

AUTOMOTIVE WORKERS ADDENDUM

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**.

THIS ADDENDUM made and entered into this 1st day August of ~~2008~~ **2013**, by and between UPS, hereinafter referred to as the “COMPANY,” and the following Local Unions, where applicable, 63, 186, ~~384~~, 396, 481, 495, 542, 952 and **986** affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS hereinafter referred to as the “UNION.”

SECTION 1 - RECOGNITION OF THE UNION

The top rates of pay for the Classifications listed below shall be as follows:

CLASSIFICATION	Top Rate Effective 8/1/2008	Top Rate Effective 2/1/2009	Top Rate Effective 8/1/2009	Top Rate Effective 2/1/2010	Top Rate Effective 8/1/2010	Top Rate Effective 2/1/2011	Top Rate Effective 8/1/2011	Top Rate Effective 2/1/2012	Top Rate Effective 8/1/2012	Top Rate Effective 2/1/2013
Yard/Shop Cleanup (Janitor)	27.81	28.16	28.535	28.91	29.285	29.66	30.085	30.51	30.985	31.46
Car Washer	27.90	28.25	28.625	29.00	29.375	29.75	30.175	30.60	31.075	31.55
Tire Service	28.03	28.38	28.755	29.13	29.505	29.88	30.305	30.73	31.205	31.68
Stock & Parts Room	27.95	28.30	28.675	29.05	29.425	29.80	30.225	30.65	31.125	31.60
Lubrication	28.06	28.41	28.785	29.16	29.535	29.91	30.335	30.76	31.235	31.71
Steam Rack	28.03	28.38	28.755	29.13	29.505	29.88	30.305	30.73	31.205	31.68
Fueler	27.90	28.25	28.625	29.00	29.375	29.75	30.175	30.60	31.075	31.55

The top rates of pay for the Classifications listed below shall be as follows:

CLASSIFICATION	Top Rate Effective 8/1/2013	Top Rate Effective 8/1/2014	Top Rate Effective 8/1/2015	Top Rate Effective 8/1/2016	Top Rate Effective 2/1/2017	Top Rate Effective 8/1/2017	Top Rate Effective 2/1/2018
Yard/Shop Cleanup (Janitor)	32.16	32.86	33.56	33.96	34.36	34.86	35.36
Car Washer	32.25	32.95	33.65	34.05	34.45	34.95	35.45
Tire Service	32.38	33.08	33.78	34.18	34.58	35.08	35.58
Stock & Parts Room	32.30	33.00	33.70	34.10	34.50	35.00	35.50
Lubrication	32.41	33.11	33.81	34.21	34.61	35.11	35.61
Steam Rack	32.38	33.08	33.78	34.18	34.58	35.08	35.58
Fueler	32.25	32.95	33.65	34.05	34.45	34.95	35.45

February 1, 2010	Thirty seven and one half cents (\$.375) per hour
August 1, 2010	Thirty seven and one half cents (\$.375) per hour
February 1, 2011	Thirty seven and one half cents (\$.375) per hour
August 1, 2011	Forty two and one half cents (\$.425) per hour
February 1, 2012	Forty two and one half cents (\$.425) per hour
August 1, 2012	Forty seven and one half cents (\$.475) per hour
February 1, 2012	Forty seven and one half cents (\$.475) per hour
August 1, 2013	Seventy cents (\$.70) per hour
August 1, 2014	Seventy cents (\$.70) per hour
August 1, 2015	Seventy cents (\$.70) per hour
August 1, 2016	Forty cents (\$.40) per hour
February 1, 2017	Forty cents (\$.40) per hour
August 1, 2017	Fifty cents (\$.50) per hour
February 1, 2018	Fifty cents (\$.50) per hour

Floor scrubbing, **forklift operators**, sweeping and vacuum machine operators shall receive five cents (5¢) per hour above the regular yard and clean-up (janitor) rates.

SECTION 2 - HOURS AND OVERTIME

An employee called to work in an emergency before or after their regular shift, and having left the premises, shall be guaranteed a minimum of three (3) hours pay at their applicable overtime rate, unless he/she is called to work less than three (3) hours before their regular shift starts. If called in less than three (3) hours before their regular starting time, then the overtime rate would apply only to the time worked prior to the regular starting time. In this case, however, the Employee would be entitled to work his/her regular shift and would be paid the applicable shift rate of pay.

SECTION 4 - VACATIONS

When a holiday falls within an employee's vacation period, he/**she** shall receive one (1) extra day of vacation or pay in lieu thereof **by mutual agreement.**

SECTION 5 - HEALTH AND INSURANCE COVERAGE

UPS will provide Health and Welfare benefits as described in their Plan Description titled "THE UPS HEALTH AND WELFARE PACKAGE" and benefit comparison that was proposed and presented on August 28, 1997.

Employees hired on or after October 1, 1993, and their eligible dependents, shall become eligible for this coverage six (6) months after their seniority date.

It is recognized that health insurance coverage, "THE UPS HEALTH AND WELFARE PACKAGE", shall be provided for eligible retirees who meet eligibility requirements.

The Company shall print and make available a summary plan description book specifically for the Health and Welfare Plan that includes a detailed description of all benefits, including but not limited to medical benefits, dental benefits, vision benefits, and retiree benefits, included in such plan.

Maintenance of benefits of Health and Welfare plans shall continue for the life of the Agreement.

For those full-time or part-time employees who have received health and welfare benefits from the Company Health & Welfare Plan, benefits on and after January 1, 2014 will be provided by Teamsters Western Region and Local 177 Health Care Plan in accordance with the Letter of Agreement on the Teamsters Western Region and Local 177 Health Care Plan dated September 6, 2013. The Company will continue to provide health & welfare benefit coverage under the existing plan through December 31, 2013.

Any eligible employee covered by this Section who retires effective January 1, 2014 or thereafter shall be provided retiree medical benefits through the Teamsters Western Region and Local 177 Health Care Plan.

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Current retirees who are receiving benefits through a UPS sponsored plan shall receive coverage on and after January 1, 2014 under the terms of the Memorandum Concerning UPS Sponsored Plans, attached to the National Master Agreement

SECTION 9 - DISABILITY AND SICK LEAVE

On the employee's anniversary date, he/she shall have the option to:

- A. Accumulate any/all sick leave days, to a maximum of ~~thirty (30)~~ **sixty (60)** days.
- B. Receive pay for any/all accumulated unused sick leave.
- C. Use in conjunction with vacation time earned, as described below:

SECTION 10 - PENSION BENEFITS

The following pension contribution rates are applicable to Local Union Nos. 63, 186, 542, 952 and 986.

Effective August 1, 2013, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate of \$9.85 per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

Effective August 1, 2014, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2014 contribution rate of \$9.85 per hour.

Effective August 1, 2015, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2015 contribution rate.

Effective August 1, 2016, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2016 contribution rate.

Effective August 1, 2017, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2017 contribution rate.

The following pension contribution rates are applicable to Local Union No. 396, 481 and 495.

Effective August 1, 2013, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate of \$10.00 per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

Effective August 1, 2014, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2014 contribution rate of \$10.00 per hour.

Effective August 1, 2015, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation

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was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2015 contribution rate.

Effective August 1, 2016, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2016 contribution rate.

Effective August 1, 2017, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2017 contribution rate.

Effective August 1, 2008, the Company shall pay into the Western Conference of Teamsters Pension Trust, on account of each employee working under this Agreement an hourly contribution rate of \$7.05 per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

Effective August 1, 2009, the Company shall pay into the Western Conference of Teamsters Pension Trust, on account of each employee working under this Agreement an hourly contribution rate of \$7.70 per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

Effective August 1, 2010, the Company shall pay into the Western Conference of Teamsters Pension Trust, on account of each employee working under this Agreement an hourly contribution rate of \$8.35 per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

Effective August 1, 2011, the Company shall pay into the Western Conference of Teamsters Pension Trust, on account of each employee working under this Agreement an hourly contribution rate of \$9.00 per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

Effective August 1, 2012, the Company shall pay into the Western Conference of Teamsters Pension Trust, on account of each employee working under this Agreement an hourly contribution rate of \$9.65 per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

SECTION 11 – SAVINGS

Effective August 1, 2013, The Company and the Union agree that the contribution at the rate of ten cents (10 cents) per compensable hour into the Pacific Coast Benefits Trust (herein “Trust”) on behalf of all employees covered under this Addendum shall be diverted back to the Company and used by the Union as a partial payment to “buy” the following increased pension benefit;

Pension contributions payable into the Western Conference of Teamsters Pension Trust Fund on account of each full-time employee of the bargaining unit shall be paid for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

This is done in accordance with the terms and provisions of Article 30 - Health and Welfare and/or Pension of the Western Region of Teamsters/United Parcel Service Supplemental Agreement, and the terms and conditions of the Western Conference of Teamsters Pension Trust Fund.

The existing Pacific Coast Benefit Trust Fund accounts of all employees covered by this Addendum shall continue to exist in accordance with the terms and conditions of the Pacific Coast Benefit Trust Fund, however, these accounts shall have no new contributions as of August 1, 2013.

Effective September 1, 1987, United Parcel Service shall make contributions at the rate of ten cents (10¢) per compensable

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hour into the Pacific Coast Benefits Trust (herein "Trust") on behalf of all employees covered under this Addendum on whose behalf United Parcel Service was obligated to make contributions in the Trust immediately prior to September 1, 1987. With respect to employees whose first hour of employment (or reemployment) with United Parcel Service is on or after September 1, 1987, United Parcel Service shall make contributions at the rate of ten cents (10¢) per compensable hour into the Pacific Coast Benefits Trust Fund on behalf of each such employee beginning on the earlier of the employee's achievement of seniority or the employee's completion of 600 hours of employment (or reemployment) within twelve consecutive calendar months, such contributions to be made retroactively preceding achievement of seniority or the completion of 600 hours of employment (or reemployment) as the case may be. Provided, however, that United Parcel Service shall not contribute for more than 173 hours in any calendar month for each covered employee. The total amount due for each calendar month shall be remitted in a lump sum not later than the tenth day of the following month. United Parcel Service acknowledges that it has received a true copy of the Trust and shall be considered a part thereto. It is understood and agreed that United Parcel Service accepts the terms and conditions of this Trust and agrees that the Employer Trustees named pursuant to the Trust are its representatives and consents to be bound by the actions and determinations of the Trustees. United Parcel Service further agrees to abide by such rules as may be established by the Trustees of said Trust to facilitate the audit of hours for which contributions are due, the prompt and orderly collection of contributions, and the accurate recording of such hours.

SECTION 18 - TERM OF ADDENDUM

THIS ADDENDUM shall become effective August 1, ~~2008~~ **2013** and remain in effect through July 31, ~~2013~~ **2018**.

MEMORANDUM AGREEMENT

EXHIBIT "A"

DESCRIPTIONS OF CERTAIN JOB CLASSIFICATIONS

This Memorandum is an Agreement to the Addendum between UPS, hereinafter referred to as the "Company," and the following Local Unions, where applicable, 63, 186, ~~381~~, 396, 481, 495, 542, and 952, **and 986** affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union."

CLASSIFICATION	Top Rate Effective 8/1/2008	Top Rate Effective 2/1/2009	Top Rate Effective 8/1/2009	Top Rate Effective 2/1/2010	Top Rate Effective 8/1/2010	Top Rate Effective 2/1/2011	Top Rate Effective 8/1/2011	Top Rate Effective 2/1/2012	Top Rate Effective 8/1/2012	Top Rate Effective 2/1/2013
Journeyman Auto Mechanics	29.57	29.92	30.295	30.67	31.045	31.42	31.845	32.27	32.745	33.22
Journeyman Maintenance Mechanics	29.57	29.92	30.295	30.67	31.045	31.42	31.845	32.27	32.745	33.22

CLASSIFICATION	Top Rate Effective 8/1/2013	Top Rate Effective 8/1/2014	Top Rate Effective 8/1/2015	Top Rate Effective 8/1/2016	Top Rate Effective 2/1/2017	Top Rate Effective 8/1/2017	Top Rate Effective 2/1/2018
Journeyman Auto Mechanics	33.92	34.62	35.32	35.72	36.12	36.62	37.12
Journeyman Maintenance Mechanics	33.92	34.62	35.32	35.72	36.12	36.62	37.12

The Company hereby recognizes the Union as the collective bargaining agent for auto mechanics and maintenance mechanics employed by it in connection with its package delivery operations in San Diego County, only. The rates of pay applicable to such employees will be as follows:

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Effective Dates	Start 70%	6 month 75%	1 year 80%	18 months 90%	2 years 100%
August 1, 2008	\$20.70	\$22.18	\$23.66	\$26.61	\$29.57
August 1, 2009	\$20.70	\$22.18	\$23.66	\$26.61	\$30.295
August 1, 2010	\$20.70	\$22.18	\$23.66	\$26.61	\$31.045
August 1, 2011	\$20.70	\$22.18	\$23.66	\$26.61	\$31.845
August 1, 2012	\$20.70	\$22.18	\$23.66	\$26.61	\$32.745

Effective Dates	Start 70%	6 month 75%	1 year 80%	18 months 90%	2 years 100%
August 1, 2013	23.412	25.084	26.756	30.101	33.445
August 1, 2014	23.412	25.084	26.756	30.101	34.145
August 1, 2015	23.412	25.084	26.756	30.101	34.845
August 1, 2016	23.412	25.084	26.756	30.101	35.645
August 1, 2017	23.412	25.084	26.756	30.101	36.645

APPRENTICE RATES

- 1st Six Months - 65% of the Journeyman Rate
- 2nd Six Months - 75% of the Journeyman Rate
- 3rd Six Months - 80% of the Journeyman Rate
- 4th Six Months - 95% of the Journeyman Rate

Employees who were hired into the Journeyman classifications, described in this Addendum, on or after August 1, 2008, shall be paid in accordance with the following wage progression schedule.

When a reduction in force is necessary, for Automotive/Maintenance Mechanics, the least senior employee in that classification, within that Local Union's jurisdiction, shall be the first employee laid off, provided the employee(s) retained are qualified to perform the work involved.

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UTILITY WORKERS ADDENDUM

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**.

THIS AGREEMENT made and entered into this 1st day of August ~~2008~~ **2013**, by and between UPS, hereinafter referred to as the “Company,” and LOCAL UNIONS NOS. 63, 186, ~~381~~, 396, 481, 495, 542, ~~and 952~~, **and 986** affiliates of the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, hereinafter referred to as the “Union.”

SECTION 8 - OVERTIME RATES OF PAY

(A) All part-time employees who have attained seniority as of August 1, ~~2008~~ **2013**, will receive the following general wage increase:

August 1, 2008	Fifty five cents (\$.55) per hour
February 1, 2009	Thirty five cents (\$.35) per hour
August 1, 2009	Thirty seven and one half cents (\$.375) per hour
February 1, 2010	Thirty seven and one half cents (\$.375) per hour
August 1, 2010	Thirty seven and one half cents (\$.375) per hour
February 1, 2011	Thirty seven and one half cents (\$.375) per hour
August 1, 2011	Forty two and one half cents (\$.425) per hour
February 1, 2012	Forty two and one half cents (\$.425) per hour
August 1, 2012	Forty seven and one half cents (\$.475) per hour
February 1, 2013	Forty seven and one half cents (\$.475) per hour
<u>August 1, 2013</u>	<u>Seventy cents (\$.70) per hour</u>
<u>August 1, 2014</u>	<u>Seventy cents (\$.70) per hour</u>
<u>August 1, 2015</u>	<u>Seventy cents (\$.70) per hour</u>
<u>August 1, 2016</u>	<u>Forty cents (\$.40) per hour</u>
<u>February 1, 2017</u>	<u>Forty cents (\$.40) per hour</u>
<u>August 1, 2017</u>	<u>Fifty cents (\$.50) per hour</u>
<u>February 1, 2018</u>	<u>Fifty cents (\$.50) per hour</u>

(B) Newly Hired Part-time Employees:

All part-time employees who are hired or reach seniority after August 1, 2008 will be paid according to the following wage schedules:

All part-time employees who are hired or reach seniority after August 1, 2008 will be paid according to the following wage schedules:

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Utility Workers Hourly Rate

	<u>Preloader</u>	<u>Sorter</u>	<u>All Others</u>
Start	\$9.50	\$11.00	\$8.50
Start plus 90 calendar days	\$10.50	\$9.50	
Seniority plus one (1) year	\$11.00	\$11.50	\$10.00
Seniority plus two (2) years	\$11.50	\$12.00	\$10.50
Seniority plus three (3) years	\$12.00	\$13.00	\$11.00
Seniority plus four (4) years	\$12.87	\$13.50	\$11.87

SECTION 15 - HEALTH INSURANCE COVERAGE

~~UPS will provide Health and Welfare benefits as described in their Plan Description titled "THE NEW UPS HEALTH AND WELFARE PACKAGE" and benefit comparison that was proposed and presented on August 28, 1997.~~

Employees hired prior to August 1, 2008, and their eligible dependents, shall become eligible for this coverage six (6) months after their seniority date.

In accordance with National Mater United Parcel Service Agreement Article 34, Section 2(b), (Health & Welfare and Pension – Part-Time Medical Coverage) employees hired on or after August 1, 2008 shall become eligible for this coverage after twelve (12) months of active employment and spousal or dependant coverage will be made available to these part-time employees ~~twelve (12) eighteen (18)~~ months after their initial date of employment.

~~It is recognized that health insurance coverage, "THE NEW UPS HEALTH AND WELFARE PACKAGE" shall be provided for eligible retirees who meet eligibility requirements.~~

~~The Company shall print and make available a summary plan description book specifically for the Health and Welfare plan that includes a detailed description of all benefits, including but not limited to medical benefits, dental benefits, vision benefits and retiree benefits, included in such plan.~~

~~Maintenance of benefits of Health and Welfare plans shall continue for the life of the Agreement.~~

For those full-time or part-time employees who have received health and welfare benefits from the Company Health & Welfare Plan, benefits on and after January 1, 2014 will be provided by Teamsters Western Region and Local 177 Health Care Plan in accordance with the Letter of Agreement on the Teamsters Western Region and Local 177 Health Care Plan dated September 6, 2013. The Company will continue to provide health & welfare benefit coverage under the existing plan through December 31, 2013.

Any eligible employee covered by this Section who retires effective January 1, 2014 or thereafter shall be provided retiree medical benefits through the Teamsters Western Region and Local 177 Health Care Plan.

Current retirees who are receiving benefits through a UPS sponsored plan shall receive coverage on and after January 1, 2014 under the terms of the Memorandum Concerning UPS Sponsored Plans, attached to the National Master Agreement.

SECTION 16 - PENSION BENEFITS

Effective August 1, 2008, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate of \$5.15, per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of two thousand eighty (2080) hour per calendar year.

Effective August 1, 2009, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate of \$5.80, per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of two thousand eighty (2080) hour per calendar year.

Effective August 1, 2010, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate of \$6.45, per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of two thousand eighty (2080) hour per calendar year.

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Effective August 1, 2011, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate of \$7.10, per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of two thousand eighty (2080) hour per calendar year.

Effective August 1, 2012, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate of \$7.75, per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of two thousand eighty (2080) hour per calendar year.

Effective August 1, 2013 2008, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate of \$7.95 per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

Effective August 1, 2014 2009, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2014 contribution rate of \$7.95 per hour.

Effective August 1, 2015 2010, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2015 contribution rate.

Effective August 1, 2016 2011, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2016 contribution rate.

Effective August 1, 2017 2012, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2017 contribution rate.

SECTION 25 – TERMS OF AGREEMENT

This Agreement shall be effective on August 1, 2008 **2013** and remain in effect through July 31, 2013 **2018**.

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