

# **SUMMARY OF LOCAL 500 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** by and between Air Express International USA, Inc. (hereinafter called the "EMPLOYER") and Teamsters Local Union 500, Affiliated with the International Brotherhood of Teamsters (hereinafter called "UNION").

THE PARTIES HERETO AGREES AS FOLLOW:

## **ARTICLE 1. RECOGNITION**

[NO CHANGE]

## **ARTICLE 2. UNION SHOP**

[NO CHANGE]

## **ARTICLE 3. WAGES: JOB CLASSIFICATIONS**

[NO CHANGE]

## **ARTICLE 4. COMPANY SECURITY**

[NO CHANGE]

## **ARTICLE 5. STEWARDS**

[NO CHANGE]

## **ARTICLE 6. VACATIONS**

[NO CHANGE]

## **ARTICLE 7. ABSENCE**

[NO CHANGE]

## **ARTICLE 8. SENIORITY RIGHTS**

[NO CHANGE]

## **ARTICLE 9. MAINTENANCE OF STANDARDS**

[NO CHANGE]

**ARTICLE 10. GRIEVANCE PROCEDURE**

[NO CHANGE]

**ARTICLE 11. DISCHARGE, SUSPENSION AND WARNING; BONDING**

[NO CHANGE]

**ARTICLE 12. MERGERS, CONSOLIDATIONS, ABSORPTIONS**

[NO CHANGE]

**ARTICLE 13. NO STRIKES - NO LOCKOUTS - PICKET LINE - STRUCK GOODS**

[NO CHANGE]

**ARTICLE 14. COMPENSATION CLAIMS**

[NO CHANGE]

**ARTICLE 15. MILITARY SERVICE**

[NO CHANGE]

**ARTICLE 16. PAY PERIOD**

[NO CHANGE]

**ARTICLE 17. HOLIDAYS**

[NO CHANGE]

**ARTICLE 18. SHIFTS**

[NO CHANGE]

**ARTICLE 19. UNION COOPERATION**

[NO CHANGE]

**ARTICLE 20. UNION ACTIVITIES**

[NO CHANGE]

**ARTICLE 21. SEPARATION OF EMPLOYMENT**

[NO CHANGE]

**ARTICLE 22. INSPECTION PRIVILEGES**

[NO CHANGE]

**ARTICLE 23. DEATH IN THE FAMILY**

[NO CHANGE]

**ARTICLE 24. WORK DAY AND WORK WEEK**

[NO CHANGE]

## ARTICLE 25. WELFARE FUND PLAN

### 25.1 Welfare Funds \*See National Economics

The EMPLOYER will contribute to the Teamsters Health and Welfare Fund of Philadelphia and Vicinity (hereinafter referred to as "the Fund"), the following sums in the manner described below for each eligible full time and part time employee covered by this Agreement who has been on the payroll for thirty (30) days or more, up to a maximum of forty (40) hours per week as follows:

Effective 4/1/17:      \$.0950 per hour; \$72.76 per day; \$363.80 per week

**Effective April 1, 2018-2019-20120 the Employer agrees to contribute an additional one dollar (\$1.00) per hour each year (total of) three (\$3.00) dollars) which is a combined increase between the Health and Welfare and Pension Fund. \*See National Economics**

[NO CHANGE] Remaining Sections

## ARTICLE 26. PENSION

26.1 The EMPLOYER agrees to increase the contributions to the Teamsters Pension Trust Fund of Philadelphia and Vicinity (herein after referred to as the "Pension Fund") for each eligible full time and part time employee covered by this Agreement who has been on the payroll for thirty (30) days or more, up to a maximum of forty (40) hours per week as follows:

Effective 4/1/17:      \$11.3425 per hour; \$90.75 per day; \$453.70 per week

**\*See National Economics**

[NO CHANGE] Remaining Sections

## ARTICLE 27. SEVERANCE PAY TRUST FUND

[NO CHANGE]

## ARTICLE 28. SEPARABILITY AND SAVINGS CLAUSE

[NO CHANGE]

## ARTICLE 29. WORK IN OTHER CLASSIFICATIONS

[NO CHANGE]

## ARTICLE 30. EQUIPMENT

[NO CHANGE]

## ARTICLE 31. LIE DETECTOR TEST

[NO CHANGE]

## ARTICLE 32. PART-TIME EMPLOYEES

[NO CHANGE]

## ARTICLE 33. CASUAL AND SEASONAL EMPLOYEES

[NO CHANGE]

**ARTICLE 34. HEALTH AND SAFETY**

[NO CHANGE]

**ARTICLE 35. TRANSFER OF COMPANY, TITLE OR INTEREST**

[NO CHANGE]

**ARTICLE 36. DURATION**

36.1 This Agreement shall be in full force and effect from **January 1, 2018** to and including December 31, **2020** and shall continue from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to date of expiration. T/A

36.2 Where no such cancellation or termination notice is served and the parties desire to continue said Agreement but also desire to negotiate changes or revisions in the Agreement, either party may serve upon the other a notice at least sixty (60) days prior to March 31, 2008, or March 31 of any subsequent contract year, advising that such party desires to revise or change terms or conditions of such Agreement.

36.3 Revisions agreed upon or ordered shall be effective as of January **1, 2018** or January 1 of any subsequent contract year. The respective parties shall be permitted all legal or economic recourse to support their request for revision if the parties fail to agree thereon.

**SCHEDULE A**

**\*See National Economics**

The following is a breakdown of wage scales for PHL as of **December 31, 2016.**

<u>Classification</u>	<u>Effective- 1/1/2016</u>
Dock Agent - Day	<b><u>\$ 21.21</u></b>
- Night	<b><u>\$21.58</u></b>
Dock Driver - Day	<b><u>\$24.21</u></b>
- Night	<b><u>\$24.58</u></b>
Agent -Day	<b><u>\$24.21</u></b>
- Night	<b><u>\$24.58</u></b>
Clerk	<b><u>\$19.21</u></b>

**Wage rates in effect shall be increased as set forth below as per Article 30 of Master Agreement, including the COLA increase detailed in the Master Agreement, which shall be paid retroactive to January 1, 2018.**

**\*See National Economics**

<b><u>1/1/18</u></b>	<b><u>0.50</u></b>
<b><u>1/1/19</u></b>	<b><u>0.50</u></b>

1/1/120 0.50

**NEW HIRES** [NO CHANGE]

**CASUALS**

HOURLY RATE

Effective April 1, 2008

casual employees will be hired at \$16.00 per hour for the duration of this agreement.

**SCHEDULE B**

AGENTS [NO CHANGE]

GENERAL CLERK [NO CHANGE]