

Philadelphia, Pennsylvania and Vicinity Local Cartage and Over-the-Road Supplemental Agreement

For the Period: April 1, ~~2008~~2019 through March 31, ~~2013~~2024

covering:

The parties reserve the right to correct inadvertent errors and omissions. Where no reference is made to a specific Article or Section thereof, such Article and Section are to continue as in the current Master Agreement, as applied and interpreted during the life of such Agreement. Additions and new language are **bold and underlined**. Language from the prior Agreement that is being deleted is ~~struck through~~.

PHILADELPHIA, PENNSYLVANIA & VICINITY LOCAL CARTAGE AND OVER-THE-ROAD

Agreement by and between undersigned Employer Association or Employer, as applicable (hereinafter "Employer"), and Highway Truck Drivers and Helpers, Local No. 107, Teamsters, Local No. 312, General Teamsters Local No. 326, Chauffeurs, Teamsters and Helpers Local No. 331, Truck Drivers, Chauffeurs and Helpers, Local No. 384, ~~General Teamsters, Chauffeurs, Helpers and Yardmen, Local No. 470,~~ Food Drivers, Helpers and Warehouse Employees, Local No. 500, and Truck Drivers and Helpers, Local No. 676 (hereinafter "Union"), all of whom are affiliated with both the Eastern Region of Teamsters and the International Brotherhood of Teamsters.

This Local Cartage and Over-the-Road Supplemental Agreement is supplemental to and becomes a part of the National Master Freight Agreement, hereinafter referred to as the "Master Agreement" for the period commencing April 1, ~~2008~~2019 through March 31, ~~2013~~2024, which Master Agreement shall prevail over the provisions of this Supplement in any case of conflict between the two, except as such Master Agreement may specifically permit. Questions arising out of alleged conflicts shall be submitted directly to the National Grievance Committee.

ARTICLE 40

No Change

ARTICLE 41 / Absence

No Change, except as noted below:

Section 3.

(a) Time off during any leave of absence shall be included in the total length of service for determining the number of weeks of vacation which an employee shall receive, but this time off shall not be counted as days worked for purposes of qualifying for a vacation or a holiday.

~~(b) The employee must make suitable arrangements for continuation of health and welfare and pension payments and life insurance payments, if any, in his absence before the leave or any extension thereof may be approved by either the Local Union or the Employer.~~

ARTICLE 42 / Seniority

No Change, except as noted below:

Section 3.

(a) All regular runs (except those "House Concerns" with original drivers) positions,

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starting times, classifications and shifts are subject to seniority and shall be posted for bids for a period of not less than seven (7) calendar days, unless otherwise mutually agreed upon. The Employer shall not post starting times, which are less than thirty (30) minutes apart. Posting shall be in a conspicuous place so that all eligible employees will receive notice of a vacancy, run or position open for bid, and such posting of bids shall be made not more than twice each calendar year. Vacancies, new runs, new positions shall be posted for bid immediately, unless otherwise mutually agreed upon. Peddle runs shall be subject to bidding provided driver is qualified.

ARTICLE 43

No Change

ARTICLE 44

No Change

ARTICLE 45

No Change

ARTICLE 46

No Change

ARTICLE 47

No Change

ARTICLE 48

No Change

ARTICLE 49

No Change

ARTICLE 50

No Change

ARTICLE 51 / Local Area Operations

No Change

****SEE NATIONAL ECONOMIC SUMMARY****

ARTICLE 52

No Change

ARTICLE 53 / Vacations

No Change, except as noted below:

****SEE NATIONAL ECONOMIC SUMMARY****

ARTICLE 54

No Change

ARTICLE 55. Health & Welfare

No Change in Language, except as noted below:

****SEE NATIONAL ECONOMIC SUMMARY****

ARTICLE 56 / PENSION

No Change in Language, except as noted below:

****SEE NATIONAL ECONOMIC SUMMARY****

ARTICLE 57 / Over The Road Provisions

No Change in language, except as noted below:

****SEE NATIONAL ECONOMIC SUMMARY****

ARTICLE 58

No Change

In Addition:

All letters of understandings, memos, etc, and interpretations of the current language shall remain in full effect.