

Ohio Rider To the Central Region of Teamsters U P S Supplemental Agreement and National Master U P S Agreement

For the Period August 1, 2013 through July 31, ~~2013~~ 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**.

The following Articles and subsections of this Ohio State Rider shall supersede the corresponding Articles and subsections of the Supplemental Agreement and National Master Agreement.

GRIEVANCES

Ohio State Committee

There will be an Ohio State Committee composed of an equal number of representatives from the Company and the Union. The Committee's rules of procedure shall apply.

VACATIONS

One year employment	One (1) week
Two years employment	Two (2) weeks
Eight years employment	Three (3) weeks
Fifteen years or more	Four (4) weeks
Twenty years or more	Five (5) weeks
Twenty-five years or more	Six (6) weeks

Past practice shall prevail as to the time of taking vacations. In addition to the above schedule, employees shall receive additional vacation as outlined in Article 16 of the Central Region of Teamsters Supplemental Agreement language.

Vacation Administration will be changed to a January to December calendar pursuant to Article 16 of the Central Region of Teamsters Supplemental Agreement language.

Effective August 1, 2002 employees shall have the option at vacation selection time of selecting two weeks vacation pay in lieu of time off.

Single Vacation Day Administration will be pursuant to Article 16 of the Central Region of Teamsters Supplemental Agreement.

HOLIDAYS

All new employees shall be entitled to the day after Thanksgiving holiday pay after having seniority one calendar year.

DISCHARGE AND SUSPENSION

(a). Article 17 of the Central Region of Teamsters Supplemental Agreement shall apply.

(b). Any employee who fails to report to work for three (3) consecutive working days and does not properly notify the Company at the beginning of their starting time on the third (3rd) day will be considered as having quit their job, unless it is proved by the employee that notification was beyond their control.

Classification	Rate of Pay						
	<u>.70</u>	<u>.70</u>	<u>.70</u>	<u>.40</u>	<u>.40</u>	<u>.50</u>	<u>.50</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>
Drivers	33.09	33.79	34.49	34.89	35.29	35.79	36.29
T.T. Drivers	33.19	33.89	34.59	34.99	35.39	35.89	36.39
T.T. Dbl Drivers	33.64	34.34	35.04	35.44	35.84	36.34	36.84
T.T. Dbl 40-Drivers	33.99	34.69	35.39	35.79	36.19	36.69	37.19
Preloaders	31.70	32.40	33.10	33.50	33.90	34.40	34.90
Sorters	31.70	32.40	33.10	33.50	33.90	34.40	34.90

All Other Full-Time Inside Employees except for those covered by Article 22, Section 3 of the National Master Agreement.

CEN-OH

<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>
31.40	32.10	32.80	33.20	33.60	34.10	34.60

Part-Time Inside Employees Hired Prior to 7/2/82

<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>
31.40	32.10	32.80	33.20	33.60	34.10	34.60

Full-time employees hired after 8/1/97, in compliance with Article 22, Section 3, shall comply with the wages outlined in Article 41, Section 3.

Scat Trailer

When an employee pulls a scat trailer, he/she will be paid an additional ten cents (10 cents) per hour.

Part-time employees' wage schedule as contained in Article 22, Section 5 of the National Master Agreement.

Air employees' wage schedule as contained in Article 40 of the National Master Agreement.

Starting wages for full-time employees as contained in Article 41, Section 2 of the National Master Agreement.

Any employee receiving a "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.

LOCAL #407

The following shall apply exclusively to the Delivery Information Center (D.I.C.) in the Cleveland Office under the jurisdiction of I.B.T. Local #407.

In addition to the current wage rate, each employee shall receive the following hourly wage increase on the effective date.

	<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>
Group I Clerk Typist	.70	.70	.70	.40	.40	.50	.50
Group II Clerk	.70	.70	.70	.40	.40	.50	.50
Teletype Operator	.70	.70	.70	.40	.40	.50	.50
Group III Tracer	.70	.70	.70	.40	.40	.50	.50

The "red-circled" rates shall be increased in accordance with the National Master Agreement.

The Cleveland Local #407 D.I.C. shall be regarded as a separate center in a separate building and shall be governed by the seniority provision described in the Area Agreement.

OHIO CONFERENCE OF TEAMSTERS U P S, INC.

Pat Darrow, Chairman
 Brian Van Matre- Co- Chairman
 Doug Greiner
 Jimmy Meyer
 Jonathan Bowman
 Mike Markham
 Roy Weldon
 Chuck Schnell
 Dennis Roberts
 Rich Sandberg
 Jason Shroud
 Pat Ziga

Karl Martin, Chairman
 Dan Hoyer
 Dick Gough
 Frank Williams
 Marty Urquhart
 Steve Huyghe
 John Tipton
 Ken Wilson
 Joe Mullikin
 Matt Richter

LETTER OF UNDERSTANDING

Local 348 will maintain their current Health and Welfare Plan for the life of this Agreement.