

LOCAL UNION 688

UPS FREIGHT AGREEMENT

For the Period Beginning August 1, 2013 through July 31, 2018

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**.

BE SURE TO GET A WITHDRAWAL CARD

Any member of the Teamster Union leaving the employ of U.P.S. should request a withdrawal card. A withdrawal card allows a member to maintain his or her membership on an inactive basis.

If the member later gains employment with another Company whose employees are represented by the Teamsters, they need only submit their withdrawal cards to be reinstated as an active member without paying the initiation fee again.

TO OBTAIN A WITHDRAWAL CARD

1. Send ~~\$.50~~ with your name, address, social security, and last day worked to:

TEAMSTERS LOCAL UNION NO. 688
4349 Woodson Rd. Suite 200
ST. LOUIS, MISSOURI 63134

2. This request should be submitted before the end of the month in which you last worked.

3. Withdrawal cards will be issued only to members in good standing (i.e., all dues, etc. fully paid). Those members who have not finished paying their initiation fee and all back dues will not be issued a withdrawal card until those fees and dues have been paid in full.

4. If you have any questions, contact your steward, or Teamsters Local Union No. 688 Business Office at 314-513-5800. The Business Office hours are Monday thru Friday from 7:30 A.M. to 4:00 P.M.

ARTICLE 1 SENIORITY

The Sections of this Article supersede all Sections of Article 3 of the Central Region of Teamsters United Parcel Service Supplemental Agreement with the exception of the sections that are referred back.

Section 1.

Refer to Article 3, Section 1 of the Central Region of Teamsters United Parcel Service Supplemental Agreement.

Section 2.

An employee's seniority shall be based on his/her length of service with the Employer since his/her most recent date of hire.

Where more than one package center exists in a building, it will be considered one center for layoff and recall purposes.

Section 3.

The seniority of an employee shall be considered broken for the following reasons, and the employee shall be considered terminated:

- (a) If the employee resigns voluntarily.
- (b) If the employee is discharged and such discharge is not set aside through the grievance procedure.
- (c) Layoff for a period of one year from last date of employment, failure to respond to notice of recall or unauthorized leave-of-absence.
- (d) If the employee fails to report to work for three (3) consecutive working days and does not properly notify the Company at the beginning of his/her starting time on the third (3rd) day.

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Section 4.

Refer to Article 3, Section 4 of the Central Region of Teamsters United Parcel Service Supplemental Agreement.

The following language is an addition to the above referenced language:

A list of employees dated according to seniority and classification by center or hub shall be posted on the center or hub bulletin board and a copy sent to the Union. In the event two or more employees have the same seniority date the following criteria will apply:

1. Part-time seniority date
2. First day worked
3. Application date
4. Coin toss

The Employer will supply the Union Office and the Chief Shop Steward, a list of all additions and/or deductions from the center or hub seniority list.

Section 5. Full-Time Employees

(A) When it becomes necessary to lay off employees, the Employer will notify the Steward affected and the employees to be laid off at least forty-eight hours in advance of layoff whenever possible.

When it becomes necessary to reduce the full-time working force in a center or hub, the employee in that center or hub with the least seniority shall be laid off first. If an employee is laid off in excess of five (5) working days, he/she may exercise his/her seniority right by displacing the most junior person in any center in the local union area. After five (5) days the employee so displaced shall have the right to displace the most junior employee in the local union area. Such employees shall be permitted to return to their jobs in the original center or hub in seniority order as the work returns in the original center or hub. Employees who exercise their rights under this Section shall have their seniority dovetailed in the new center or hub.

Recalls and restoration of forces shall be in the reverse order of layoff.

In all cases of layoffs, reduction of forces, recalls and restoration of forces, an affected employee shall select his/her desired classification immediately in order to meet service commitments. Further, in all cases, an employee must be qualified to perform the duties of the job selected.

A laid off employee shall be given two (2) weeks' notice of recall if the employee is laid off two (2) weeks or more. The employee must notify the employer within three (3) days after receipt thereof, as to whether or not he/she intends to report for work at the designated time within two (2) weeks after receipt of notice.

Failure to give timely notice to the Employer or to report at the agreed upon time within the designated period will result in the loss of all seniority rights, and the employee will be considered terminated.

(B) In the event a Feeder Driver is notified of layoff or fails to receive his/her forty (40) hour guarantee working in feeder classification, he/she shall be allowed upon notification to Feeder Manager or his/her designee, the right to exercise his/her seniority in the following manner on a weekly basis.

1. Bumps the least senior package car driver in building and work as assigned or,
2. Bumps two (2) part-time positions on sorts of choice (least senior part-timers) or,
3. Remains in feeder classification, forfeits forty, (40) hour guarantee and be offered to work by seniority as it becomes available. A driver who receives forty (40) hours under this option in one (1) week must remain working under Option No. 3 for the following week until he/she fails to receive the offer of forty (40) hours of work in feeders.

A laid off Feeder Driver has the right to bid second (2nd) and third (3rd) move jobs in package car after completion of thirty (30) days working under Option (1).

Section 6.

Whenever a center or hub is opened, closed or partially closed, the employees affected will be entitled to follow their work and their seniority will be dovetailed in the new location.

Should the affected employee elect not to move to the new center or hub, employees in seniority order from the bottom of the list must follow the work, or accept a layoff. Those employees electing to remain in the original center or hub will be assigned the available work.

Section 7.

Refer to Article 3, Section 7 of the Central Region of Teamsters United Parcel Service Supplemental Agreement.

Section 8.

(a) Full-time seniority employees with six (6) months or more seniority shall have the right to bid on vacancies and new permanent jobs as provided in this Article.

(b) Employees with six (6) months' seniority shall have the right to bid a maximum of three (3) times during a contract year. Feeder drivers are not subject to the three (3) bid limitations within their classifications.

(c) New permanent jobs or Vacancies: New permanent jobs shall be posted in all centers within thirty (30) calendar days. Vacancies shall be posted for bid in all centers or hubs within five (5) working days and shall remain posted for three

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(3) working days. Any such new permanent job or vacancy shall be awarded to the senior qualified bidder.

(d) There shall be no bidding during the months of November and December. The parties agree that feeder runs established in August and September will be reviewed by September 30th each year by the Company and the Union. If it is determined by mutual agreement that a run is permanent or if it has been in existence for thirty (30) working days by September 30th, the job will be bid within five (5) working days.

(e) Employees bidding into the tractor-trailer classification must be qualified by prior experience or having successfully completed the Company training program.

(f) When bid work is not available or when delivery areas or work areas are consolidated, discontinued or temporarily suspended, employees shall perform available work as assigned.

(g) Employees do not have the right to select any unit, load, sort, route, run, etc., except as provided in this Article.

(h) In the event that an employee's starting time is changed by more than one (1) hour either way, the affected employee shall have the right to remain on the job and accept the new starting time or within five (5) days of said change may exercise the procedure outlined in Section 1 of this Article. In the event that Section 19 of this Article is exercised the job shall be bid as provided in Section 8(k) below. Change of starting time of a hub or center or entire center or hub shall not be subject to bid.

(i) All job bids shall be filled within ten (10) working days after completion of bidding process, unless otherwise mutually agreed, in conjunction with the efficient operation of the employer's business.

(j) When an employee bids from a Driving Classification to a Non-Driving Classification he/she shall not be privileged to bid again for a period of twelve (12) months.

(k) The open job created by the move of the successful bidder under (c) above shall then be posted in the particular center or hub from which the successful bidder came and shall be awarded to the senior qualified bidder in that center or hub.

In the event the successful bidder under (c) fails to move to the position bid, or bids job or route vacated, the original job will be awarded to the next highest bidder on the original bid. The Company will notify the Local Union of all completed area wide bids.

For the second move as outlined in the subsection, the Jefferson Street Building will be considered as one center, the Columbia building will be considered as one center, and each Earth City division will be considered as one center.

(l) The open job created by the move of the successful bidder under (k) above shall then be posted in the same center or hub and shall be awarded to the senior qualified bidder.

(m) The open job created by the move of the successful bidder under (l) or if no employee bids for any opening, the opening will be filled as provided for in Section 10 of this Article.

(n) Fourth (4th) move vacancies in the Tractor-Trailer Classification will be offered to the senior, qualified, unassigned driver without a bid in the Tractor-Trailer Classification.

(o) In order to provide for more favorable training for new employees, the Company shall designate certain areas in each center to be used as training areas. These training areas will be bid within each center. In Centers where more than one training route exists, these training routes shall be used on a rotating basis.

The following shall be the maximum number of training routes allowed in a center:

1 – 15 Package Car Drivers	1 Training Area
16 – 30 Package Car Drivers	2 Training Areas
31 – 45 Package Car Drivers	3 Training Areas
46 – 60 Package Car Drivers	4 Training Areas

(p) None of the foregoing provisions shall be understood or interpreted as placing any restriction whatsoever on the Employer's unrestricted right to eliminate jobs or to make any changes it wishes in the size, content, scope, direction, coverage, starting time or schedule of any job or the equipment used thereon.

(q) In Package Car centers that utilize a driver sort and load, the Company shall offer the start times by seniority. The only exception will be when a driver replaces a driver on vacation; then that driver will have the start time of the vacation driver.

Section 9. Route Changes

Refer to Article 3, Section 9 of the Central Region of Teamsters United Parcel Service Supplemental Agreement.

Section 10. Part-Time Employees Transferring To Full-Time Jobs Other Than Hub and Preload

Refer to Article 3, Section 10 of the Central Region of Teamsters United Parcel Service Supplemental Agreement.

The following language is an addition to the above referenced language:

It is agreed that the part-time employees who are members of Teamsters Local Union No. 688 may work as full-time vaca-

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tion replacements under the terms of Article 16 of the Central Region of Teamsters United Parcel Service Supplemental.

The Company may allow seniority part-time Customer Counter Clerks at all Company locations the opportunity to be upgraded to full-time positions, provided they are assigned employees working within the classification and work area and have been trained, qualified and available. The positions are to be offered on a week to week basis. Part-time clerks will retain their hourly rate, but not less than seventy percent (70%) of the full-time rate. Meal periods and breaks will be taken on the same basis as regular full-time Counter Clerks. The forty (40) hour guarantee will apply to the regular five (5) day work period, but will not apply in reference to vacations or holiday pay. Part-time employees who are upgraded to full-time positions will only be guaranteed three (3) hours on the sixth (6th) day of work.

Section 11. Part-Time Job Selection Procedure

Refer to Article 3, Section 11 of the Central Region of Teamsters United Parcel Service Supplemental Agreement.

The following language is an addition to the above referenced language:

No more than 25% of the employees in each of the following classifications (preloader, or sorter) shall be privileged to move either by assignment or through the bidding procedure in each twelve (12) month period commencing April 1, of each year, except where such move is to a higher pay classification.

The procedures outlined above will apply along with the following language.

When a permanent, new part-time job or a permanent part-time vacancy becomes open in a center, it shall be awarded to the senior employee within the building who has indicated his/her preference by prebidding.

When a permanent, new part-time job or a permanent part-time vacancy becomes open in the St. Louis Metropolitan area or Columbia, it shall be awarded to the senior employee, within the Earth City, Jefferson Avenue, Columbia or Fenton buildings, who has indicated his/her preference by prebidding. Employees moving between buildings on such a prebid will remain in the new location for at least one (1) year. A list of all permanent jobs, shifts and employees will be posted in each center. Another list will be posted showing jobs and shifts which shall be the prebidding list. The employees must sign name, seniority date and date signing sheet.

No new job created by the Employer shall be considered permanent and subject to bidding as an opening until it has been in operation for at least thirty (30) calendar days.

Pending that and pending the operation of the bidding procedure above provided, management shall offer the posting(s) by

seniority, to the unassigned employees to perform the work in question on the temporary basis.

None of the foregoing provisions shall be understood or interpreted as placing any restriction whatsoever on the Employer's unrestricted right to eliminate jobs or to make any changes it wishes in the size, content, scope, direction, coverage, starting time or schedule of any job or the equipment used thereon.

Section 12. Part-Time Employees Lay-Off

Refer to Article 3, Section 12 of the Central Region of Teamsters United Parcel Service Supplemental Agreement.

The following language is an addition to the above referenced language:

When it becomes necessary to lay off employees, the Employer will notify the Steward affected and the employees to be laid off at least forty-eight (48) hours in advance of lay-off whenever possible.

Section 13. Feeder Driver Annual Bid

(A) Beginning on Monday, three (3) weeks prior to the first Monday in May, bids would be selected at the rate of 10% per day.

Each driver shall select his/her choices when reporting to work on a given day. Those failing to select will be passed over and the bidding procedure continued. All Tractor-Trailer drivers shall, in order of their seniority, have the right to select starting times, destinations (and equipment for informational purposes), from the schedule provided in each center. The Company agrees to (1) provide each driver with a list of all jobs on the annual bid; (2) utilize a bid board in each center, keeping it current daily; (3) contact those people not at work due to vacation, workers comp., etc., for their selections. Employees not at home will be verified by a steward. The above mentioned process shall include the Earth City, Jefferson Avenue and any new centers or hubs in the St. Louis Metropolitan area where Feeder Drivers are domiciled. All such award bids shall become effective by the first Monday in May. Any conflict of bid as a result of the above will be worked out by seniority.

In the event a bid starting time is permanently changed one (1) hour or more, the bid run is changed one (1) hour or more, or the destination is changed fifty (50) miles or more or the equipment is changed which eliminates equipment premiums during the month of May on any bid awarded as a result of the annual bid; the Tractor-Trailer driver chooses not to remain on the bid, the new run (changed start time or destination) shall be posted for bid. The Tractor-Trailer driver who gave up his/her bid may bump any junior Tractor-Trailer driver. This process shall continue until all affected drivers have had a chance to bump a junior driver.

(B)When there are changes of Equipment on Tractor-Trailer

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Runs After The Bids Have Been Awarded – The Company will list equipment to be run (doubles) for informational purposes only on Tractor-Trailer bids. When there are more than one run going to the same destination and doubles are assigned to run(s) the senior driver(s) shall be offered the run(s) which have doubles on them as long as the runs start within fifteen (15) minutes of each other. If the senior driver(s) accept the run that has doubles assigned to it he/she will begin the run on the Monday following the week in which the run(s) were assigned doubles at the start time of that run. The junior driver affected shall take the run of the senior driver who has replaced him.

If there are multiple runs containing doubles going to the same destination and doubles are removed from one or more of the runs, the remaining runs containing doubles shall be offered to the senior drivers whose start time is within fifteen (15) minutes of the affected run(s).

Section 14. Tractor-Trailer School

Refer to Article 3, Section 14 of the Central Region of Teamsters United Parcel Service Supplemental Agreement.

The following language is an addition to the above referenced language.

A. Employees who disqualify themselves for any reason: In order to re-qualify, said employee will be required to attend the company tractor trailer school.

B. If an employee signs up for the company tractor trailer school and is selected to attend and does not attend or only partially attends, said employee shall not be eligible to qualify again for eighteen (18) months from date of the feeder school.

C. Any action by the Employer or the employee that results in a disqualification, will cause to be generated a letter of acknowledgment to that effect, from the Employer to the employee and a copy of the same to the Local Union.

Section 15. Bid Routes

Refer to Article 3, Section 15 of the Central Region of Teamsters United Parcel Service Supplemental Agreement.

The following language is an addition to the above referenced language:

The Company agrees to bid vacation coverage x-man routes for all package delivery centers.

Vacation coverage routes will represent 10% of the center as follows:

Number of Employees	Number of Vacation Coverage Jobs
1-14	1
15-20	2
21-30	3
31-40	4

Vacation coverage x-man routes will be bid in center only, with any second and third moves required bid in center as well.

Vacation coverage x-man employees will be allowed to select open vacation jobs or long term disabilities weekly in seniority order.

If the job selected is open successive weeks, the vacation coverage x-man employees selecting the area will remain on it for these successive weeks and not be allowed to select the following weeks.

If there are no vacation x-man jobs available during a given week, the employees will be assigned routes with consideration given to seniority whenever possible.

The Company reserves the right, during the first six (6) months of an employee bidding a vacation coverage job, to mutually agree to vacation jobs selected whenever additional training is necessary.

Vacation coverage x-man employees covering vacations, disabilities, workers compensation leaves, etc., must come off their selected or assigned jobs for any emergency situations that develop in midweek. This is not to exceed one (1) week unless mutually agreed to. This also applies to unassigned drivers.

Section 16.

Refer to Article 3, Section 16 of the Central Region of Teamsters United Parcel Service Supplemental Agreement.

Section 17.

No employee may be transferred from another division of the Employer not covered by this Rider into the division covered by this Rider without losing his/her seniority.

While it is not the policy of the Employer to merge, sell or lease operations, the Employer agrees that should it happen, the seniority of the employees of the merged, sold, or leased company will go to the bottom of the seniority list.

Section 18. Employees Wanting To Be Drivers

An employee desiring to become a driver shall place his/her name in seniority order on a list. This list may be used for management to fill the final opening as described in the bidding procedure.

Provided the employee meets all other qualifications, he/she shall have thirty (30) days to qualify for the new position.

For purposes of hiring full-time employees into Package Car Classification, Earth City, Jefferson Avenue and Fenton Buildings will maintain one (1) list by seniority for part-time employees wanting to go into Package Car Classification.

Section 19. Full-Time Job Eliminations

(A) If a job of any employee in the Tractor-Trailer Classification, for which he/she has bid, is eliminated, such

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employee may select any job in the Tractor-Trailer Classification in the same center then being performed by an employee with less seniority.

Such junior employee, in the Tractor-Trailer Classification, thereon displaced may likewise be permitted to displace another employee with less seniority then holding a job, in the Tractor-Trailer Classification, in the same center.

The employee thereby displaced by the second displacement will then be assigned to the job in the Tractor-Trailer Classification in the same center then held by the most junior employee. Such displaced employee, in the Tractor-Trailer Classification, shall be assigned to the job in the same center or hub then held by the most junior Package Car Driver.

Such displaced Package Car Driver may displace the most junior employee in the center, who shall be the employee laid off. Said laid off employee shall then be permitted to exercise his/her seniority as outlined in Article 1, Section 5 of this Rider.

It is clearly understood that the foregoing provision permitting limited seniority displacement is confined and restricted solely to all full-time employees. The same procedure as outlined above for Tractor-Trailer Drivers shall apply for the Package Car Drivers, and all full-time inside employees. Any full-time employee laid off as a result of the above shall then be permitted to exercise their seniority as outlined in Article 1, Section 5 of the Rider.

In any instance in which an employee is assigned to a lower rated job by operation of these provisions, he/she shall be paid the rate of the job he/she performs.

(B) Temporary Feeder Job Elimination – In the event the Company has a temporary (30 days or less) job elimination, the affected employee will be permitted to bump the most junior Tractor-Trailer driver on a bid run, or dovetail onto the x-man list, whichever the employee desires.

If the affected employee bumps the most junior employee, this will not preclude the employee from returning to his/her old position.

If the Company declares this permanent job elimination or if the employee is not returned to his/her old job within 30 days, the employee will immediately be allowed a bump.

Section 8(h), will apply if an employee's bid run starting time is permanently changed one (1) hour or more, the bid run is changed one (1) hour or more, or the destination is changed fifty (50) miles or more, or the equipment is changed which eliminates equipment premiums.

Section 20. Full-Time and Part-Time Transfers

The Employer may make temporary transfers from one Classification to another as business needs dictate. The senior

available employee in a classification shall be the employee offered the transfer when the transfer involves a higher paying job. The transferred employee shall receive the higher rate for the entire day if he/she works the higher rate job in excess of four (4) hours. In the event the amount of work in the higher classification is less than four (4) hours, the transferred employee shall receive the higher rate for four (4) hours.

The junior available employee in the classification shall be the employee transferred when the transfer involves an equal or lower paying job and he/she shall retain his/her regular rate.

The movement of equipment within the Employer's premises involving less than one hour's work will not call for a higher rate of pay.

Section 21. Full-Time Inside Annual Bid

There is to be an annual bid for nineteen (19) full-time inside jobs at the Earth City, Jefferson Avenue and Fenton buildings. This annual bid will take place in February of each year.

Section 22. Office

(A) Office employees shall be covered by the Area Agreement and Local No. 688 Rider to the Area Agreement, however, the office employees shall maintain a separate seniority list from the other parties to this Agreement, however, the application of the seniority provision shall be limited to and within the office unit.

(B) Full-Time office employees shall maintain two (2) paid for breaks with pay consisting of one (1) ten (10) minute break in the first half of the shift and one (1) ten (10) minute break in the second half of the shift.

Full-Time office employees will be allowed one-half (1/2) hour lunch break.

(C) Seniority in the office unit shall be on a center seniority basis for bidding layoff and recall purposes and shall be applied in a manner as previously outlined. No employee from the office unit may bid or displace into another classification outside the office unit and neither can an employee from another classification bid or displace into the office unit. Bidding of permanent new jobs and permanent vacancies will be between office groups. The job will be awarded to the senior bidding employee and such employee will be allowed up to thirty (30) working days training period to qualify. An employee who fails to qualify shall not be allowed to bid again for one (1) year.

(D) In the event the Company wants to replace full-time office employees with part-time office employees, the Company and Union will meet to discuss this issue. If the issue cannot be resolved, the issue shall be submitted to the JAC for settlement.

(E) Overtime will be offered by seniority to employees in the classification working, provided they are qualified, then to employees in other classifications, provided they are qualified.

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(F) The Company may use seasonal employees as provided for in Article 1, Section I-B of the Central Region of Teamsters Supplemental Agreement during the months of (December 15th through February 15th) of each year. However, D.I. employees may select vacation at any time during a calendar year with the exception of (December 15th through February 15th).

The above language will apply to Group V Claims Auditors. However, the time periods are (January through February). Customer Service time period is (November through December).

The Company agrees they will not lay off office employees covered under Local 688's Addendum if there are any seasonal employees working in D.I.

(G) In addition to the provisions in Article 16 Vacations of the Central Region of Teamsters Supplemental Agreement and Article 3 Maintenance of Standards, Section 8 of the Local Addendum, the Company agrees that one (1) additional Group IV Tracing Clerk will be allowed to select vacation during the months of May, June, July and August provided, however, that the full compliment of employees allowed off has not been scheduled during this period in the following classifications: Group V Claims Auditor and part-time D.I.

(H) The Company will have the ability to work a part-time employee or employees during the time frame that a full-time employee or employees are off for any of the following reasons: vacation, sickness, accident, jury duty, optional holiday, request off, workers comp. or leave of absence, provided none of the above exceeds a three (3) month period. By mutual agreement, other reasons for not being at work can be agreed to and the time limitation may be extended. The time frame as referred to above is the hours scheduled of the employee absent. The senior qualified part-timer will be the employee offered the work in the above referenced time frame.

(I) In addition to Article 3 Seniority Section 16 – Extra work of the Central Region of Teamsters Supplemental Agreement the following language will apply:

Full-time employees will have first opportunity for daily extra work (overtime) based upon their full-time seniority date.

Part-time or full-time employees will have first opportunity for sixth day, Sunday or Holiday extra work (overtime) based upon their overall seniority date. A three (3) hour guarantee applies on the occasions. The Company agrees to maintain a seniority list for this purpose and provide each Shop Steward with a copy.

(J) The work-week for part-time office employees affected by Saturday or Sunday delivery pick-up operations shall be consistent with the National Air language; however, the employees affected shall be allowed two (2) consecutive days off with one of these to be Saturday or Sunday.

ARTICLE II HOURS OF WORK FULL-TIME

Section 1 of this Article supersedes Section 1 of Article 12, (Hours of Work) in the Central Region of Teamsters United Parcel Service Supplemental Agreement; the remaining sections of Article 12 apply.

Section 1.

In the case of each full-time seniority employee the standard work week shall be forty (40) hours per week, and the standard work day shall be eight (8) hours per day.

Work shall be scheduled for five (5) consecutive days – Monday through Friday or Tuesday through Saturday. An employee may be required to work in excess of an eight (8) hour day or forty (40) hour week and in that event, he/she shall be compensated at the rate of time and one-half (1-1/2) his/her regular straight time rate for all hours worked in excess of eight (8) hours in a day or forty (40) hours in a week.

The Company shall continue its efforts to reduce overtime where requested. If the review does not indicate that progress is being made in the reduction of assigned hours of work the following language shall apply: "An employee shall have the right to file a grievance if the Company has continuously caused him to work over nine and one-half (9-1/2) hours per day." If the grievance cannot be resolved at the District-Local Union level, it will go directly to the Region level of the grievance procedure. This procedure will not apply in the peak season of November and December.

The first 90% of seniority, of full-time seniority employees called or put to work on the first full work day of the regular work week, (Monday or Tuesday depending as to whether the employee has a Monday through Friday or Tuesday through Saturday work week), shall be guaranteed forty (40) hours of straight time pay each week they are required to report. The Employer shall be exempt from such weekly or daily guarantee if:

(A) an employee of his/her own initiative, takes off a regular scheduled work day during such work week or is suspended or discharged for just cause.

(B) due to conditions beyond the Employer's control, such as, but not limited to, fire, floods, strikes, which reduce the volume, destruction, or snow storm, which as approximate result thereof caused a complete stoppage of all or part of the Employer's operation.

(C) to the weeks of Christmas and New Years.

ARTICLE III MAINTENANCE OF STANDARDS

The following is an attempt to reduce to writing, the existing area practices which the parties have mutually agreed to:

Section 1.

Tractor-Trailer Drivers shall be paid doubles pay for the entire

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shift if he/she pulls doubles off Company property at any time during his/her shift. This section excludes doubles moved to or from adjacent remote lots at any UPS location.

Section 2.

In scheduling unassigned feeder work, including vacation coverage, the Company agrees to give consideration to seniority where and when practicable.

Section 3.

Maintain practice of changing into foul weather gear during working hours without loss of wages to the employees involved.

Section 4.

A copy of each weekly work schedule shall be provided to the Shop Steward.

Section 5.

The Company shall continue its practice of offering training by seniority to part-time employees, as the needs of the business dictate, in order that the senior part-time employee may have the opportunity to become qualified to bid on higher paying jobs.

Section 6.

Tests for skilled, inside jobs shall be paid for up to fifteen (15) minutes if the tested employee passes the test.

Section 7.

Vacation selection shall be by seniority within each classification in each center.

Section 8.

In addition to the provisions in Article 16, Section F, vacations will be selected in the following manner:

(Part-time, Full-time inside and office vacation selection).

Five (5) working days prior to March 1st of each year, the most senior 20% of the employees by classification in each center must make known to the Company their choice of vacation.

Four (4) working days prior to March 1st of each year, the second most senior 20% of the employees by classification in each center must make known to the Company their choice of vacation.

Three (3) working days prior to March 1st of each year, the third most senior 20% of the employees by classification in each center must make known to the Company their choice of vacation.

Two (2) working days prior to March 1st of each year, the fourth most senior 20% of the employees by classification in each center must make known to the Company their choice of vacation.

One (1) working day prior to March 1st of each year, the fifth most senior 20% of the employees by classification in each center must make known to the Company their choice of vacation.

Section 9.

Agreement on Change in Vacation Earnings Based on Decision of J.A.C. Case No. 956

Decision: Based on the facts presented in this case, it is the decision of the Panel that employees on the payroll prior to June 30, 1973, who during the terms of this Agreement resign or whose services are terminated due to circumstances over which they have no control, shall receive, at the time of such resignation or termination, pro-rata vacation pay based on the vacation resignation and termination formula and application in effect under the 1970-1973 Agreement.

Section 10.

The Company agrees to the elimination of the Red Line for vacation for full-time employees effective 1988. Article 16 of the Central Region Supplement will be followed for vacation entitlement.

Section 11. Meal Period

Meal periods and breaks are to be maintained as in the past. (See J.A.C. cases 148-80 and 149-80 were heard as one case and referred to the National Negotiating Committee for interpretation) the decision was: based on the facts and evidence presented, the claim of the union is upheld. The past practice shall be continued regarding meal and rest periods and the employees are to continue to cooperate in furthering the service commitments of the employer.

Section 12.

Contrary to the provisions in Article 16, Section F (first paragraph only) of the Central Region Supplemental Agreement; vacations for all drivers will be selected in the following manner:

On the first working day following November 15th, the most senior five percent (5%) of the employees by classification in each center must make known to the Company their choice of vacation to be taken during the next calendar year. On each working day thereafter, an additional five percent (5%) by seniority will make their choice known to the Company until one hundred percent (100%) of all the employees have made their choice. Any employee not selecting his/her vacation weeks in seniority order will be passed by. This procedure is to be completed no later than December 15th.

Section 13.

In addition to the provisions in Article 16, Section F of the Central Region of Teamsters Supplemental Agreement, vacations will be selected in the following manner for the Center listed below:

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EARTH CITY – FEEDERS
JEFFERSON AVENUE – FEEDERS
FENTON – FEEDERS

A minimum of seventeen percent (17%) of the employees in a Center will be scheduled off each week during the months of May, June, July and August.

The application of the seventeen percent (17%) per center will be applied as follows:

NO. OF VACATIONS NO. OF EMPLOYEES	PER WEEK
1 – 8	1
9 – 14	2
15 – 20	3
21 – 26	4
27 – 32	5
33 – 38	6

The Company agrees that if they negotiate an increase in the percentage allowed to be off during May, June, July and August, in either the National Master or the Central Region Supplemental Agreement, which is more favorable than the seventeen percent (17%) figure contained herein, then the percentage in excess of seventeen percent (17%) shall likewise be made part of this Agreement.

Section 14.

In the event that employees in a center listed in Article III, Section 13 of the Local Addendum exercise the option of selecting vacations in two (2) segments (as provided for in Article 16, Section (F) of the Central Region of Teamsters Supplemental Agreement) the percentage allowed to be off during May, June, July and August revert back to the percentage level provided for in Article 16, Section F of the Central Region of Teamsters Supplemental Agreement.

In order for this option of two (2) selections to be exercised, the Company must be informed by the Union no later than thirty (30) calendar days prior to November 15th. The second selection will then take place on December 15th and repeat the same process as in Article III, Section 12 of the Local Addendum. In order for the second selection to be complete before the first vacation week in the next calendar year, the Company may increase the percentage (of five percent 5% a day) to a higher level.

Section 15.

For vacation and retirement purposes, the employee shall receive additional seniority credit equal to all time worked as part-time employee.

Section 16. Unassigned Package Car Drivers

The Company is to give consideration to qualification and seniority in the assigning of routes. The Company agrees not to discriminate nor use the assigning of routes as punitive action.

Section 17.

The Company agrees that all set-up work and wrap-up work will be done by the bargaining unit.

Section 18.

The Company agrees that in any new hub operation to use bargaining unit employees in all car wash jobs.

Section 19.

The Company agrees to continue the past practice of reimbursing drivers for the renewal of their chauffeurs license, every three (3) years or as required by State Law. This practice will include the commercial driver's license (CDL) required by Federal law. This procedure will not apply to new drivers hired or promoted after January 1, 1990. Any contract language negotiated in the National Master or Central States Supplemental Agreement, pertaining to this issue, shall apply.

Section 20.

The Employer has the right to establish and maintain reasonable standards concerning personal grooming, appearance and the wearing of uniforms and accessories. These standards preclude the wearing of any extraneous buttons or pins on the uniform other than the Local 688 Union button on the right shirt pocket, the current safe driving award pin on the left shirt pocket, or the Steward's pin, if applicable, while on Company property.

ARTICLE IV HEALTH WELFARE, PENSION AND MEDICARE

The parties have agreed on the following provisions for health and welfare and pension coverage for each full-time employee within the collective bargaining unit covered by the Local 688 Addendum who is on seniority and in pay status one day during the month:

Section 1.

Effective August 1, ~~2008~~**2013**, the Employer shall contribute (for each full-time employee of the Employer within the Collective Bargaining Unit covered by this Addendum who is on seniority and who is in pay status during the month in which the week occurs) the sum of ~~\$254~~**370.50** per week to the Teamsters Negotiated Pension Fund and ~~\$2025~~.50 per week to the Teamsters Medicare Trust for Retired Employees.

Effective August 1, ~~2009~~**2014**, said payments shall be increased to ~~\$276~~**389.50** per week to the Teamsters Negotiated Pension Fund and ~~\$2426~~.50 per week to the Teamsters Medicare Trust for Retired Employees.

Effective August 1, ~~2010~~**2015**, said payments shall be increased to ~~\$301~~**408.50** per week to the Teamsters Negotiated Pension Fund and ~~\$2227~~.50 per week to the Teamsters Medicare Trust for Retired Employees.

Effective August 1, ~~2011~~**2016**, said payments shall be

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increased to \$326.50 per week to the Teamsters Negotiated Pension Fund and \$23.50 per week to the Teamsters Medicare Trust for Retired Employees. determined per Article 34NM & Article 14C.

Effective August 1, ~~2012~~2017, said payments shall be increased to \$351.50 per week to the Teamster Negotiated Pension Fund and \$24.50 per week to the Teamster Medicare Trust for Retired Employees. determined per Article 34NM & Article 14C.

Section 2.

Employees domiciled outside the St. Louis metropolitan area shall be covered under the Central States Health and Welfare C-6 Plan, and the Employer shall make the contributions required to maintain such coverage under Article 14 of the Central Region of Teamsters Supplemental Agreement.

Section 3.

Employees domiciled within the St. Louis Metropolitan area shall continue to be covered by the UPS (Company) Health and Welfare Plan.

Section 4.

Part-time employees on the payroll of the Employer prior to July 1, 1982, shall maintain the same benefits as they have in the past. These benefits are based on the Central States Health and Welfare Benefit Plan C-6.

Part-time employees hired July 1st, 1982 or after shall maintain the same benefits as provided employees hired before July 1, 1982, except as provided under the terms of Article 14, Section 7 of the Central Region Supplemental Agreement.

ARTICLE V WAGES AND CLASSIFICATIONS

All rates indicated below shall reflect the existing rates under the National Master, United Parcel Service Agreement, August 1, 2008 through July 31, 2013 in effect under Teamsters Local 688's jurisdiction.

All wage increases and cost-of-living increases granted in the National Master, or Central States Supplemental Agreements shall be added to all classifications indicated below. In addition to the above, any adjustment on dates of hire, or equipment bonus, such adjustments shall automatically be applied to all the rates that appear.

THE MINIMUM WAGE SHALL BE AS FOLLOWS:

FOR ALL EMPLOYEES ON THE PAYROLL MAY 1, 1982:

ALL TRACTOR-TRAILER DRIVERS:

August 1, <u>2013</u> - \$32.925	February 1, 2009 - \$28.925
August 1, <u>2014</u> - \$33.625	February 1, 2010 - \$29.675
August 1, <u>2015</u> - \$34.325	February 1, 2011 - \$30.425
August 1, <u>2016</u> - \$34.725	February 1, 2017 - \$35.125
August 1, <u>2017</u> - \$35.625	February 1, <u>2018</u> - \$36.125

Tractor-Trailer drivers who pull double bottoms, Double 40's and Trains shall be paid in addition to the Tractor-Trailer Classification rate per hour as follows.

	TRACTOR-TRAILER DOUBLE BOTTOM	DOUBLE 40'S AND TRAINS
August 1, 2008	\$.45	\$.80

FOR ALL OTHER DRIVERS OTHER THAN TRACTOR-TRAILER:

August 1, <u>2013</u> - \$32.87	February 1, 2009 - \$28.87
August 1, <u>2014</u> - \$33.57	February 1, 2010 - \$29.62
August 1, <u>2015</u> - \$34.27	February 1, 2011 - \$30.37
August 1, <u>2016</u> - \$34.67	February 1, <u>2017</u> - \$35.07
August 1, 2017 - \$35.57	February 1, <u>2018</u> - \$36.07

The full-time inside employees will continue to receive their red-circled rate of pay along with any negotiated increases. Employees bidding into any full-time inside classification will be paid according to their seniority.

Full-time Overgoods Clerk will be paid at the all other rate referred to in Article 22, Section 5 of the National Master Agreement.

For unskilled employees hired before July 1, 1982 and transferring to part-time Sorters and Pre-Loaders, (Schedule A):

August 1, 2013 - \$31.58	February 1, 2009 - \$27.58
August 1, 2014 - \$32.28	February 1, 2010 - \$28.33
August 1, 2015 - \$32.98	February 1, 2011 - \$29.08
August 1, 2016 - \$33.38	February 1, 2017 - \$33.78
August 1, 2017 - \$34.28	February 1, 2018 - \$34.78

Immediately after reaching the rate listed in Schedule A part-time Sorters, Pre-Loaders shall receive an additional increase of 25% of the difference between their new rate and the prevailing local area full-time rate once every three (3) months, until they reach the full rate. The prevailing area rate for part-time employees hired before July 1, 1982.

PRE-LOADERS:

August 1, 2013 - \$32.80	February 1, 2009 - \$28.87
August 1, 2014 - \$33.57	February 1, 2010 - \$29.62
August 1, 2015 - \$34.27	February 1, 2011 - \$30.37
August 1, 2016 - \$34.67	February 1, 2017 - \$35.07
August 1, 2017 - \$35.57	February 1, 2018 - \$36.07

SORTERS:

August 1, 2013 - \$32.72	February 1, 2009 - \$28.72
August 1, 2014 - \$33.42	February 1, 2010 - \$29.47
August 1, 2015 - \$34.12	February 1, 2011 - \$30.22
August 1, 2016 - \$34.52	February 1, 2017 - \$34.92
August 1, 2017 - \$35.42	February 1, 2018 - \$35.92

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FOR ALL OTHER INSIDE EMPLOYEES:

August 1, 2013 - \$31.28	February 1, 2009 - \$27.28
August 1, 2014 - \$31.98	February 1, 2010 - \$28.03
August 1, 2015 - \$32.68	February 1, 2011 - \$28.78
August 1, 2016 - \$33.08	February 1, 2017 - \$33.48
August 1, 2017 - \$33.98	February 1, 2018 - \$34.48

FOR OFFICE GROUPS HIRED BEFORE DECEMBER 1, 1973:

Group I

Office Personnel and file:

August 1, 2013 - \$31.31	February 1, 2009 - \$27.31
August 1, 2014 - \$32.01	February 1, 2010 - \$28.06
August 1, 2015 - \$32.71	February 1, 2011 - \$28.81
August 1, 2016 - \$33.11	February 1, 2017 - \$33.51
August 1, 2017 - \$34.01	February 1, 2018 - \$34.51

Group II

Clerical Typists, Teletype Operators and Switchboard

August 1, 2013 - \$31.41	February 1, 2009 - \$27.41
August 1, 2014 - \$32.11	February 1, 2010 - \$28.16
August 1, 2015 - \$32.81	February 1, 2011 - \$28.91
August 1, 2016 - \$33.21	February 1, 2017 - \$33.61
August 1, 2017 - \$34.11	February 1, 2018 - \$34.61

Group III

Accounting Clerks, Uniform Clerks and Supply Clerks:

August 1, 2013 - \$32.05	February 1, 2009 - \$28.05
August 1, 2014 - \$32.75	February 1, 2010 - \$28.80
August 1, 2015 - \$33.45	February 1, 2011 - \$29.55
August 1, 2016 - \$33.85	February 1, 2017 - \$34.25
August 1, 2017 - \$34.75	February 1, 2018 - \$35.25

Group IV

Tracing Clerks:

August 1, 2013 - \$32.70	February 1, 2009 - \$28.70
August 1, 2014 - \$33.40	February 1, 2010 - \$29.45
August 1, 2015 - \$34.10	February 1, 2011 - \$30.20
August 1, 2016 - \$34.50	February 1, 2017 - \$34.90
August 1, 2017 - \$35.40	February 1, 2018 - \$35.90

Group V

Claims Auditors:

August 1, 2013 - \$32.70	February 1, 2009 - \$28.70
August 1, 2014 - \$33.40	February 1, 2010 - \$29.45
August 1, 2015 - \$34.10	February 1, 2011 - \$30.20
August 1, 2016 - \$34.50	February 1, 2017 - \$34.90
August 1, 2017 - \$35.40	February 1, 2018 - \$35.90

FOR OFFICE GROUPS HIRED AFTER DECEMBER 1, 1973:

Group I

Office Personnel and File:

August 1, 2013 - \$30.28	February 1, 2009 - \$26.28
August 1, 2014 - \$30.98	February 1, 2010 - \$27.03
August 1, 2015 - \$31.68	February 1, 2011 - \$27.78
August 1, 2016 - \$32.08	February 1, 2017 - \$32.48
August 1, 2017 - \$32.98	February 1, 2018 - \$33.48

Group II

Clerical Typists, Teletype Operators and Switchboard Operators:

August 1, 2013 - \$30.58	February 1, 2009 - \$26.58
August 1, 2014 - \$31.28	February 1, 2010 - \$27.33
August 1, 2015 - \$31.98	February 1, 2011 - \$28.08
August 1, 2016 - \$32.38	February 1, 2017 - \$32.78
August 1, 2017 - \$33.28	February 1, 2018 - \$33.78

Group III

Accounting Clerks, Uniform Clerks and Supply Clerks:

August 1, 2013 - \$31.08	February 1, 2009 - \$27.08
August 1, 2014 - \$31.78	February 1, 2010 - \$27.83
August 1, 2015 - \$32.48	February 1, 2011 - \$28.58
August 1, 2016 - \$32.88	February 1, 2012 - \$33.28
August 1, 2017 - \$33.78	February 1, 2013 - \$34.28

Group IV

Tracing Clerks:

August 1, 2013 - \$31.28	February 1, 2009 - \$27.28
August 1, 2014 - \$31.98	February 1, 2010 - \$28.03
August 1, 2015 - \$32.68	February 1, 2011 - \$28.78
August 1, 2016 - \$33.08	February 1, 2017 - \$33.48
August 1, 2017 - \$33.98	February 1, 2018 - \$34.48

Group V

Claims Auditors:

August 1, 2013 - \$31.28	February 1, 2009 - \$27.28
August 1, 2014 - \$31.98	February 1, 2010 - \$28.03
August 1, 2015 - \$32.68	February 1, 2011 - \$28.78
August 1, 2016 - \$33.08	February 1, 2017 - \$33.48
August 1, 2017 - \$33.98	February 1, 2018 - \$34.48

Wages for part-time employees hired on and after July 1, 1982 shall be established under Article 22, Section 5 of the National Master United Parcel Service Agreement.

IN WITNESS WHEREOF, the parties hereto have set forth their signature, to be effective as of August 1, 2008 except to those areas where it has been otherwise agreed between the parties.

TEAMSTERS LOCAL UNION NO. 688 affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS.

BY: Mike Goebel
 BY: Ralph Ahart
 BY: Chris Tongay
 BY: ~~Thomas Merritt~~ Doug Carlson

UNITED PARCEL SERVICE COMPANY

BY: Bill Margrave
 BY: Bill Koenig



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