

SUMMARY OF LOCAL 705 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.*

SUPPLEMENTAL AGREEMENT for the period of January 1, 2018 through December 31, 2020

Air Express International U.S.A., Inc. (hereinafter referred to as the “EMPLOYER” or “COMPANY” or “AEI”) and the TEAMSTERS LOCAL UNION NO. 705, affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, hereinafter referred to as the “UNION” agree to be bound by the terms and conditions of AEI National Master Agreement (NMA) as supplemented by this Agreement.

ARTICLE 40. RECOGNITION, UNION SHOP AND CHECKOFF [NO CHANGE]

ARTICLE 41. WAGE PROGRESSION & SCALES

Section 41.1 - Wage Progression *See National Economics [NO CHANGE]

Section 41.2 - Driver, Clerical & Dockman Wages

The general increases noted by each date apply only to the full-time positions, not the part-time dockman. Part Time Dockman Increases are as reflected below and are stated in the scale.

Casual Rates – governed by 80% (of base rate) formula noted above in Section 41.1. **There is no general wage increase in 2017 – in lieu of a general wage increase in 2017, employees received a lump sum payment of one thousand dollars (\$1,000.00) less applicable withholding. T/A**

Driver, Clerical & Dockman Wages

The general increases noted by each date apply only to the full-time positions, not the part-time dockman. Part Time Dockman Increases are as reflected below and are stated in the scale. T/A

Casual Rates – governed by 80% (of base rate) formula noted above in Section 41.1.

| <u>Effective Date</u> | <u>Full Time Wages</u> | <u>Part-Time Rates</u> |
|-----------------------|------------------------|------------------------|
| <u>1/1/2018</u> | <u>\$.50 increase</u> | <u>\$.50 increase</u> |
| <u>1/1/2019</u> | <u>\$.50 increase</u> | <u>\$.50 increase</u> |
| <u>1/1/2020</u> | <u>\$.50 increase</u> | <u>\$.50 increase</u> |

Article 32 COLA *See National Economics

Wages Rates

| <u>DRIVER, CLERICAL AND DOCKMAN WAGES</u> | <u>2016</u> | <u>2018</u> | <u>2019</u> | <u>2020</u> |
|---|----------------|----------------|----------------|----------------|
| <u>Less than 3 Axles</u> | <u>\$28.14</u> | <u>\$28.64</u> | <u>\$29.14</u> | <u>\$29.64</u> |
| <u>Less than 4 Axles</u> | <u>\$28.24</u> | <u>\$28.74</u> | <u>\$29.24</u> | <u>\$29.74</u> |
| <u>4 or More Axles</u> | <u>\$28.29</u> | <u>\$28.79</u> | <u>\$29.29</u> | <u>\$29.79</u> |
| <u>Clerical</u> | <u>\$26.58</u> | <u>\$27.08</u> | <u>\$27.58</u> | <u>\$28.08</u> |
| <u>Dockman</u> | <u>\$23.01</u> | <u>\$23.51</u> | <u>\$24.01</u> | <u>\$24.51</u> |

| | <u>Wage Rates For Part-timers hired after Ratification Date</u> |
|--------------|--|
| <u>Wages</u> | <u>\$18.00/hour start rate for term of the contract – new hires receive \$.50/hour increases January 1, 2019, January 1, 2020.</u> |

Section 41.3 - Premium Days [NO CHANGE]

Section 41.4 - Overtime [NO CHANGE]

Section 41.5 - Weekly Pay Day

(a) Employees shall be paid in full each week. Not more than **one week's** pay may be held back. Employees shall be paid in full when laid off or discharged. Each Employee on pay day shall be provided with an itemized statement of gross earnings and all deductions for any purpose. T/A

(b) Employees shall be paid in full when laid off or discharged. Upon discharge the Employer shall pay earned wages due to the Employee on the next regularly scheduled payroll following the date of discharge. Vacation pay for which the discharged Employee is qualified shall be paid no later than the next regularly scheduled payroll following final determination of the discharge.

Section 41.6 - Funeral Leave [NO CHANGE]

ARTICLE 42. HOURS OF WORK [NO CHANGE]

ARTICLE 43. GUARANTEES [NO CHANGE]

ARTICLE 44. HOLIDAYS [NO CHANGE]

ARTICLE 45. VACATIONS

Section 45.1 - Eligibility, etc. [NO CHANGE]

Section 45.2 - Vacation Benefit [NO CHANGE]

Section 45.3 - Split Vacations

Full-time employees who qualify for three (3) weeks vacation may split one (1) week of vacation each vacation year into five (5) individual days at ten (10) hours of straight time pay per day **(or twelve and a half (12 1/2) hours pay per day for someone on a 4/10 schedule)**, subject to the rules of the Personal Day Scheduling Policy. T/A

Section 45.4 - Vacation Pay [NO CHANGE]

Section 45.5 - Vacation Roster [NO CHANGE]

ARTICLE 46. SENIORITY

Section 46.1 - Seniority Rights

(a) Definition & Termination

(i) Employee seniority shall prevail for all purposes and in all instances. Seniority shall be broken only by discharge for just cause, voluntary resignation, or more than five (5) years layoff **(thirty-six (36) months or the length of the employee's seniority at the time of layoff, whichever is less, in the case of employees hired after date of ratification [insert date of ratification in 2018])**. In the event of a lay-off, an Employee so laid off shall be given two (2) weeks' notice of recall mailed to his/her last known address. Unless physically unable to do so, an Employee must respond to such notice within three (3) days after receipt thereof and actually report to work in seven (7) days after receipt of notice unless otherwise mutually agreed to. In the event the Employee fails to comply with the above, he/she shall lose all seniority rights under this Agreement. T/A

(ii) [NO CHANGE]

(iii)[NO CHANGE]

(iv)[NO CHANGE]

(v) All overtime, Premium Days, and Holiday work will be bid by seniority, in accordance with seniority by classification (i) Driver/Dockman, (ii) Dockman & (iii) Part-time Dockman), **subject to ability to perform the work required.** T/A

(b) Posting List [NO CHANGE]

(c) Lay-Offs

When it becomes necessary to reduce the working force, the last Employee hired shall be laid off first; and when the force is again increased, the Employees are to be returned to work in the reverse order in which they were laid off.

The least senior part-time employee shall be laid off before any **full-time** dockmen and driver/dockmen are laid off. After laying off all part-time employees, the least senior dockmen and driver/dockmen shall be laid off based on Master Seniority, with the least senior laid off first, provided the employees remaining are qualified to do the necessary work. Employees shall be recalled in reverse order of their layoff. T/A

Red-circled bargaining unit office clericals are exempt from layoff unless and until all non-represented office clericals are laid off first.

Recall from layoffs after 30 days out – treat failure to pass drug or alcohol test the same as a positive test result in a random situation – only after they are cleared by the medical professional and pass drug/alcohol test will they be eligible to go back on the recall list; if fail TSA requirements they forfeit recall rights.

Section 46.2 - New Branches, Closings, Buy-outs, Mergers & Satellite Terminals [NO CHANGE]

ARTICLE 47. HEALTH AND WELFARE FUND

Part-time employees hired after January 1, 2018 shall be eligible to participate in AEI insurance programs on the same basis and under the same conditions as non-represented part-time employees of AEI for the term of this Agreement, provided however that part-time employees under this Agreement shall enjoy the same employee premium contribution rates as apply to full-time employees under the Company's plans. Part-time employees hired after January January 1, 2018 are eligible to be covered under the Company's medical, vision and dental plans, but not STD or LTD. The Company has the right to select insurance carriers and/or plan administrators as it deems appropriate. The Company may amend, modify, add or delete health care plans for employees covered by this Agreement so long as such amendments, modifications, additions or deletions apply equally to the non-represented employees of AEI. AEI specifically reserves the right to modify its insurance plans as may be necessary to comply with Patient Protection and Affordable Care Act and/or avoid Employer taxes and penalties under the Patient Protection and Affordable Care Act. The phrase "non-represented employees" as used in Articles 13 and 14 or elsewhere in this Agreement refers to non-managerial, non-supervisory employees of AEI who are not represented for purposes of collective bargaining. T/A

Part-time employees shall contribute toward the cost of AEI insurance programs (including premiums contributions, co-payments, deductibles, out-of-pocket maximums and the like) the same as the non-represented employees of AEI, for the term of this Agreement, provided that premium cost-sharing arrangements for part-time employees will be the same as those applicable to full-time employees (using the full-time employee contribution schedules, which are better for part-time employees for all levels of participation above employee only). Such cost-sharing arrangements may be amended or modified periodically for employees covered by this Agreement, so long as such amendments or modifications apply equally to the non-represented employees of AEI. T/A

The parties specifically agree that no part-time employees hired after January 1, 2018 shall be covered by or participate in the Local 705 International Brotherhood of Teamsters Health & Welfare Trust Fund so long as they remain part-time employees, and instead part-time employees hired after January 1, 2018 shall be covered by and eligible to participate in the Company's medical insurance plans as their exclusive medical insurance programs provided for in this Agreement. T/A

Individuals hired as part-time employees after January 1, 2018 will be covered by the Local 705 International Brotherhood of Teamsters Health & Welfare Fund only when and if they become appointed to a full-time position under this Agreement, after which they will no longer be eligible to participate in the Company's medical plans. T/A

Section 47.1 - Plan and Contributions Defined

- (a) The Employer for each regular full-time Employee and part-time employee hired on or before January 1, 2018 shall pay the sum of three hundred and sixty-eight dollars (\$368.00) per week to Local 705 International Brotherhood of Teamsters Health and Welfare

Fund (Fund), an irrevocable trust heretofore created by an Agreement and Declaration of Trust (Trust Agreement), pursuant to a Collective Bargaining (Cartage) Agreement between certain Employers and the Union. The Fund shall use these payments for purposes permitted under the Trust Agreement and to provide health, welfare, death and such other benefits as permitted by said Trust Agreement, as amended, from time to time, and by Section 302(c) of the Labor-Management Relations Act of 1947 and the Employee Retirement Income Security Act of 1974. The Trustees of the Fund shall have the sole power (a) to construe the provisions of the Trust Agreement and rules and regulations and all terms used therein, and (b) to determine all disputes with respect to eligibility, the right to participate in benefits of the Fund, time, method of payment, payment during periods of Employee illness or disability, methods of enforcement of payment and related matters, and any construction adopted and any determination made by the Trustees in good faith shall be final and binding upon all Employers, Employees, participants, legal representatives, dependents, relatives, and all persons and parties. T/A

- (b) **Weekly contribution rates for full-time employees and part-time employees hired on or before January 1, 2018, shall be, for the term of the -20 Agreement, as follows. T/A**

| | |
|-----------------------------|------------------------|
| <u>April 1, 2017</u> | <u>\$368.00</u> |
| <u>April 1, 2018</u> | <u>\$388.00</u> |
| <u>April 1, 2019</u> | <u>\$408.00</u> |
| <u>April 1, 2020</u> | <u>\$428.00</u> |

- (c) [NO CHANGE]

Section 47.2 - The Employer Payments to the Fund

The Employer payments to the Fund shall be as follows:

- (a) The amount per Employee per week shall be paid for each **full-time employee and part-time employee hired before January 1, 2018**-covered by this Agreement for any week in which such Employee performs any services for the Employer even when such services are not performed under the terms of this Agreement; T/A
- (b) [NO CHANGE]
- (c) [NO CHANGE]
- (d) [NO CHANGE]
- (e) [NO CHANGE]
- (f) [NO CHANGE]
- (g) Whenever an Employer is not obligated to make payment to the Fund for an absent Employee, then the **full-time employee or part-time employee hired on or before January 1, 2018** shall make the required payment as permitted by the Trustees; T/A

(h) [NO CHANGE]

Section 47.3 Non-Payment [NO CHANGE]

ARTICLE 48. PENSION TRUST FUND

New Hire Part-Time Employee Provisions:

Part-time employees hired after January 1, 2018 will be permitted to participate in the Company's Employee Retirement Savings Plans (the 401(k) plan), as the same may be amended or modified from time to time, on the same basis as non-represented employees of AEI, for the term of this Agreement, provided, however, that the contribution rates as set forth below may not be changed during the term of this Agreement regardless of what the Company does for non-represented employees: T/A

4% Company Match – The Company will provide one dollar for every dollar contributed by the employee, up to 4% of eligible pay at the end of each calendar quarter. Note: Regardless of when an employee terminates within a quarter, they will receive the match. T/A

2% Company Base Contribution - The Company will also contribute 2% of eligible pay at the end of each year, even if the employee did not contribute to the 401(k) plan during that year. Note: the employee must be active on the last day of the year to receive this contribution. T/A

6% Total Company Contribution – This means employees have the opportunity to receive 6% of eligible pay in Company contributions if they contribute at least 4% to the plan. T/A

100% Vesting after two years – Employees will be 100% vested in Company contributions and matching contributions after they have two (2) years of service. Years of service already earned count toward this requirement. T/A

The parties specifically agree that no part-time employees hired after January 1, 2018 shall be covered by or participate in the Local 705 International Brotherhood of Teamsters Pension Trust Fund, and instead part-time employees hired after January 21, 2018, shall be covered by and eligible to participate in the Company's 401(k) plan as their exclusive retirement benefits/savings vehicle provided for in this Agreement. T/A

Individuals hired as part-time employees after January 1, 2018 will be covered by the Local 705 International Brotherhood of Teamsters Pension Trust Fund only when and if they become appointed to a full-time position under this Agreement, after which they will no longer be eligible to participate in the Company's 401(k) plan. T/A

Section 48.1 - Plan & Contributions Defined

The Employer for each regular full-time Employee shall pay the sum of **-four hundred seventy-three dollars (\$473.00)** per week (plus the additional payments provided for in Section 48.2 hereof) to Local 705 International Brotherhood of Teamsters Pension Trust Fund (Fund), an irrevocable trust heretofore created by an Agreement and Declaration of Trust (Trust Agreement) pursuant to a Collective Bargaining (Cartage) Agreement between certain Employers and the Union. The Fund shall use these payments for purposes permitted under the Trust Agreement and to provide pension, death and other such benefits as permitted by said Trust Agreement as amended from time to time, and by Section 302(c) of the Labor management Relations Act of 1947 and the Employee Retirement Income Security Act of 1974. The Trustees of the Fund shall have the sole power (a) to construe the provisions of the Trust Agreement and rules and regulations and all terms used therein, and (b) to determine all disputes with respect to eligibility, the right to participate in benefits of the Fund, time, method of payment, payment during periods of Employee illness or disability, methods of enforcement of payment and related matters, and any construction adopted and any determination made by the Trustees in good faith shall be final and binding upon all Employers, Employees, participants, legal representatives, dependents, relatives and all persons and parties. T/A

Weekly contribution rates for full-time employees shall be, for the term of the 2017-20 Agreement, as follows. T/A

| | |
|-----------------------------|------------------------|
| <u>April 1, 2018</u> | <u>\$483.00</u> |
| <u>April 1, 2019</u> | <u>\$493.00</u> |
| <u>April 1, 2020</u> | <u>\$503.00</u> |

Weekly contribution rates for part-time employees hired on or before January 1, 2018 shall be, for the term of the 2017-20 Agreement, as follows. T/A

| | |
|-----------------------------|------------------------|
| <u>April 1, 2018</u> | <u>\$160.00</u> |
| <u>April 1, 2019</u> | <u>\$170.00</u> |
| <u>April 1, 2020</u> | <u>\$180.00</u> |

Section 48.2 – Payments [NO CHANGE]

Section 48.3 - Fund Audit Authority [NO CHANGE]

ARTICLE 49. DISCIPLINE AND DISCHARGE

Section 49.1 - Innocent Until Proven Guilty

Disciplinary action may be imposed upon an employee only for just cause. Any employee who is to be discharged or suspended shall be allowed to remain on the job, except for cardinal infractions, without loss of pay, unless and until the discharge or suspension is sustained under the grievance procedure. **Any written warning or other minor discipline (that is, less than a suspension without pay) imposed shall not be used, from the date of the warning or discipline, after twelve (12) months have elapsed. T/A**

The following shall constitute a cardinal infraction **for which progressive discipline is not required: T/A**

- (a) Proven dishonesty;
- (b) Under the influence of intoxicating alcohol or of drugs; refusal to submit for testing shall establish a presumption of being under the influence of intoxicating alcohol or drugs as mandated by the current alcohol and drug testing language;
- (c) Possession of controlled substances and/or drugs while on duty or on company property;
- (d) Carrying unauthorized passengers;*
- (e) Recklessness resulting in a serious accident while on duty;*
- (f) Failure to report an accident of which the employee is aware;*
- (g) Failure to meet the minimum requirements for safe driving under paragraph 391.25 of the Motor Carriers Safety Regulations issued by the DOT;*
- (h) Any physical assault while on company property, other than in self defense;
- (i) Refusal (repetitive) of direct work assignment;
- (j) Possession of a fire arm, open-blade knife, explosives or other deadly weapon on Company property.

(k) Three days “no call / no show” unless circumstances made notification impossible. T/A

* Note:provisions (d), (e), (f) and (g) do not apply to clerical employees covered by the terms of this Agreement

Section 49.2 - Notice of Disciplinary Action to Union Stewards [NO CHANGE]

ARTICLE 50. TIME CLOCKS
[NO CHANGE]

ARTICLE 51. JURISDICTION
[NO CHANGE]

ARTICLE 52. ECONOMIC STANDARDS AND GENERAL CONDITIONS

Section 52.1 - Extra Agreements [NO CHANGE]

Section 52.2 - No Polygraph [NO CHANGE]

Section 52.3 - Sick Leave

- (a) A regular Employee shall be entitled to nine (9) days of sick leave each year which sick leave shall be **credited to their sick leave account in January of each year. Employees can elect to accumulate up to three (3) unused sick days that can be rolled over into the next year instead of being paid out.**—The sick leave provision shall be applied in accordance with uniform rules and regulations to be established by the Union and the Employer. T/A
- (b) For Employees hired on and after April 1, 2004, sick leave shall be applied one (1) day after each sixty (60) days from the Employee’s anniversary date of employment to a maximum of nine (9) days per year to be paid in the same manner as Section 52.3(c) below. **This subsection (b) applies only to the first year of employment.** T/A
- (c) Unused sick days shall be paid if not used on the payday following the annual anniversary date of the contract, **up to nine (9) sick days, subject to the right of the employee to roll over up to three (3) sick days into the next year.** T/A
- d) **This Agreement shall operate as an explicit waiver of the rights and obligations of the parties to this Agreement and all bargaining unit employees under the Cook County Earned Sick Leave Ordinance and the Chicago Paid Sick Leave Ordinance, in accordance with Cook County Ordinance No. 16-449, Section 42-5 and the Chicago Municipal Code 1-24-060, as amended.** T/A

Section 52.4 - Court Appearances [NO CHANGE]

Section 52.5 - Military Clause [NO CHANGE]

Section 52.6 - Inspection and Employer Identification [NO CHANGE]

Section 52.7 - Stewards – Identification [NO CHANGE]

Section 52.8 - Classification Ratios and Movement from Dockman to Driver/Dockman Classification [NO CHANGE]

Section 52.9 - Rounding Rules [NO CHANGE]

Section 52.10 - Incorporation of Integration Agreements

The parties hereby incorporate and make a part of this Supplemental Agreement the (1) Exel Integration Agreement of 2006 regarding the integration of the Exel Dockmen into the bargaining unit in November 2006 (as ratified on October 15, 2006), attached hereto as Appendix A, as well as (2) the “2000 Integration Agreement” regarding the integration of Danzas and AEI workforces in 2000 (as memorialized in a letter of agreement dated July 2, 2001), attached hereto as Appendix B, except as subsequently modified by the parties in writing (see, for example, Paragraph 5 of the Exel Integration Agreement of 2006) **and Appendix C.** T/A

ARTICLE 53. MOVEMENT AND/OR CLOSURE OF FACILITIES
[NO CHANGE]

ARTICLE 54. PART-TIME EMPLOYEES

Part time Dockmen may be hired subject to the following conditions:

- (1) Part-timers may be hired up to thirty-five percent (35%) of the full-time driver-/dockmen seniority list. T/A
- (2) through (9): [No Change]
- (10) Part-time employees **hired on or before January 1, 2018** will be covered by Local 705 Health & Welfare Plan in addition to the Local 705 Pension Plan **Part-time employees hired after January 1, 2018 will be covered by the Company's medical plans and 401(k) plans in lieu of the union's pension and health & welfare plans as provided in Articles 47 and 48, unless and until they are appointed to a full-time position covered by this Agreement, at which point they will switch from the Company's plans to the Union's Pension and Health & Welfare Plans.** T/A

Contribution Rates to the Union Pension Plan for part-time employees hired on or before January 1, 2018, shall be as follows: T/A

| | |
|-----------------------------|------------------------|
| <u>April 1, 2018</u> | <u>\$160.00</u> |
| <u>April 1, 2019</u> | <u>\$170.00</u> |
| <u>April 1, 2020</u> | <u>\$180.00</u> |

- (11) Part-time employees will receive one and one half (1&1/2) times their straight time rate of pay on the sixth (6th) day and two times their straight time rate of pay on the seventh (7th) day. Daily guarantees shall apply on all premium days.
- (12) Part time employees will have a separate seniority list and use their seniority to bid part time-jobs. All part-time shifts shall run concurrently with full-time shifts; however, part-time employees may not be used back to back to defeat full-time employment opportunities.
- (13) If a part-time employee works an average of thirty (30) hours per week during a sixty (60) day period, the employer shall add one (1) full-time position.

ARTICLE 55. GENERAL PROVISIONS

Section 55.1 - Unlocked Trucks, etc. [NO CHANGE]

Section 55.2 - Background Checks

Background checks, where required by government agencies will be conducted on an as needed basis. If a specific customer requires a background check, volunteers will be solicited. If there are

no volunteers, the Union and the Employer will meet to resolve. Employees will not be removed from service unless the background check reveals conduct that would be a cardinal infraction as defined in Article 49 **or would disqualify the employee for continued employment in any bargaining unit position for which they are qualified under TSA and other applicable government requirements (for example, a driver may go to a dock position at a dock worker's wage rate).** T/A

Section 55.3 - New Technology [NO CHANGE]

Section 55.4 - Driver/Dockmen CDL

A Driver/Dockman who is required to maintain a commercial driver's license with required endorsements must maintain those at their expense as a condition of continued employment. If the license or endorsements are revoked or suspended, the employee will be allowed **twelve (12)** months to have the same fully reinstated, unless the reasons for the revocation or suspension constitute grounds for termination. During this **twelve (12)** month period, the employee will be reassigned to dock work, **will be paid at the dockman's hourly rate of pay**, and will be limited to overtime available to dockmen. T/A

Section 55.5 - Short or Missing Check [NO CHANGE]

ARTICLE 56. CONTRACT TERM

Section 56.1 - Term and Continuation

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.

Section 56.2 - Negotiations Notice

Where no such cancellation or termination notice is served and the parties desire to negotiate changes or revisions in this Agreement, either party may serve the other a notice at least sixty (60) days prior to **December 31, 2020**, or **December** 31st of any subsequent contract year, advising that such party desires to revise or change terms and conditions of such successor Agreement.

Section 56.3 - Successor Revisions

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

Section 56.4 - Supplement Relation to National Master Agreement

All other terms and provisions of the -January 1, 2018 through December 31, 2020, Teamsters and AEI Master Agreement not specifically modified herein shall remain in full force and effect, during the term of this Agreement.

IN WITNESS WHEREOF the members of the bargaining unit have ratified this Agreement on this the ____ day of _____, 2018 and the parties hereto have set their hands and seals this ____ day of _____, 2018, to be effective January 1, 2018.

APPENDIX A
INTEGRATION AGREEMENT
[NO CHANGE]

APPENDIX B
Danzas-AEI Chicago Area 2001 Integration Agreement
[NO CHANGE]

-T/A

APPENDIX C
Pre-1989 Slots (Reference: Sections 42.3 (g), 43.3 (b))
[NO CHANGE]

APPENDIX D
ORD ATTENDANCE POLICY
AEI - Teamsters Local 705
[NO CHANGE]

~~Appendix E~~

In connection with the resolution of Section 46.1(a)(v) of the parties' 2018-20 collective bargaining agreement, the Employer agrees that notwithstanding the language added at the end of that paragraph, the following employees will be considered grandfathered as indicated below and will continue to be treated as they have in the past for purposes of overtime opportunities by seniority: T/A

Driver/dockmen who do not have a CDL:

Keith Jakupovic
Mike DiGiovanni
Tony Gorka
Fredy Mojica

Driver/dockmen who have a CDL Class B but not a Class A

Joe Chiparo
Paul Mele
John Schembari
Bill Jackson

Driver/dockmen who have a CDL Class A but no hazardous material endorsement

Chuck Edmonson
Joe Mall
Wayne Daily
Nick Sperlazzo
Tom Alianello
Ed Holtz
Dave Vondracek
Andy Navarro
Dominick Garza
Tremont Burns