

WEST

# THE WESTERN REGION OF TEAMSTERS

## UNITED PARCEL SERVICE

### SUPPLEMENTAL AGREEMENT

AGREEMENT REACHED FOR THE ELEVEN (11) WESTERN STATES OF ALASKA, ARIZONA, SOUTHERN CALIFORNIA, HAWAII, IDAHO, MONTANA, SOUTHERN NEVADA, NEW MEXICO, OREGON, UTAH AND WASHINGTON.

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**.

#### ARTICLE 4 - SENIORITY

##### SECTION 2 - SENIORITY LISTS

(b) Employer shall post each separate list at a location easily accessible to the affected employees and shall update such seniority lists on a periodic basis, to reflect termination, **transfers**, and new hires. The list(s) shall include a verifiable time and date of posting. The Local Union may request and shall be furnished an updated seniority list, to resolve seniority issues. If the accuracy of a seniority list is in question, the Company will meet with the Local Union to discuss discrepancies.

#### ARTICLE 6 - BIDDING AND JOB OPENINGS

##### SECTION 4 - PART-TIME OPENINGS

The Employer will fill all vacancies and permanent new jobs for part-time employees from the part-time selection list in all months except ~~November and~~ December.

Seniority part-time employees shall have the right to place their name on the list of employees waiting to be moved to a preferred job within their building. Such preferred jobs shall include, but not be limited to: pre-load, sorter, clerical, irregular train, designated responder, carwasher, loader and unloader. Employees do not have the right to select any specific unit, load or workstation unless a prior past practice has been established.

Seniority part-time employees may select permanent vacancies and new permanent jobs on any shift in the same building in all months except ~~November and~~ December including preferred jobs on their own or another shift. Such preferred jobs shall include, but not be limited to, part-time jobs such as; pre-load, sorter, clerical, irregular train, hazmat first responder, carwasher, loader and unloader.

#### ARTICLE 20 - WORKDAY-WORKWEEK

##### SECTION 2 - PACKAGE CAR DRIVERS

(b) It is agreed that no employee with a seniority date prior to August 1, ~~2011 2008~~, will be forced on to a Tuesday through Saturday work week unless otherwise mutually agreed to or unless the employee bid such work week in accordance with the bidding procedures set forth in Article 6, Section 2.

#### ARTICLE 28 - GRIEVANCE PROCEDURE

##### SECTION 1

(o) The WRT-UPS Labor-Management Committee shall be composed of three (3) representatives of the Union, including the Union Chairman, who shall be appointed by the Western Region Director, and two (2) other Union Representatives appointed by the Union Chairman, **one of whom shall be the Negotiating Committee Chairman for the appropriate contract grieved**, unless he/she is party to the grievance, and three (3) representatives of the Employer, including the Employer Chairman who shall be appointed by the Vice

## WEST

President of Labor Relations, or his designee, and two (2) other Employer Representatives appointed by the Employer Chairman. Where the WRT-UPS Labor-Management Committee by majority vote settles a dispute, such decision shall be final and binding on both parties and the employee(s) involved, with no further appeal.

### ARTICLE 30 - HEALTH AND WELFARE AND/OR PENSION

The one dollar (\$1.00) per hour effective August 1, ~~2013~~ ~~2008~~, the one dollar (\$1.00) per hour effective August 1, ~~2014~~ ~~2009~~, the one dollar (\$1.00) per hour effective August 1, ~~2015~~ ~~2010~~, the one dollar (\$1.00) per hour effective August 1, ~~2016~~ ~~2011~~ and the one dollar (\$1.00) per hour effective August 1, ~~2017~~ ~~2012~~ set forth in National Master United Parcel Service Agreement Article 34 - Health & Welfare and Pension shall be allocated each year within the Western Region **in accordance with Article 34 of the National Master Agreement**, as ~~thirty-five cents (\$0.35) per year to Health and Welfare and sixty-five cents (\$0.65) per year to Pension in the following manner:~~

2. The Company shall continue to pay any increases necessary to maintain Health and Welfare benefits in ~~both the Company and~~ the respective Union Health and Welfare Plans for the term of the Labor Agreement — ~~Monies allocated to Health and Welfare under Article 34 — Health & Welfare and Pension of the National Master United Parcel Service Agreement (\$0.35 per year) shall not be applicable~~ in view of this maintenance of benefits provision, **subject to Article 34, Section 1, (f)**.

**(a) Part-time and full-time employees covered by a Teamster Health and Welfare Fund will continue to be covered by those funds.**

**(b) 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 the Central States Health & Welfare Fund (CSH&W Fund), under the terms set forth in Article 34 of the National Master Agreement. The Company will continue to provide health & welfare benefit coverage under the existing plan through December 31, 2013.**

**(c) Any eligible employee covered by this Section who retires effective January 1, 2014 or thereafter shall be provided retiree medical benefits through the CSH&W Fund.**

**(d) 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.**

3. All employees who are covered by the terms of the respec-

tive Western Region of Teamsters Package/Feeder and Sort Agreements shall receive ~~the following increases~~ **pension contributions** into the Western Conference of Teamsters Pension Trust **in accordance with Article 34 of the National Master Agreement**, ~~sixty five cents (\$0.65) per hour effective August 1, 2008, an additional sixty five cents (\$0.65) per hour effective August 1, 2009, an additional sixty five cents (\$0.65) per hour effective August 1, 2010, an additional sixty five cents (\$0.65) per hour effective August 1, 2011 and an additional sixty five cents (\$0.65) per hour effective August 1, 2012.~~

~~The increases set forth above may be Pension contribution increases to the Western Conference of Teamsters Pension Trust will be made in accordance with Article 34 of the National Master Agreement and may be~~ affected by the provisions contained in ~~National Master United Parcel Service Agreement~~ Article 34, Section 4, Paragraph 2 – Health & Welfare and Pension. In accordance with, and subject to, the provisions contained in National Master United Parcel Service Agreement Article 34, Section 4, Paragraph 2 – Health & Welfare and Pension, each respective Western Region of Teamsters Package/Feeder and Sort Agreement may exercise the right to re-allocate pension contributions to general wage increases and any such decision to do so will be reflected in each respective Agreement.

#### 4. Package/Feeder Agreement

Effective on the date indicated below, the Employer shall pay total contributions split between amounts for accrual of benefits and amounts for PEER 80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide PEER 80 will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER 80 must at all times be 16.5% of the basic contributions and cannot be decreased or discontinued at any time.

**Effective August 1, 2013, five cents (\$0.05) of the first year pension allocation for Local 104, Local 492, Local 631, Joint Council 42, Local 396, Local 481 and Local 495 shall be reallocated and used to provide post-65 retiree coverage through United American Insurance Company.**

**WEST****A. Effective August 1, ~~2013~~ 2008**

Agreement Area	Local Union or Joint Council	Basic Contribution	Peer/80	Total Contribution
Arizona	Local 104	<del>\$6.04</del> <b>\$8.46</b>	<del>\$0.99</del> <b>\$1.39</b>	<del>\$7.00</del> <b>\$9.85</b>
New Mexico	Local 492	<del>\$6.04</del> <b>\$8.46</b>	<del>\$0.99</del> <b>\$1.39</b>	<del>\$7.00</del> <b>\$9.85</b>
S. Nevada	Local 631	<del>\$6.04</del> <b>\$8.46</b>	<del>\$0.99</del> <b>\$1.39</b>	<del>\$7.00</del> <b>\$9.85</b>
S. California	JC 42	<del>\$6.04</del> <b>\$8.46</b>	<del>\$0.99</del> <b>\$1.39</b>	<del>\$7.00</del> <b>\$9.85</b>
S. California	Local 396/ 481/495	<del>\$6.14</del> <b>\$8.58</b>	<del>\$1.01</del> <b>\$1.42</b>	<del>\$7.15</del> <b>\$10.00</b>
Oregon	JC 37	<del>\$6.21</del> <b>\$1.02</b>	<del>\$7.23</del>	

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2012 contribution rate of \$9.83)**

WashingtonJC 28 (See JC 28 Rider & Sort Supplemental Agreements)

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2012 contribution rate of \$9.30)**

Montana,Utah & Idaho JC 3 ~~\$6.18~~ ~~\$1.02~~ ~~\$7.20~~

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2012 contribution rate of \$9.80)**

Idaho Local 483 ~~\$6.21~~ ~~\$1.02~~ ~~\$7.23~~

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2012 contribution rate of \$9.83)**

Alaska Local 959 ~~\$3.35~~ ~~\$0.55~~ ~~\$3.90~~

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2012 contribution rate of \$3.90)**

**B. Effective August 1, ~~2014~~ 2009**

Agreement Area	Local Union or Joint Council	Basic Contribution	Peer/80	Total Contribution
Arizona	Local 104	<del>\$6.57</del> <b>\$8.88</b>	<del>\$1.08</del> <b>\$1.47</b>	<del>\$7.65</del> <b>\$10.35</b>
New Mexico	Local 492	<del>\$6.57</del> <b>\$8.88</b>	<del>\$1.08</del> <b>\$1.47</b>	<del>\$7.65</del> <b>\$10.35</b>
S. Nevada	Local 631	<del>\$6.57</del> <b>\$8.88</b>	<del>\$1.08</del> <b>\$1.47</b>	<del>\$7.65</del> <b>\$10.35</b>
S. California	JC 42	<del>\$6.57</del> <b>\$8.88</b>	<del>\$1.08</del> <b>\$1.47</b>	<del>\$7.65</del> <b>\$10.35</b>
S. California	Local 396 /481/495	<del>\$6.57</del> <b>\$9.01</b>	<del>\$1.08</del> <b>\$1.49</b>	<del>\$7.65</del> <b>\$10.50</b>
Oregon	JC 37	<del>\$6.76</del>	<del>\$1.12</del>	<del>\$7.88</del>

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2013 contribution rate)**

WashingtonJC 28 (See JC 28 Rider & Sort Supplemental Agreements)

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2013 contribution rate)**

Montana,  
Utah & Idaho JC 3 ~~\$6.74~~ ~~\$1.14~~ ~~\$7.85~~

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2013 contribution rate)**

Idaho Local 483 ~~\$6.76~~ ~~\$1.12~~ ~~\$7.88~~

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2013 contribution rate)**

Alaska Local 959 ~~\$3.35~~ ~~\$0.55~~ ~~\$3.90~~

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2013 contribution rate)**

**C. Effective August 1, ~~2015~~ 2010**

Agreement Area	Local Union or Joint Council	Basic Contribution	Peer/80	Total Contribution
Arizona	Local 104	<del>\$7.13</del> <b>\$9.31</b>	<del>\$1.17</del> <b>\$1.54</b>	<del>\$8.30</del> <b>\$10.85</b>
New Mexico	Local 492	<del>\$7.13</del> <b>\$9.31</b>	<del>\$1.17</del> <b>\$1.54</b>	<del>\$8.30</del> <b>\$10.85</b>
S. Nevada	Local 631	<del>\$7.13</del> <b>\$9.31</b>	<del>\$1.17</del> <b>\$1.54</b>	<del>\$8.30</del> <b>\$10.85</b>
S. California	JC 42	<del>\$7.13</del> <b>\$9.31</b>	<del>\$1.17</del> <b>\$1.54</b>	<del>\$8.30</del> <b>\$10.85</b>
S. California	Local 396/ 481/495	<del>\$7.25</del> <b>\$9.44</b>	<del>\$1.20</del> <b>\$1.56</b>	<del>\$8.45</del> <b>\$11.00</b>
Oregon	JC 37	<del>\$7.32</del> <b>\$1.21</b>	<del>\$8.53</del>	

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2014 contribution rate)**

WashingtonJC 28 (See JC 28 Rider & Sort Supplemental Agreements)

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2014 contribution rate)**

Montana,  
Utah & Idaho JC 3 ~~\$7.30~~ ~~\$1.20~~ ~~\$8.50~~

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2014 contribution rate)**

Idaho Local 483 ~~\$7.32~~ ~~\$1.21~~ ~~\$8.53~~

**WEST**

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2014 contribution rate)**

Alaska Local 959 \$3.35 \$0.55 \$3.90

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2014 contribution rate)**

D. Effective August 1, ~~2016~~ 2014

Agreement Area	Local Union or Joint Council	Basic Contribution	Peer/80	Total Contribution
Arizona	Local 104	\$7.68	\$1.27	\$8.95

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate of \$10.85)**

New Mexico Local 492 \$7.68 \$1.27 \$8.95

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate of \$10.85)**

S. Nevada Local 631 \$7.68 \$1.27 \$8.95

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate of \$10.85)**

S. California JC 42 \$7.68 \$1.27 \$8.95

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate of \$10.85)**

S. California Local 396/481/495 \$7.84 \$1.29 \$9.10

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate of \$11.00)**

Oregon JC 37 \$7.88 \$1.30 \$9.18

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate)**

Washington JC 28 (See JC 28 Rider & Sort Supplemental Agreements)

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate)**

Montana, Utah & Idaho JC 3 \$7.85 \$1.30 \$9.15

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate)**

Idaho Local 483 \$7.88 \$1.30 \$9.18

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate)**

Alaska Local 959 \$3.35 \$0.55 \$3.90

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate)**

E. Effective August 1, ~~2017~~ 2012

Agreement Area	Local Union or Joint Council	Basic Contribution	Peer/80	Total Contribution
Arizona	Local 104	\$8.24	\$1.36	\$9.60

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

New Mexico Local 492 \$8.24 \$1.36 \$9.60

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

S. Nevada Local 631 \$8.24 \$1.36 \$9.60

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

S. California JC 42 \$8.24 \$1.36 \$9.60

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

S. California Local 396/481/495 \$8.37 \$1.38 \$9.75

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

Oregon JC 37 \$8.44 \$1.39 \$9.83

**WEST**

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

Washington JC 28 (See JC 28 Rider & Sort Supplemental Agreements)

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

Montana Utah & Idaho JC 3 \$8.44 \$1.39 \$9.80

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

Idaho Local 483 \$8.44 \$1.39 \$9.83

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

Alaska Local 959 \$3.35 \$0.55 \$3.90

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

5. Sort Agreement

Effective on the date indicated below, the Employer shall pay total contributions split between amounts for the accrual of benefits and amounts for PEER 84 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide PEER 84 will not be taken into consideration for benefit accrual purposes under the Plan. The contributions for PEER 84 must at all times be 6.5% of the basic contributions and cannot be decreased or discontinued at any time.

**Effective August 1, 2013, five cents (\$0.05) of the first year pension allocation for Local 104, Local 492, Local 631, Joint Council 42, Local 396, Local 481 and Local 495 shall be reallocated and placed into a separate Health Care account.**

A. Effective August 1, ~~2013~~ 2008

Agreement Area	Local Union or Joint Council	Basic Contribution	Peer/80	Total Contribution
Arizona	Local 104	\$4.70	\$0.30	\$5.00
New Mexico	Local 492	\$5.00	\$0.32	\$5.32
S. Nevada	Local 631	\$4.70	\$0.30	\$5.00
S. California	JC 42	\$4.79	\$0.34	\$5.10
S. California	Locals 396/481/495	\$4.79	\$0.34	\$5.10
Oregon	JC 37	\$5.93	\$0.39	\$6.32

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2012 contribution rate of \$8.92)**

Washington JC 28 (See JC 28 Rider & Sort Supplemental Agreements)

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2012 contribution rate of \$7.86)**

Montana, Utah & Idaho JC 3 \$5.08 \$0.33 \$5.41

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2012 contribution rate of \$8.01)**

Idaho Local 483 \$5.93 \$0.39 \$6.32

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2012 contribution rate of \$8.92)**

Alaska Local 959 \$2.25 \$0.15 \$2.40

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2012 contribution rate of \$2.40)**

B. Effective August 1, ~~2009~~ 2014

Agreement Area	Local Union or Joint Council	Basic Contribution	Peer/80	Total Contribution
Arizona	Local 104	\$5.34	\$0.34	\$5.65
New Mexico	Local 492	\$5.61	\$0.36	\$5.97
S. Nevada	Local 631	\$5.34	\$0.34	\$5.65
S. California	JC 42	\$5.40	\$0.35	\$5.75
S. California	Locals 396/481/495	\$5.40	\$0.35	\$5.75
Oregon	JC 37	\$6.54	\$0.43	\$6.97

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2013 contribution rate)**

Washington JC 28 (See JC 28 Rider & Sort Supplemental Agreements)

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2013 contribution rate)**

Montana, Utah & Idaho JC 3 \$5.69 \$0.37 \$6.06

**(Pension increase will be in accordance with Article 34 of**



**WEST**

**the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2013 contribution rate)**

Idaho	Local 483	\$6.54	\$0.43	\$6.97
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2013 contribution rate)**

Alaska	Local 959	\$2.25	\$0.15	\$2.40
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2013 contribution rate)**

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C. Effective August 1, ~~2015~~ 2010

Agreement Area	Local Union or Joint Council	Basic Contribution	Peer/80	Total Contribution
Arizona	Local 104	\$5.92	\$0.38	\$6.30
New Mexico	Local 492	\$6.22	\$0.40	\$6.62
S. Nevada	Local 631	\$5.92	\$0.38	\$6.30
S. California	JC 42	\$6.01	\$0.39	\$6.40
S. California	Locals /481/495	\$6.01	\$0.39	\$6.40
Oregon	JC 37	\$7.16	\$0.46	\$7.62

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2014 contribution rate)**

Washington	JC 28	(See JC 28 Rider & Sort Supplemental Agreements)		
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2014 contribution rate)**

Montana, Utah & Idaho	JC 3	\$6.30	\$0.41	\$6.71
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2014 contribution rate)**

Idaho	Local 483	\$7.16	\$0.46	\$7.62
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2014 contribution rate)**

Alaska	Local 959	\$2.25	\$0.15	\$2.40
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2014 contribution rate)**

D. Effective August 1, ~~2016~~ 2011

Agreement Area	Local Union or Joint Council	Basic Contribution	Peer/80	Total Contribution
Arizona	Local 104	\$6.53	\$0.42	\$6.95

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate of \$9.05)**

New Mexico	Local 492	\$6.83	\$0.44	\$7.27
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate of \$9.37)**

S. Nevada	Local 631	\$6.53	\$0.42	\$6.95
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate of \$9.05)**

S. California	JC 42	\$6.62	\$0.43	\$7.05
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate of \$9.15)**

S. California	Locals 396/481/495	\$6.62	\$0.43	\$7.05
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate of \$9.15)**

Oregon	JC 37	\$7.77	\$0.50	\$8.27
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate)**

Washington	JC 28	(See JC 28 Rider & Sort Supplemental Agreements)		
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate)**

Montana, Utah & Idaho	JC 3	\$6.91	\$0.45	\$7.36
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate)**

Idaho	Local 483	\$7.77	\$0.50	\$8.27
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**WEST**

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate)**

Alaska	Local 959	\$2.25	\$0.15	\$2.40
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2015 contribution rate)**

E. Effective August 1, ~~2012~~ 2017

Agreement Area	Local Union or Joint Council	Basic Contribution	Peer/80	Total Contribution
Arizona	Local 104	\$7.14	\$0.46	\$7.60

**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

New Mexico	Local 492	\$7.44	\$0.48	\$7.92
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

S. Nevada	Local 631	\$7.14	\$0.46	\$7.60
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

S. California	JC 42	\$7.23	\$0.47	\$7.70
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

S. California	Locals 396/ 481/495	\$7.23	\$0.47	\$7.70
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

Oregon	JC 37	\$8.38	\$0.54	\$8.92
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

Washington	JC 28	(See JC 28 Rider & Sort Supplemental Agreements)		
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

Montana, Utah & Idaho	JC 3	\$7.52	\$0.49	\$8.01
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

Idaho	Local 483	\$8.38	\$0.54	\$8.92
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

Alaska	Local 959	\$2.25	\$0.15	\$2.40
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**(Pension increase will be in accordance with Article 34 of the National Master Agreement and will be between \$0.00 and \$0.50 added to the 8/1/2016 contribution rate)**

**ARTICLE 31 – DURATION OF AGREEMENT**

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

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this effective ~~August 1, 2013~~ ~~December 19, 2007~~.



**WEST**

