

SUMMARY OF THE LOCAL 25 AIR EXPRESS INTERNATIONAL, U.S.A., INC. SUPPLEMENTAL AGREEMENT

- The parties reserve the right to correct inadvertent errors and omissions
- Additions and new language are underlined and bold
- Where no reference is made to a specific Article or Section, thereof, such Article and Section are to continue as in the current Agreement or Supplement, as applied and interpreted during the life of such Agreement.

AGREEMENT

This Agreement made and entered into this 1st day of **January, 2018** between AIR EXPRESS INTERNATIONAL, USA, INC. and/or its successors, hereinafter designated as the “Employer” and TEAMSTERS LOCAL UNION No. 25, affiliated with the International Brotherhood of Teamsters, hereinafter called the “Union” T/A

PREAMBLE

[No Change]

ARTICLE 1 – RECOGNITION

[No Change]

ARTICLE 2 – CHECK OFF

[No Change]

ARTICLE 3 – UNION SECURITY

[No Change]

ARTICLE 4 – MANAGEMENT RIGHTS

[No Change]

ARTICLE 5 – PROBATIONARY EMPLOYEES

[No Change]

ARTICLE 6 – SENIORITY

[No Change]

ARTICLE 7 – HOURS AND OVERTIME

[No Change]

ARTICLE 8 – GENERAL BIDS, PROMOTIONS AND DEMOTIONS

[No Change]

ARTICLE 9 – LAYOFFS AND RECALLS

[No Change]

ARTICLE 10 – GRIEVANCE AND ARBITRATION PROCEDURE

[No Change]

ARTICLE 11 – LIE DETECTOR TEST

[No Change]

ARTICLE 12 – DISCHARGE OR SUSPENSION

[No Change]

ARTICLE 13 – ABSENCE/SICK LEAVE

A. Time off [NO CHANGE]

B. Leave of Absence [NO CHANGE]

C. Sick Leave

1. The Employer agrees to grant each regular full-time non-probationary employee covered by this Agreement (~~hired on or between July 1, 1980 and April 1, 2008~~), a total of nine (9) working days off with pay in each full calendar year (January-December) as compensation for sickness. ~~Employees hired prior to July 1, 1980 shall receive twelve (12) working days of sick leave.~~ Employees hired after April **January 1, 2018** shall receive six (6) working days of sick leave. Regular part-time employees who are scheduled to work less than twenty (20) hours per week shall receive sick leave on a pro-rated basis, based upon the average number of actual hours worked during the preceding one-half calendar year. **T/A**
2. [NO CHANGE]
3. [NO CHANGE]
4. [NO CHANGE]
5. [NO CHANGE]
6. [NO CHANGE]

ARTICLE 14 – HOLIDAYS

[NO CHANGE]

ARTICLE 15– VACATIONS

[NO CHANGE]

ARTICLE 16 – FAMILY MEDICAL LEAVE

[NO CHANGE]

ARTICLE 17 – SUBCONTRACTING

[NO CHANGE]

ARTICLE 18 – ACCESS TO PREMISES

[NO CHANGE]

ARTICLE 19 – LOSS OR DAMAGE

[NO CHANGE]

ARTICLE 20 – COMPENSATION CLAIMS

[NO CHANGE]

ARTICLE 21 – INDIVIDUAL AGREEMENTS

[NO CHANGE]

ARTICLE 22 – EXAMINATIONS AND IDENTIFICATION FEES

[NO CHANGE]

ARTICLE 23 – DEATH IN FAMILY

[NO CHANGE]

ARTICLE 24 – JURY DUTY

[NO CHANGE]

ARTICLE 25 – SUPERVISORY PERSONNEL

[NO CHANGE]

ARTICLE 26 – WASH ROOMS AND LUNCH ROOMS

[NO CHANGE]

ARTICLE 27 – PAID FOR TIME

[NO CHANGE]

ARTICLE 28 – PART-TIMERS

[NO CHANGE]

ARTICLE 29– HEALTH AND WELFARE FUND

*See National Economics

ARTICLE 30– PENSION FUND

*See National Economics

ARTICLE 31 – COST OF LIVING

*See National Economics

ARTICLE 32 – WAGES

*See National Economics

A. Base Wage Rates - Agents:

1. ~~4.~~ Effective ~~January~~~~April~~ 1, 2017 the following minimum base wage rate for full time regular employees shall be in effect: ~~\$23.24~~ **\$24.21.**

2. Thereinafter the minimum base wages rate shall be as follows-, increased by the below amounts and COLA (if any) for full time regular employees on the relevant dates:

	2017	2018	2019	2020
Current Hourly Wage Rate	\$24.21			
NMA		\$0.50	\$ 0.50	\$ 0.50
Special Bonus		\$0.25	\$ 0.25	\$ 0.25
Catch-up Adjustment		\$0.25	\$0.25	\$0.25
New Rate		\$25.21	\$26.21	\$27.21

	2017	2018	2019	2020
Current Hourly Wage Rate	\$25.10			
NMA		\$0.50	\$0.50	\$0.30
Special Bonus		\$0.25	\$0.25	\$0.00
Catch-up Adjustment		\$0.25	\$0.06	\$0.00
Lump Sum		\$0.00	\$395.00	\$1,456.00
New Rate		\$26.10	\$26.91	\$27.21

	2017	2018	2019	2020
Current Hourly Wage Rate	\$26.91			
NMA		\$0.00	\$0.00	\$0.30
Lump Sum		\$2,080.00	\$2,080.00	\$1,456.00
New Rate		\$26.91	\$26.91	\$27.21

- January 1, 2015.....\$0.50/hr
 3. January 1, 2016.....\$0.50/hr

- 3.4. The current "Top rate" of \$26.91 to be frozen until 2019. It will be increased to \$27.21 in 2020.**
- 4.5. Individual at current top rate to receive equivalent of \$1.00 per hour in a lump sum (less applicable deductions), in 2018 and 2019. Such amount includes the \$520 "Special Bonus"**
- 5.6. In 2020 the individual currently at the top rate will receive a \$.30 per hour increase & a \$1456.00 lump sum increase, less required deductions.**
- 6.7. "Special Bonus" (\$520) to be converted into base pay for people under the top rate until parity is achieved, then revert to a special lump sum bonus.**
- 7.8. An additional \$0.25/hr "catch-up" adjustment will be paid to employees below the top rate until parity achieved.**
- 8.9. All other premiums and differentials to remain unchanged for the term of the Agreement.**

- B. The night shift differential shall be \$0.50 per hour.
- C. Lead Agents shall receive a premium of \$0.50 per hour
- D. ~~Twenty five cents per hour (\$0.25) (\$520.00 gross), signing bonus shall be paid to the active employees on the first payroll period in December, less applicable taxes in each year of the 2014-2016 Agreement.~~
- E. In the event of a shortage or missing check, the Company reserves the right to issue “auto pay cards” in lieu of manual checks.

ARTICLE 33 – GROUP LEGAL SERVICES FUND

[NO CHANGE]

ARTICLE 34 – TEAMSTER 401(K) PLAN

[NO CHANGE]

ARTICLE 35 – REWARDS AND RECOGNITION

[NO CHANGE]

ARTICLE 36 – TERM OF CONTRACT
January 1, 2018 through December 31, 2020

JOB DESCRIPTIONS

[NO CHANGE]