

ADVERTISING UNION PAY GRID

Effective: January 1, 2009

General Wage Increase: **2.00%**

Class	JOB		SALARY BASED UPON YEARS OF EXPERIENCE					
	Title		Step 1	Step 2	Step 3	Step 4	Step 5	
010	Producer	Online Advertising	hourly weekly	30.08 1,128.00	34.67 1,300.13	37.10 1,391.25		
020	Classified Sales Manager	Copy Layout Department Manager	hourly weekly	28.49 1,068.38	33.98 1,274.25	36.63 1,373.63		
		Department Store Manager						
		Field Sales Manager						
		Prepublishing Supervisor						
		Retail Auto Sales Manager						
		Sales Manager General Advertising						
030	Advertising Artist	Advertising Promotion Specialist	hourly weekly	27.49 1,030.88	32.35 1,213.13	35.63 1,336.13		
		Creative Services Specialist						
		Head Makeup Coordinator						
040	Assistant Credit Manager		hourly weekly	26.97 1,011.38	32.11 1,204.13	34.84 1,306.50		
050	Advertising Sales Representative	Online Sales Representative	hourly weekly	20.35 763.13	25.42 953.25	28.46 1,067.25	31.50 1,181.25	34.67 1,300.13
		Research Associate						
060	Makeup Person		hourly weekly	19.40 727.50	24.27 910.13	27.45 1,029.38	30.55 1,145.63	33.81 1,267.88
070	Prepublishing Specialist		hourly weekly	20.28 760.50	26.09 978.38	28.73 1,077.38	29.40 1,102.50	
080	Assistant Credit Office Manager	Assistant Detail Manager	hourly weekly	20.28 760.50	25.33 949.88	28.73 1,077.38		
		Assistant Telephone Room Manager						
		Computer Room Supervisor						
		National Office Supervisor						
		Night Classified Office Supervisor						
090	Assistant to Credit Manager	Assistant to Night Classified Supervis	hourly weekly	17.81 667.88	22.04 826.50	24.55 920.63	27.03 1,013.63	
		Bookkeeper						
		Computer Operator						
		Merchandise Specialist	hourly					
		Promotion Coordinator						
		Promotion Photographer	weekly					
		Research Analyst						
		Senior Display Marked Paper Clerk						

100	Display Counter Salesperson	hourly	16.84	20.39	22.46	24.63	
	Inside Display Sales	weekly	631.50	764.63	842.25	923.63	
	Inside Telephone Sales						
	Inside Telephone Sales (4 days)						
	Specialty Product Sales Representative						
110	Advertising Tabulator	hourly	14.45	18.25	20.15	22.73	
	Night Classified Sales Clerk	weekly	541.88	684.38	755.63	852.38	
	Promotion Assistant						
	Research Assistant						
	Sales Assistant						
120	National Order Clerk	hourly	13.68	16.21	17.75	19.20	21.54
	Online Marketing Assistant	weekly	513.00	607.88	665.63	720.00	807.75
	Publications Clerk						
130	Display Marked Paper Clerk	hourly	13.68	16.93	18.72	20.79	
	Lead Data Entry Clerk	weekly	513.00	634.88	702.00	779.63	
	Secretary						
140	Classified Counter Sales Clerk	hourly	14.34	17.33	19.05	20.64	
		weekly	537.75	649.88	714.38	774.00	
150	Billing Operator	hourly	13.68	16.54	18.25	19.92	
	Classified Clerk	weekly	513.00	620.25	684.38	747.00	
160	Clerk Stenographer	hourly	12.91	15.71	17.49	18.41	
	Data Entry Clerk	weekly	484.13	589.13	655.88	690.38	
	Delivery Clerk						
170	Cashier	hourly	12.91	15.71	17.49		
	Classified Switchboard	weekly	484.13	589.13	655.88		
	Credit Assistant						
	Makeup Copy Clerk						
	Porter and Lumper						
	Receptionist						
	Research Clerk						
180	Clerk Typist	hourly	12.91	15.12	16.60		
	Credit Clerk	weekly	484.13	567.00	622.50		
	Office Clerk						