



# Highlights of the Tentative National Master AEI Agreement and National Addendum

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**T**he new National Master AEI Agreement provides solid wage and benefit contribution increases. Additionally, while giving the company certain limited flexibilities to implement its global New Forwarding Environment (“NFE”) in the U.S., the Addendum to the National Master AEI Agreement contains some very strong job security protections and re-training procedures that will help keep virtually all active AEI Teamsters protected from layoff as a result of the NFE for not only the duration of the agreement but also for an additional year beyond the expiration. The only exception would be in the case of a “long term, extraordinary and severe loss of business” and even then the Company would first have to exhaust “all reasonable means” to protect and preserve the employees’ jobs. Please consult the contract and Addendum as well as the Q & A section of this update for additional details.

## Wage Increases

The tentative agreement calls for 50-cent annual increases each year, with the first one retroactive to April 1 of this year. The next two increases will come earlier in the year than under prior contracts, now on January 1 of 2015 and 2016. This means that members will enjoy the raises for the entire calendar year, putting more money in your pockets.

## Health and welfare and Pension/Retirement

The tentative agreement, which runs through December 31, 2016, maintains the contribution increases negotiated in the old agreement and applied during the current extension with AEI. It requires the company to continue its participation in all the current Benefit Funds and contribute \$1.00 per hour per year to maintain and improve those benefits where possible.

## Local Union Autonomy

Despite having to negotiate an Addendum with national implications due to the global changes coming to DHL GF stations everywhere, the Union resisted much of the language AEI sought to have regarding the total control to move people and their work around with little or no consequences. The local and national tentative agreements preserve a significant degree of local union autonomy and work rules for the members they represent. The National AEI Committee successfully resisted the company’s attempts to have ‘carte blanche’ when it came to implementing the NFE.

## Cost-of-Living Clause

Although capped at a maximum of 10 cents per year, the cost-of living language formula was maintained as it currently exists in the AEI Master Agreement.

## Protections Against the abuse of Employees on Worker’s Compensation

The tentative agreement limits the employer’s ability to require employees on worker’s compensation to continually participate in “modified/light duty work” (limit is 12 weeks now vs. unlimited in current contract).

## Protections From Unjust Discharge Due to Garnishments

The tentative agreement eliminates the contractual language that allowed the company to take disciplinary action against any employee who had his or her wages garnished.

## Seniority

All employees hired on or before January 1, 2014 will maintain their seniority in event of a layoff for a period of five years although those with a date of hire after January 1 2014 will now have a three year period.

## Job Security

Significant job security protections have been added to guard against the impact of new technological and job realignments including “red circle” by name and number provisions as well as prohibitions against the company growing the non-union side of the business while stunting the growth of the union side.

## Training

The new Addendum adds enhanced training provisions requiring fair, uniform, reasonable and objective training standards. Employees must be paid at their regular rates of pay and benefits while being trained.