

CENTRAL PENNSYLVANIA OVER-THE-ROAD AND LOCAL CARTAGE SUPPLEMENTAL AGREEMENT

For the Period: April 1, ~~2013~~2018 to ~~March 31, 2018~~ June 30, 2023

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**.

PREAMBLE

The Employer, ABF Freight System, Inc., its successors, administrators, executors, heirs and assigns (hereinafter referred to as the Employer) and Local Union Nos. 229, 401, 429, 764, 771, 773 and 776, affiliated with the Eastern Region of Teamsters and the International Brotherhood of Teamsters (hereinafter referred to as the Union) agree to be bound by the terms and provisions of this Agreement.

This Over-the-Road and Local Cartage Supplemental Agreement is supplemental to and becomes a part of the Master Freight Agreement hereinafter referred to as the A.B.F. Master Freight Agreement for the period commencing April 1, ~~2013~~2018, which Master Agreement shall prevail over the provisions of this Supplement in any case of conflict between the two, except as such Master Agreement may specifically permit. Questions arising out of alleged conflicts shall be submitted directly to the National Grievance Committee.

ARTICLE 40.

NO CHANGE

ARTICLE 41.

NO CHANGE

ARTICLE 42.

NO CHANGE

ARTICLE 43.

NO CHANGE

ARTICLE 44. DISCHARGE OR SUSPENSION

NO CHANGE

ARTICLE 45.

NO CHANGE

ARTICLE 46.

NO CHANGE

ARTICLE 47.

NO CHANGE

ARTICLE 48. VACATIONS

SEE: NATIONAL SUMMARY OF ECONOMICS

Section 2:

(f) During the first two (2) weeks of Pennsylvania antler deer season which normally fall on the first Monday after Thanksgiving and regularly scheduled doe season, the Employer need not be required to leave more than a maximum of ten percent (10%) **for the first two (2) days and a maximum of seven percent (7%) for the remainder of the period,** of his/her employees off work in each classification or shift, vacation excluded. Employees must present a valid Pennsylvania or other states hunting license at time of request.

ARTICLE 49. HEALTH & WELFARE

SEE: NATIONAL SUMMARY OF ECONOMICS

ARTICLE 50.

SEE: NATIONAL SUMMARY OF ECONOMICS

ARTICLE 51. DEATH IN FAMILY-SICK LEAVE- JURY DUTY

NO CHANGE

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ARTICLE 52.

NO CHANGE

~~before~~ **after** 8:00 p.m. on a holiday and ~~provided they are not returning to their home terminal on a holiday.~~

ARTICLE 53.

NO CHANGE

ARTICLE 58. LOCAL CARTAGE PROVISIONS
SEE: NATIONAL SUMMARY OF ECONOMICS

ARTICLE 54.

NO CHANGE

Section 3, Sub-Section 1.

ARTICLE 55. BID JOBS – POSTING & CANCELLATION

NO CHANGE

Holidays under this Agreement shall be New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, day after Thanksgiving, day before Christmas, Christmas Day, Employee's Birthday and three (3) personal holidays.

ARTICLE 56.

NO CHANGE

Employee's request for a personal holiday and/or single day vacation if qualified must be approved by the Employer; however, in no event may the Employer refuse such employee's request unless the number of requests exceeds ~~3%~~ **five percent (5%) unless the request is made during deer season when the requests are limited to three percent (3%)** of the total number of employees by classification on the seniority list as of April 1 each year. Where a Local Union has a better practice, it shall be maintained.

ARTICLE 57. OVER-THE-ROAD PROVISIONS

Section 3 – Wages and Working Conditions

SEE: NATIONAL SUMMARY OF ECONOMICS

Sub-Section 5.

(c) Drivers on meet and turn runs will be allowed to drop and hook their tractors at the meet point unless there is a need to move a tractor to a particular point.

ARTICLE 59.

NO CHANGE

Section 4. – Holidays

ARTICLE 60.

NO CHANGE

Sub-Section 2.

ARTICLE 61.

NO CHANGE

All Employees considered on the seniority list as regular employees, as defined in Article 42, Section 1 (b), shall be paid for any holiday occurring during any week of their employment. However, all employees must be on the seniority list April 1 of each year to be eligible for personal holidays. Employee's request for a personal holiday and/or a single day vacation if qualified must be approved by the Employer; however, in no event may the Employer refuse such employee's request unless the number of requests exceed ~~3%~~ **five percent (5%) unless the request is made during deer season when the requests are limited to three percent (3%)** of the total number of employees by classification on the seniority list as of April 1 each year. Where the Local Union has a better practice, it shall be maintained.

ARTICLE 62

SEE: NATIONAL SUMMARY OF ECONOMICS

ARTICLE 63

SEE: NATIONAL SUMMARY OF ECONOMICS

Sub-Section 5. – Holiday Pay

(b) Regular road drivers performing work on holidays listed in Section 4, Sub-Section 1 of this Article shall be paid two (2) straight time hours in addition to holiday pay ~~provided~~ **unless** they are dispatched