE 08/04/2002

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$377.00
End of 6 Mos.	428.00
" " 12 "	486.50
" " 18 "	553.00
" " 24 "	628.50
" " 30 "	714.00
" " 36 "	811.00

ARTICLE 52

CLERICAL WEEKLY WAGE RATE SCHEDULE
DISTRICT, AREA AND GENERAL HEADQUARTERS

EFFECTIVE 08/06/2000

CLERICAL TITLE -- S-2
Administrative Representative

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$351.00
End of 6 Mos.	400.00
" " 12 "	456.00
" " 18 "	520.00
" " 24 "	593.00
" " 30 "	675.50
" " 36 "	770.00

EFFECTIVE 08/05/2001

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$361.50
End of 6 Mos.	412.00
" " 12 "	469.50
" " 18 "	535.50
" " 24 "	611.00
" " 30 "	696.00
" " 36 "	793.00

EFFECTIVE 08/04/2002

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$379.50
End of 6 Mos.	432.50
" " 12 "	493.00
" " 18 "	562.50
" " 24 "	641.50
" " 30 "	731.00
" " 36 "	832.50

ARTICLE 52

CLERICAL WEEKLY WAGE RATE SCHEDULE
DISTRICT, AREA AND GENERAL HEADQUARTERS

EFFECTIVE 08/06/2000

Senior Service Analyst-Traffic

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$351.00
End of 6 Mos.	400.00
" " 12 "	456.00
" " 18 "	520.00
" " 24 "	593.00
" " 30 "	675.50
" " 36 "	770.00

EFFECTIVE 08/05/2001

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$361.50
End of 6 Mos.	412.00
" " 12 "	469.50
" " 18 "	535.50
" " 24 "	611.00
" " 30 "	696.00
" " 36 "	793.00

EFFECTIVE 08/04/2002

WAGE SCHEDULE SERVICE PERIOD	WEEKLY WAGE RATE
Start	$379.50
End of 6 Mos.	432.50
" " 12 "	493.00
" " 18 "	562.50
" " 24 "	641.50
" " 30 "	731.00
" " 36 "	832.50

ARTICLE 55

MONTHLY PENSION BENEFIT FOR FULL-TIME EMPLOYEES

Pension Band	5.00% Increase Effective 07/01/01 for retirements and Terminations	5.00% Increase Effective 07/01/02 for retirements and Terminations	4.00% Increase Effective 07/01/03 for retirements and terminations
103	$31.11	$32.67	$33.98
104	32.33	33.95	35.31
105	33.54	35.21	36.63
107	35.97	37.77	39.98
108	37.17	39.03	40.59
109	38.43	40.35	41.96
110	39.61	41.59	43.25
113	43.24	45.40	47.22

ARTICLE 56

GROUPING EMPLOYEES

Group "A" - comprises employees whose wage rates are covered by Article 51, "Operator Weekly Wage Rate Schedule", and "Service Assistant Weekly Wage Rate Schedule", and Article 53, "Dining Service Weekly Wage Rate Schedules".

Group "B" - comprises employees whose wage rates are covered by Article 52, "Clerical Weekly Wage Rate Schedule."

ARTICLE 57

WAGE SCHEDULES

Section 1. Wage Rate on Weekly Basis

Wages shall be based on a weekly rate. The weekly rate presumes a week of five days of full tours of work or the equivalent.

Section 2. Wage Rates for Part-Time Employees

The weekly rate for a part-time employee shall be based upon the weekly rate for his/her wage schedule service period, adjusted in the proportion of his/her normal part-time work to a full week of work.

For the treatment of part-time employees engaged or reengaged on or after January 1, 1981, see Article 7.

Section 3. Hourly Basis of Payment

Group "A" Employees

The hourly basis of payment shall be 1/37.5 of the weekly wage rate for a seven and one-half hour tour, one thirty-fifth (1/35) for a seven-hour tour and one-thirtieth (1/30) for a six-hour tour.