



Schedule 1
CWA Unity DIRECT/Freedom Member Contribution Rates
Effective 7/1/2019

| ANNUAL SALARY | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$20,000 | 2.00% | \$400 | 2.00% | \$400 | 2.00% | \$400 | 2.00% | \$400 |
| \$21,000 | 2.00% | \$420 | 2.00% | \$420 | 2.00% | \$420 | 2.00% | \$420 |
| \$22,000 | 2.00% | \$440 | 2.00% | \$440 | 2.00% | \$440 | 2.00% | \$440 |
| \$23,000 | 2.00% | \$460 | 2.00% | \$460 | 2.00% | \$460 | 2.00% | \$460 |
| \$24,000 | 2.00% | \$480 | 2.00% | \$480 | 2.00% | \$480 | 2.00% | \$480 |
| \$25,000 | 2.00% | \$500 | 2.00% | \$500 | 2.00% | \$500 | 2.00% | \$500 |
| \$26,000 | 2.00% | \$520 | 2.00% | \$520 | 2.25% | \$585 | 2.00% | \$520 |
| \$27,000 | 2.00% | \$540 | 2.00% | \$540 | 2.25% | \$608 | 2.00% | \$540 |
| \$28,000 | 2.00% | \$560 | 2.00% | \$560 | 2.25% | \$630 | 2.00% | \$560 |
| \$29,000 | 2.00% | \$580 | 2.00% | \$580 | 2.25% | \$653 | 2.00% | \$580 |
| \$30,000 | 2.25% | \$675 | 2.75% | \$825 | 2.50% | \$750 | 2.75% | \$825 |
| \$31,000 | 2.25% | \$698 | 2.75% | \$853 | 2.50% | \$775 | 2.75% | \$853 |
| \$32,000 | 2.25% | \$720 | 2.75% | \$880 | 2.50% | \$800 | 2.75% | \$880 |
| \$33,000 | 2.25% | \$743 | 2.75% | \$908 | 2.50% | \$825 | 2.75% | \$908 |
| \$34,000 | 2.25% | \$765 | 2.75% | \$935 | 2.50% | \$850 | 2.75% | \$935 |
| \$35,000 | 2.25% | \$788 | 2.75% | \$963 | 3.00% | \$1,050 | 2.75% | \$963 |
| \$36,000 | 2.25% | \$810 | 3.00% | \$1,080 | 3.00% | \$1,080 | 3.00% | \$1,080 |
| \$37,000 | 2.25% | \$833 | 3.00% | \$1,110 | 3.00% | \$1,110 | 3.00% | \$1,110 |
| \$38,000 | 2.25% | \$855 | 3.00% | \$1,140 | 3.00% | \$1,140 | 3.00% | \$1,140 |
| \$39,000 | 2.25% | \$878 | 3.00% | \$1,170 | 3.00% | \$1,170 | 3.00% | \$1,170 |
| \$40,000 | 2.25% | \$900 | 3.00% | \$1,200 | 3.00% | \$1,200 | 3.00% | \$1,200 |
| \$41,000 | 2.25% | \$923 | 3.00% | \$1,230 | 3.00% | \$1,230 | 3.00% | \$1,230 |
| \$42,000 | 2.25% | \$945 | 3.00% | \$1,260 | 3.00% | \$1,260 | 3.00% | \$1,260 |
| \$43,000 | 2.25% | \$968 | 3.00% | \$1,290 | 3.00% | \$1,290 | 3.00% | \$1,290 |
| \$44,000 | 2.25% | \$990 | 3.00% | \$1,320 | 3.00% | \$1,320 | 3.00% | \$1,320 |
| \$45,000 | 2.40% | \$1,080 | 3.00% | \$1,350 | 3.50% | \$1,575 | 3.25% | \$1,463 |
| \$46,000 | 2.40% | \$1,104 | 3.00% | \$1,380 | 3.50% | \$1,610 | 3.25% | \$1,495 |
| \$47,000 | 2.40% | \$1,128 | 3.00% | \$1,410 | 3.50% | \$1,645 | 3.25% | \$1,528 |
| \$48,000 | 2.40% | \$1,152 | 3.00% | \$1,440 | 3.50% | \$1,680 | 3.25% | \$1,560 |
| \$49,000 | 2.40% | \$1,176 | 3.00% | \$1,470 | 3.50% | \$1,715 | 3.25% | \$1,593 |
| \$50,000 | 3.00% | \$1,500 | 4.25% | \$2,125 | 4.50% | \$2,250 | 4.50% | \$2,250 |
| \$51,000 | 3.00% | \$1,530 | 4.25% | \$2,168 | 4.50% | \$2,295 | 4.50% | \$2,295 |
| \$52,000 | 3.00% | \$1,560 | 4.25% | \$2,210 | 4.50% | \$2,340 | 4.50% | \$2,340 |
| \$53,000 | 3.00% | \$1,590 | 4.25% | \$2,253 | 4.50% | \$2,385 | 4.50% | \$2,385 |
| \$54,000 | 3.00% | \$1,620 | 4.25% | \$2,295 | 4.50% | \$2,430 | 4.50% | \$2,430 |
| \$55,000 | 3.40% | \$1,870 | 4.50% | \$2,475 | 5.00% | \$2,750 | 4.50% | \$2,475 |
| \$56,000 | 3.40% | \$1,904 | 4.50% | \$2,520 | 5.00% | \$2,800 | 4.50% | \$2,520 |
| \$57,000 | 3.40% | \$1,938 | 4.50% | \$2,565 | 5.00% | \$2,850 | 4.50% | \$2,565 |
| \$58,000 | 3.40% | \$1,972 | 4.50% | \$2,610 | 5.00% | \$2,900 | 4.50% | \$2,610 |
| \$59,000 | 3.40% | \$2,006 | 4.50% | \$2,655 | 5.00% | \$2,950 | 4.50% | \$2,655 |
| \$60,000 | 3.75% | \$2,250 | 5.50% | \$3,300 | 6.00% | \$3,600 | 5.00% | \$3,000 |
| \$61,000 | 3.75% | \$2,288 | 5.50% | \$3,355 | 6.00% | \$3,660 | 5.00% | \$3,050 |
| \$62,000 | 3.75% | \$2,325 | 5.50% | \$3,410 | 6.00% | \$3,720 | 5.00% | \$3,100 |
| \$63,000 | 3.75% | \$2,363 | 5.50% | \$3,465 | 6.00% | \$3,780 | 5.00% | \$3,150 |



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| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$64,000 | 3.75% | \$2,400 | 5.50% | \$3,520 | 6.00% | \$3,840 | 5.00% | \$3,200 |
| \$65,000 | 3.75% | \$2,438 | 5.75% | \$3,738 | 6.50% | \$4,225 | 5.25% | \$3,413 |
| \$66,000 | 3.75% | \$2,475 | 5.75% | \$3,795 | 6.50% | \$4,290 | 5.25% | \$3,465 |
| \$67,000 | 3.75% | \$2,513 | 5.75% | \$3,853 | 6.50% | \$4,355 | 5.25% | \$3,518 |
| \$68,000 | 3.75% | \$2,550 | 5.75% | \$3,910 | 6.50% | \$4,420 | 5.25% | \$3,570 |
| \$69,000 | 3.75% | \$2,588 | 5.75% | \$3,968 | 6.50% | \$4,485 | 5.25% | \$3,623 |
| \$70,000 | 4.00% | \$2,800 | 6.20% | \$4,340 | 7.25% | \$5,075 | 5.75% | \$4,025 |
| \$71,000 | 4.00% | \$2,840 | 6.20% | \$4,402 | 7.25% | \$5,148 | 5.75% | \$4,083 |
| \$72,000 | 4.00% | \$2,880 | 6.20% | \$4,464 | 7.25% | \$5,220 | 5.75% | \$4,140 |
| \$73,000 | 4.00% | \$2,920 | 6.20% | \$4,526 | 7.25% | \$5,293 | 5.75% | \$4,198 |
| \$74,000 | 4.00% | \$2,960 | 6.20% | \$4,588 | 7.25% | \$5,365 | 5.75% | \$4,255 |
| \$75,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,438 | | \$4,400 |
| \$76,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,510 | | \$4,400 |
| \$77,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,583 | | \$4,400 |
| \$78,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,655 | | \$4,400 |
| \$79,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,728 | | \$4,400 |
| \$80,000 | | \$3,083 | | \$4,890 | 7.25% | \$5,800 | | \$4,550 |
| \$81,000 | | \$3,083 | | \$4,890 | 7.25% | \$5,873 | | \$4,550 |
| \$82,000 | | \$3,083 | | \$4,890 | 7.25% | \$5,945 | | \$4,550 |
| \$83,000 | | \$3,083 | | \$4,890 | 7.25% | \$6,018 | | \$4,550 |
| \$84,000 | | \$3,083 | | \$4,890 | 7.25% | \$6,090 | | \$4,550 |
| \$85,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,375 | | \$4,950 |
| \$86,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,450 | | \$4,950 |
| \$87,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,525 | | \$4,950 |
| \$88,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,600 | | \$4,950 |
| \$89,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,675 | | \$4,950 |
| \$90,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,750 | | \$4,950 |
| \$91,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,825 | | \$4,950 |
| \$92,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,900 | | \$4,950 |
| \$93,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,975 | | \$4,950 |
| \$94,000 | | \$3,083 | | \$5,316 | 7.50% | \$7,050 | | \$4,950 |
| \$95,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,125 | | \$4,950 |
| \$96,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,200 | | \$4,950 |
| \$97,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,275 | | \$4,950 |
| \$98,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,350 | | \$4,950 |
| \$99,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,425 | | \$4,950 |
| \$100,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$101,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$102,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$103,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$104,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$105,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$106,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$107,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |



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|---------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$108,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$109,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$110,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$111,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$112,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$113,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$114,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$115,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$116,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$117,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$118,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$119,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$120,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$121,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$122,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$123,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$124,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$125,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$126,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$127,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$128,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$129,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$130,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$131,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$132,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$133,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$134,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$135,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$136,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$137,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$138,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$139,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$140,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$141,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$142,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$143,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$144,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$145,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$146,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$147,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$148,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$149,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$150,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |