

State of Michigan
and
United Parcel Service
Rider
to the
NATIONAL MASTER
UNITED PARCEL SERVICE
AGREEMENT

For The Period August 1, 2013
through July 31, 2018

SCHEDULE OF WAGES

<u>CLASSIFICATION</u>	<u>8-1-13</u>	<u>8-1-14</u>	<u>8-1-15</u>	<u>8-1-16</u>	<u>2-1-17</u>	<u>8-1-17</u>	<u>2-1-18</u>
P/U & Delivery Dr	\$33.10	\$33.80	\$34.50	\$34.90	\$35.30	\$35.80	\$36.30
Tractor-Trailer Dr	\$33.11	\$33.81	\$34.51	\$34.91	\$35.31	\$35.81	\$36.31
Tractor-Trailer Dr-Double Bottoms	\$33.56	\$34.26	\$34.96	\$35.36	\$35.76	\$36.26	\$36.76
Tractor-Trailer Dr-Db Btm 40's & Trains	\$33.91	\$34.61	\$35.31	\$35.71	\$36.11	\$36.61	\$37.11
Porters, Clerks, Car Wash.	\$31.40	\$32.10	\$32.80	\$33.20	\$33.60	\$34.10	\$34.60
F/T Sorters	\$32.10	\$32.80	\$33.50	\$33.90	\$34.30	\$34.80	\$35.30
F/T Preloaders	\$32.10	\$32.80	\$33.50	\$33.90	\$34.30	\$34.80	\$35.30
*Journeyman Mechanic	\$33.50	\$34.20	\$34.90	\$35.30	\$35.70	\$36.20	\$36.70
**Apprentice Mechanic.	\$32.75	\$33.45	\$34.15	\$34.55	\$34.95	\$35.45	\$35.95
All Others	\$30.40	\$31.10	\$31.80	\$32.20	\$32.60	\$33.10	\$33.60

NOTE: Part Time rates - Article 22 Section 5, National Master

NOTE: Cost of Living see Article 33 National Master

NATIONAL MASTER AGREEMENT

ARTICLE 3 UNION SHOP AND DUES

The Company agrees to deduct one (1) months' dues from all seasonal employees and vacation replacements for each month worked, or portion thereof. These deductions will be remitted to the Local Union with the regular monthly check-off.

ARTICLE 14 HEALTH AND WELFARE

All Full Time and Part Time employees who are covered by the State of Michigan Rider will be covered by the Central States Southeast and Southwest Area Health and Welfare Fund during the term of this Agreement as set forth in Article 34 of the National Master and Article 14 of the Central Region Supplemental Agreement.

The Central States, Southeast and Southwest Areas Health and Welfare Fund offers a Subrogation Agreement, to an employee's whose Workers Compensation injury is being disputed by the Employer.

CENTRAL CONFERENCE SUPPLEMENT

ARTICLE 16 VACATION

Vacations: Eight (8) years or more - Three (3) weeks.

An employee may at his/her discretion sell back up to two (2) weeks of vacation. The employee must request the "Sell Back" weeks by December of the current selection period.

ARTICLE 17 GRIEVANCE PROCEDURE

The Employer shall have ten (10) calendar days including date of knowledge to issue discipline to an employee by proper written notice with a copy to the Local Union.

It shall be the responsibility of the employee to reduce a grievance to writing from the date of knowledge and/or the date of discipline issued and submit the grievance to the Employer within ten (10) calendar days.

In cases where the Union alleges excessive discipline notices are being administered to employees, the Union, District Operations Manager or Designee and District Labor Manager will meet to discuss matter.

ARTICLE 18 MEAL PERIOD

All Full Time Package Car Drivers shall be entitled to take a fifty (50) minute unpaid meal period. Said Employee shall be required to take no less than twenty (20) minutes unpaid meal period between their 3rd and 6th hour of work.

All Full Time Employees will be entitled to one (1) ten (10) minute paid break.

MECHANICS

1. Any mechanic called back to work after completing his/her scheduled work day shall be guaranteed four (4) hours work or pay at time and one-half (1 1/2).
2. One change of uniform per day.
3. Foul weather gear.
4. Apprenticeship program.

An employee receiving "Red Circled" rate of pay for a classification listed above shall maintain that rate of pay as long as the employee remains in the same job.

CENTRAL CONFERENCE SUPPLEMENT

ARTICLE 19, SECTION 4

Journeyman mechanics will receive a twenty-five cent (\$.25) hourly increase effective January 7, 1980 for the replacement of their personal tools. Mechanics will not be permitted to bid into delivery

driving, feeder driving, or tractor trailer driving work. Mechanics will only be used for work outside of their classification of work after all other sources have been exhausted. *(Includes \$.25 effective 1-7-80.)

**Apprentices: \$.10 per hour increase every six (6) months until they reach Journeyman rate. (The twenty-five cent (\$.25) increase for Journeymen mechanics is not applicable for apprentice mechanics except those in the apprentice classification before January 7, 1980.)

WITNESS WHEREOF, the parties hereto set their hands and seals this 25th day of April, 2014.

FOR THE COMPANY

FOR THE UNION:

BY: MATT LOUGHLIN

BY: GREGORY J. LOWRAN

BY: MARTY URQUHART

BY: GEORGE SORENSON