

Cere Palmer

JOB CLASSIFICATION

**WAGE SCHEDULES
JOB TITLES
JOB DESCRIPTIONS**

Appendix A
of
CONTRACT

Between

The Western Union Telegraph Company
and
United Telegraph Workers

**Rates: Top line as of July 28, 1982
Middle line as of July 28, 1983
Bottom line as of July 28, 1984**

UNITED TELEGRAPH WORKERS (AFL-CIO)

**COMMERCIAL DEPARTMENT (CDS),
DISTRICT OFFICES D-1A**

Main and Branch Offices

Akron, Albany, N.Y., Albuquerque, Amarillo, Austin, Baton Rouge, Bridgeport, Charlotte, Chattanooga, Columbia, Dayton, Des Moines, El Paso, Elizabeth, N.J., Erie, Pa., Evanston, Ill., Ft. Lauderdale, Ft. Worth, Fresno, Greensboro, Harrisburg, Jackson, Miss., Knoxville, Las Vegas, Lincoln, Little Rock, Long Beach, Maywood, Ill., Mobile, Montgomery, Nashville, New Haven, Norfolk, Omaha, Orlando, Palo Alto, Pasadena, Passaic, Providence, Raleigh, Rochester, Sacramento, Salt Lake City, Savannah, Shreveport, Spokane, Springfield, Mass., San Jose, Santa Ana, Tampa, Toledo, Trenton, Tucson, Tulsa, West Palm Beach, White Plains, Wilmington, Wichita, Worcester

Level	Title	Start- ing Rate	Progression Steps — Months							
			3	6	12	24	36	48	60	72
150	Manager, Soliciting D1-A	\$ 8.94			\$ 9.18	\$ 9.43	\$ 9.66	\$10.02	\$10.26	\$10.63
		9.52			9.78	10.04	10.29	10.67	10.93	11.32
		10.11			10.38	10.66	10.93	11.33	11.61	12.02
120	Supervisor, Senior Operating	8.79			8.95	9.27	9.49	9.82	10.02	10.34
		9.36			9.53	9.87	10.11	10.46	10.67	11.01
		9.94			10.12	10.48	10.73	11.11	11.33	11.69
110B	Mgr., Asst. D1-A Manager, EN (T&R) D1-A***	8.43			8.65	8.92	9.22	9.44	9.63	10.02
		8.98			9.21	9.50	9.82	10.05	10.25	10.67
		9.54			9.78	10.09	10.43	10.67	10.88	11.33
110A	Representative, Sales	8.14		8.27	8.47	8.65	8.89	9.03	9.39	9.77
		8.67		8.81	9.02	9.21	9.47	9.62	10.00	10.40
		9.21		9.35	9.58	9.78	10.06	10.21	10.62	11.04
100	Supervisor, EN Operating Bookk'per, Chief* Cashier Supvr, Delivery Mgr., Branch AA	7.71		7.95	8.15	8.37	8.61	8.92	9.03	9.39
		8.21		8.47	8.68	8.91	9.17	9.50	9.62	10.00
		8.72		8.99	9.22	9.46	9.74	10.09	10.21	10.62
90D	Representative, District Service	7.67		7.85	8.05	8.21	8.47	8.73	9.23	
		8.17		8.36	8.57	8.74	9.02	9.30	9.83	
		8.67		8.88	9.10	9.28	9.58	9.87	10.44	
90C	Supvr., Force***	7.65		7.84	8.02	8.21	8.47	8.73	8.94	
		8.15		8.35	8.54	8.74	9.02	9.30	9.52	
		8.65		8.87	9.07	9.28	9.58	9.87	10.11	
90B	Supvr., LN Oper. Manager, EN	7.32		7.50	7.69	7.88	8.14	8.39	8.87	
		7.79		7.99	8.19	8.39	8.67	8.93	9.44	
		8.27		8.48	8.70	8.91	9.21	9.48	10.02	
90A	Supvr., EN Tfc*** Oper. Magnetic Tape Terminal	7.32		7.44	7.57	7.85	8.09	8.34	8.68	
		7.79		7.92	8.06	8.36	8.61	8.88	9.24	
		8.27		8.41	8.56	8.88	9.14	9.43	9.81	
80D	Manager, Permit Office** Supvr., Operating	7.13		7.25	7.44	7.68	7.92	8.15	8.58	
		7.59		7.72	7.92	8.18	8.43	8.68	9.14	
		8.06		8.20	8.41	8.69	8.95	9.22	9.70	

**COMMERCIAL DEPARTMENT (CDSTO)
DISTRICT OFFICES D-1A**

Main and Branch Offices

Level	Title	Start- ing Rate	Progression Steps — Months							
			3	6	12	24	36	48	60	72
80C	Manager, Branch	7.05		7.16	7.32	7.62	7.85	8.06	8.34	
		7.51		7.62	7.79	8.11	8.36	8.58	8.88	
		7.97		8.09	8.27	8.61	8.88	9.11	9.43	
80B	Timekeeper	\$ 6.88		\$ 7.01	\$ 7.20	\$ 7.43	\$ 7.62	\$ 7.85	\$ 8.25	
		7.33		7.46	7.67	7.91	8.11	8.36	8.78	
		7.78		7.92	8.14	8.40	8.61	8.88	9.32	
80A	Clerk, Sr. C&C* Clerk Admin. Manager, EN Branch****	6.86		7.01	7.20	7.43	7.62	7.85	8.14	
		7.30		7.46	7.67	7.91	8.11	8.36	8.67	
		7.75		7.92	8.14	8.40	8.61	8.88	9.21	
50B	Manager, LN Clerk/Opr., Sr. Storekeeper, Coml.	6.86		7.01	7.16	7.32	7.50	7.71	8.06	
		7.30		7.46	7.62	7.79	7.99	8.21	8.58	
		7.75		7.92	8.09	8.27	8.48	8.72	9.11	
50A	Clerk, Int'l. Money Order Clerk/Oper., Relief Clerk, Checking & Control* Clerk, Control Clerk Sr. Counter Manager, LN Branch****	6.59		6.77	6.98	7.13	7.44	7.69	7.95	
		7.02		7.21	7.43	7.59	7.92	8.19	8.47	
		7.45		7.66	7.89	8.06	8.41	8.70	8.99	
40B	Clerk/Operator Stenographer	6.50		6.64	6.86	7.05	7.20	7.47	7.85	
		6.92		7.07	7.30	7.51	7.67	7.95	8.36	
		7.35		7.51	7.75	7.97	8.14	8.44	8.88	
30	Janitor	6.09	6.15	6.23	6.39	6.46	6.50	6.60		
		6.48	6.55	6.63	6.80	6.88	6.92	7.03		
		6.88	6.95	7.04	7.22	7.31	7.35	7.46		
5	Clerk/Operator, Student	5.99			6.06					
		6.38			6.45					
		6.77			6.85					

* To be deleted with effectuation of Stipulation #2-72.

** Applicable in the Kansas City Area only.

*** Limited to incumbents.

**** Applicable at Las Vegas, Nev. only.

**COMMERCIAL DEPARTMENT (CDVNL)
DISTRICT OFFICES D1 and D2
Main and Branch Offices**

(Wage schedules are applicable at both D1 and D2 offices unless otherwise indicated.)

Level	Title	Start- ing Rate	Progression Steps — Months							
			3	6	12	24	36	48	60	72
140	Mgr., Soliciting D1	\$ 8.87	\$ 8.93	\$ 9.05	\$ 9.37	\$ 9.49	\$ 9.84	\$10.10	\$10.52	
		9.44	9.51	9.64	9.98	10.11	10.48	10.75	11.20	
		10.02	10.10	10.24	10.60	10.73	11.13	11.41	11.89	
130	Mgr., Soliciting D2	8.43	8.52	8.65	8.92	9.08	9.43	9.68	10.09	
		8.98	9.07	9.21	9.50	9.67	10.04	10.31	10.74	
		9.54	9.63	9.78	10.09	10.27	10.66	10.95	11.40	
110B	Mgr., Assistant D1	7.84	7.92	8.05	8.29	8.54	8.87	9.12	9.56	
		8.35	8.43	8.57	8.83	9.09	9.44	9.71	10.18	
		8.87	8.95	9.10	9.38	9.65	10.02	10.31	10.81	
110A	Mgr., Assistant D2 Manager, Early Night T&R**	7.65	7.69	7.85	8.09	8.35	8.65	8.95	9.42	
		8.15	8.19	8.36	8.61	8.89	9.21	9.53	10.03	
		8.65	8.70	8.88	9.14	9.44	9.78	10.12	10.65	
100	Cashier D1 Supvr., Del. D1	7.32	7.47	7.62	7.78	8.05	8.29	8.73		
		7.79	7.95	8.11	8.28	8.57	8.83	9.30		
		8.27	8.44	8.61	8.79	9.10	9.38	9.87		
90	Cashier D2 Supvr., Del. D2	7.11	7.25	7.34	7.56	7.71	7.95	8.26		
		7.57	7.72	7.82	8.05	8.21	8.47	8.80		
		8.04	8.20	8.30	8.55	8.72	8.99	9.34		
80	Mgr., Early Night Supvr., Operating Manager, Permit Office D1-D2*	6.88	7.01	7.16	7.34	7.54	7.71	8.05		
		7.33	7.46	7.62	7.82	8.03	8.21	8.57		
		7.78	7.92	8.09	8.30	8.53	8.72	9.10		
60	Manager, Late Night	6.56	6.58	6.73	6.88	7.02	7.25	7.54	7.78	
		6.98	7.01	7.17	7.33	7.48	7.72	8.03	8.28	
		7.41	7.44	7.61	7.78	7.94	8.20	8.53	8.79	
50B	Clerk/Operator, Senior	6.48	6.50	6.57	6.64	6.88	7.11	7.44	7.78	
		6.90	6.92	7.00	7.07	7.33	7.57	7.92	8.28	
		7.33	7.35	7.43	7.51	7.78	8.04	8.41	8.79	
50A	Clerk, Control (D1)	6.48	6.50	6.57	6.64	6.88	7.11	7.44	7.71	
		6.90	6.92	7.00	7.07	7.33	7.57	7.92	8.21	
		7.33	7.35	7.43	7.51	7.78	8.04	8.41	8.72	
50A	Clerk Control (D2)	6.48	6.50	6.57	6.64	6.88	7.08	7.35	7.68	
		6.90	6.92	7.00	7.07	7.33	7.54	7.83	8.18	
		7.33	7.35	7.43	7.51	7.78	8.01	8.31	8.69	
40	Clerk/Operator (D1)	6.20	6.38	6.43	6.48	6.60	6.77	7.02	7.31	7.62
		6.60	6.79	6.85	6.90	7.03	7.21	7.48	7.78	8.11
		7.01	7.21	7.27	7.33	7.46	7.66	7.94	8.26	8.61
40	Clerk/Operator (D2)	6.20	6.38	6.43	6.48	6.60	6.77	6.98	7.18	7.47
		6.60	6.79	6.85	6.90	7.03	7.21	7.43	7.65	7.95
		7.01	7.21	7.27	7.33	7.46	7.66	7.89	8.12	8.44
30	Janitor	6.06	6.09	6.23	6.38	6.48	6.57			
		6.45	6.48	6.63	6.79	6.90	7.00			
		6.85	6.88	7.04	7.21	7.33	7.43			

* Applicable in the Kansas City Area, Springfield, Ill. and Charleston, W.Va. only.

** Limited to incumbents.

PLANT DEPARTMENT (PWKM)

Workmen

Level	Title	Rate Start- ing	Progression Steps — Months							
			6	12	18	24	36	48	60	72
140	Tech., Satellite	\$10.94		\$11.18		\$11.44	\$11.59	\$12.92	\$13.45	\$14.00
	Control Facility	11.65		11.90		12.18	12.34	13.76	14.33	14.91
		12.37		12.64		12.93	13.10	14.61	15.22	16.03
130	Tech., Control	10.72		10.96		11.22	11.37	12.70	13.24	13.78
	Station	11.42		11.67		11.95	12.11	13.52	14.10	14.67
		12.13		12.39		12.69	12.86	14.36	14.97	15.78
120B	Chief, Television	10.51		10.65		11.02	11.17	12.48		
	Operation	11.19		11.34		11.73	11.89	13.29		
	Control Tech.	11.88		12.04		12.46	12.63	14.31		
120A	Controller, Asst.	10.34		10.57		10.83	10.96	12.29		
	Network	11.01		11.26		11.53	11.67	13.09		
	Chief, Computer	11.69		11.96		12.24	12.39	14.10		
	Ctr. Technician									
110B	Chief, Microwave									
	Maintainer									
110B	Tech., Television	10.16		10.35		10.59	10.81	12.10		
	Operations	10.82		11.02		11.28	11.51	12.88		
	Control	11.49		11.70		11.98	12.22	13.88		
110A	Chief., Mtce.	10.02		10.15		10.41	10.61	11.89		
	Chief, Operations	10.67		10.81		11.08	11.30	12.66		
	Foreman, Asst.	11.33		11.48		11.77	12.00	13.64		
	City									
	Tech., Microwave									
	Align.									
	Mntr., Senior									
	Microwave									
	Tech., Computer									
	Center									
100B	Tech., Earth Sta.	9.46		9.85		10.15	10.37	10.62	11.88	
		10.07		10.49		10.81	11.04	11.31	12.65	
		10.69		11.14		11.48	11.72	12.01	13.63	
100A	Inspector, Line	9.40		9.64		9.98	10.14	10.37	11.64	
	Mntr., Microwave	10.01		10.27		10.53	10.80	11.04	12.39	
	Mntr., Relief	10.63		10.90		11.18	11.47	11.72	13.36	
	Microwave									
90	Supvr., Asst.									
	Installation									
90	Foreman, Asst.	8.95		9.22		9.49	9.78	10.09	11.46	
	Cent. Office***	9.53		9.82		10.11	10.41	10.74	12.20	
	Foreman, Asst.	10.12		10.43		10.73	11.05	11.40	13.15	
	Equipment									
	Inspector, Asst.									
	Equipment									
90	Foreman, Asst.									
	Cable Line **									

PLANT DEPARTMENT (PWKM)

Workmen

Level	Title	Start- ing Rate	Progression Steps — Months							
			6	12	18	24	36	48	60	72
85S	Tech., Control Ctr.	9.40		9.64		9.98	10.14	10.37	11.64	
	Tech., Control Ctr. Relief	10.01		10.27		10.53	10.80	11.04	12.39	
	Tech., Electronics/ Automatic	10.63		10.90		11.18	11.47	11.72	13.36	
	Tech., Electronics/ W&R									
	Tech., Service Tech., Svc. Relief Mntr., Electronics/ Automatic									
85	Cableman	8.50		8.68		8.95	9.43	9.67	10.00	11.32
	Coordinator, Sr. Service	9.05		9.24		9.53	10.04	10.30	10.65	12.05
	Cableman**	9.61		9.81		10.12	10.66	10.94	11.31	12.80
		8.04		8.25		8.52	9.01	9.23	9.56	10.89
		8.56		8.78		9.07	9.59	9.83	10.18	11.60
80	Installer, Senior Equipment	9.09		9.32		9.63	10.18	10.44	10.81	12.32
		8.43		8.62		8.89	9.14	9.41	9.66	11.13
		8.98		9.18		9.47	9.73	10.02	10.29	11.85
		9.54		9.75		10.06	10.33	10.64	10.93	12.58
		8.06		8.27		8.50	8.86	8.97	9.32	10.14
75B	Engineer, Stationary***	8.58		8.81		9.05	9.43	9.55	9.92	10.80
	Mntr., Cent. Office	9.11		9.35		9.61	10.01	10.14	10.53	11.47
		7.78		8.02		8.19	8.54	8.81	8.94	9.73
75A	Coordinator Svc. Maintainer, Printer	8.28		8.54		8.72	9.09	9.38	9.52	10.36
		8.79		9.07		9.26	9.65	9.96	10.11	11.00
		7.76		7.85		8.05	8.43	8.60	8.87	9.49
70B	Splicer, Cable	8.17		8.36		8.57	8.98	9.16	9.44	10.11
		8.67		8.88		9.10	9.54	9.73	10.02	10.73
	Splicer, Cable**	7.18		7.35		7.57	7.97	8.19	8.39	9.08
		7.65		7.83		8.06	8.49	8.72	8.93	9.67
		8.12		8.31		8.56	9.01	9.26	9.48	10.27
70A	Appr., Computer Center Tech.	7.67	8.15							
	Appr., Control Station Tech.	8.17	8.68							
	Appr., Earth Station Tech.	8.67	9.22							
65B	Installer, Equip. Repairman, Shop	7.34	7.50	7.57		7.71	8.09	8.35	8.58	9.41
	Storekeeper, Computer Center	7.82	7.99	8.06		8.21	8.61	8.89	9.14	10.02
	Storekeeper, Plant	8.30	8.48	8.56		8.72	9.14	9.44	9.70	10.64
		7.34	7.50	7.57		7.71	8.09	8.35	8.58	9.32
65A	Painter	7.82	7.99	8.06		8.21	8.61	8.89	9.14	9.92
		8.30	8.48	8.56		8.72	9.14	9.44	9.70	10.53
	Foreman, Asst. Line**	6.94	7.02	7.11		7.31	7.69	7.92	8.15	8.87
		7.39	7.48	7.57		7.78	8.19	8.43	8.68	9.44
		7.85	7.94	8.04		8.26	8.70	8.95	9.22	10.02

TECHNICIAN in towns on his section he shall be given rate of Plant Technician. When assigned to direct the work of more than three employees for periods of one day or more will be paid a 5 cent per hour differential not to exceed 10 cents above the maximum rate for the classification. When such assignment is one day or more differential will be paid retroactive to beginning of assignment.

MMHO
MMSW **MACHINIST, E&P:** Operates all machine shop equipment. Fabricates parts or details and assembles them into complete units. Manufactures special devices, jigs, tools, machine parts, dies and punchers. Must understand drawings, use of measuring tools and devices.

PWKM **MAINTAINER, CENTRAL OFFICE:** Maintains and repairs central office telegraph and telephone wiring and equipment such as multiplex distributor tables, repeater tables, operating tables, power panels, switchboards, concentrators, clocks, telephones and annunciators. Diagnoses, isolates and clears electrical and other faults in such circuits. Runs local circuits and cross-connections and maintains related records. Maintains and operates emergency power plants and air conditioning equipment. May install annunciators, bells, buzzers, clocks, telephone, floor duct outlets, light fixtures and other minor equipment and appliances. May perform any of above work in branch offices. May receive and ship material and supplies and may on an irregular basis direct the work of not more than three employees of a lower classification. When assigned on an irregular basis to direct the work of more than three employees for periods of one day or more will be paid a 10 cents per hour differential not to exceed 15 cents above the maximum rate for the classification. When such assignment is one day or more differential will be paid retroactive to beginning of assignment. When regularly assigned to direct the work of not more than five employees other than Apprentices, will be paid a 10 cents per hour differential not to exceed 15 cents above the maximum rate for the classification.

PWKM **MAINTAINER, ELECTRONICS/AUTOMATIC:** Programs and maintains programmable memory devices. Maintains electrical and mechanical continuity of operation of customer switching centers (regardless of location) including equipment incidental to data transmission other than at centers where Computer Center Technician title will apply and the associated terminal equipment in branch offices and subscribers' office in accordance with established technical procedures. May maintain associated equipment in such offices. Diagnoses and isolates electrical, mechanical and other faults in such circuits and equipment and corrects same or reports them to the proper personnel. Inspects, overhauls and adjusts individual equipment units associated with such circuits or methods of operation. May operate automotive equipment. May perform the inside duties of a Plant Technician. May perform T&R work on carrier equipment located in customers' offices. (See Plant Appendix.)

PWKM **MAINTAINER, MICROWAVE:** Tests, regulates, maintains and repairs Microwave, Carrier, electronic and associated telegraph, facsimile and telephone equipment at one or more Microwave stations and/or mobile transmitters and receivers. Diagnoses, locates and corrects electrical and mechanical faults in such equipment and its component parts, in accordance with prescribed technical procedures. At terminals and junction stations analyzes and tests for faults between terminals and junction stations, reporting same to intermediate station Microwave Maintainers involved. May test and regulate with other stations. Maintains and operates the heating and power plant. Maintains log and records. Is responsible for general maintenance of the station, grounds, entrance road and service lines and directs such workmen as may be assigned to perform this required maintenance. May operate automotive equipment. An employee entering this classification must first qualify as an Apprentice Microwave Maintainer. May perform the inside duties of Plant Technician when such assignment does not interfere with his regular duties.

PWKM **MAINTAINER, PRINTER:** Performs the following duties in WU Branch Offices

...and repair apparatus, instruments, repairs and may install, remove or relocate inside circuit wire. Connects, tests, maintains and repairs all types of telegraph equipment, such as printers, tickers, distributor-transmitters, perforators, printer-perforators and assemblies of the above units. Also maintains telephone sets. May connect, test, maintain and repair facsimile equipment such as deskfax, back-to-back fax and facsimile concentrators of not more than thirty-line capacity or teleprinter concentrators of not more than forty-line capacity. May make minor installations of printing telegraph, deskfax, back-to-back fax, letter fax, projector and telephone equipment. In the course of his duties as a Printer Maintainer may cover trouble calls on clocks, call boxes, telephones and associated apparatus. May make bench repairs to equipment maintained. May operate Automotive equipment. (See Plant Appendix.)

Note: When a Printer Maintainer occasionally does the work of a Cable Splicer or Plant Technician, other than that which is authorized hereinabove, he shall be paid a dual rate as a Plant Technician. To enter this classification an employee must have training or experience in telegraph equipment maintenance work and/or installation or circuit work, and must pass an entrance examination on elementary principles of electricity with a percentage of 74 or more. Employees making satisfactory progress in this classification, including the attainment of the same standards of proficiency required of an Apprentice Plan Technician prior to graduation, shall be reclassified and promoted to the Plant Technician classification at the end of two years in accordance with Section 52.12.

PWKM **MAINTAINER, RELIEF MICROWAVE:** Makes temporary, emergency and vacation reliefs for Microwave Maintainers outside of his headquarters city within his Plant Division. Also may be assigned within the Division to make periodic tests with regularly assigned Microwave Maintainers, usually under the direction of an engineer. (An employee in this classification shall, for seniority purposes, be considered a Microwave Maintainer.)

Note: The primary purpose of an employee in this classification is to make reliefs in the Microwave Maintainer classification, and the number of Relief Microwave Maintainer positions shall be limited in any Plant Division to the number required to make such reliefs. The number of such positions to be established in each Plant Division shall be determined through negotiations between the Union and the Company at the division level.

PWKM **MAINTAINER, SENIOR MICROWAVE:** Performs the duties of a Microwave Maintainer at a control station. In addition, operates fault reporting and command systems at a control station and in connection with such systems, directs other employees. May operate automotive equipment. An employee entering this classification must have held the title of Microwave Maintainer and have a Radio Telephone Operator's F.C.C. license of at least a second class rating.

Note: The use of this title is restricted to the following manned J-stations: McGraw, N.Y.; Berwick, Kansas; Mt. Aukum, Calif.; Carlville, Ill.; Lone Mountain, Colo.; Romney, W. Va.

MMSW **MAN, A&W METHODS:** Interprets assembly and wiring and associated specifications, designs wiring forms, makes drawings and running sheets, prepares layouts and setups for production. Corrects and maintains drawings and related records and specifications. Performs assembly and wiring work related to his other duties.

MMSW **MAN, SENIOR METHODS:** Assists in the direction and supervision of A&W Methods Men. Generally performs the duties of A&W Methods Man. Develops drawings and test procedures for various products under direction of responsible supervisor. To enter this classification an employee must pass an entrance examination