

NORTHERN CALIFORNIA SUPPLEMENTAL AGREEMENT

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

ADDENDUM NO.1

LOCAL ~~278~~ 2785

(a) Job Classifications and Rates of Pay (Article 21)

~~(b) Tractor Drivers: Tractor drivers on the long line Schedule (S.F. - L.A.) are to be paid at the same rate as set forth in the Long Line and Turn around Collective Bargaining Agreement between California Trucking Associations, Inc., and Highway Drivers' Council of California. Where a driver is paid on the mileage scale, the hourly rate shall be paid for unloading and loading of freight and tire changes when such work is performed by the driver, in addition to the mileage rate.~~

Tractor Drivers on the San Francisco/Los Angeles turns will be paid \$0.7969 per mile for the first (1st) 250 miles, and \$0.8019 per mile for all miles over 250. The wage increases in Article 21 Section 1 of the 2013 - 2018 NCSA will be converted from hourly to mileage and added to the existing mileage rate.

When a driver is paid on the mileage basis and is required by the Employer to check and/or refuel the equipment, such driver shall be compensated for one half (1/2) hour at the regular hourly rate, in addition to the mileage rate of pay, for each tour of duty. For all mileage drivers, holiday pay and vacation pay for each week of vacation shall be computed on the basis of number of miles driven on bid mileage run. Upon the written request of the employee, the company shall notify him in writing of the method of computing his vacation pay and holiday pay, including the number of miles paid for.

(c) Starting time: Starting times for drivers doing combination pickup and feeder work shall remain on a status quo basis.

Any scheduled shift other than the duty shifts, but including

Central Drivers' and Central Helpers' shifts, shall be posted on the prior Friday of the week for which the shifts are to be effective. Employees who are ordered to report for work prior to said scheduled starting time shall receive time and one half (1 1/2) for all hours worked prior to their regular starting time. Employees who are ordered to report later than their scheduled starting time shall receive time and one half (1 1/2) for the number of hours worked equal to the number of hours called in to work after their scheduled starting time.

The Employer agrees that Central Drivers' and Central Helpers' shifts shall be posted on the prior Thursday for which the shifts are to be effective.

(d) Extra Drivers and Helpers: Extra drivers and helpers may start work not later than 9:00 a.m., during the Christmas rush period between November ~~15th~~ 1st and December ~~25th~~ 15th inclusive.

(e) Starting time restrictions shall not be applicable to feeder operations.

(f) All regular drivers shall be offered not less than five (5) days of employment in any one (1) scheduled week. The Employer shall not be required to pay its regular drivers a full week's wages if they are required to lay off regular drivers during any week period; provided, however, said layoff is occasioned as a result of a strike in the industry or said layoff is occasioned by other circumstances beyond the control of the Employer causing a disruption in the normal volume of business.

(g) Under the Terms of this Agreement, newly hired employees in San Francisco shall accumulate sick leave under the provisions of the San Francisco Paid Sick Leave Ordinance, San Francisco Administrative Code Section 12F, but may only

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use such leave in accordance with the terms of the collective bargaining agreement. All other provisions of the San Francisco Paid Sick Leave Ordinance as presently written and/or amended during the life of this Agreement are either fulfilled or expressly waived.

ADDENDUM No. 2 LOCAL 856

Scope of Agreement:

(a) The execution of this Supplemental Agreement on the part of the Employer shall cover office and clerical employees employed by the Employer excluding, however, the classifications set forth immediately below.

(b) The following classifications of employees are specifically excluded from the coverage of this Supplemental Agreement.

(1) Confidential employees, supervisory and professional employees within the meaning of the Labor Management Relations Act of 1947 as amended;

(2) Employees already covered by an existing Union contract;

(3) Dispatchers exercising independent judgment with respect to the responsibility for directing the work or recommending hiring and firing. It is the intention of the parties hereto that the aforesaid exclusions shall be governed by the duties commonly and regularly performed by employees and shall not depend upon mere title.

Employment Agency Fees:

If employees are hired through an employment agency, the Employer is to pay the employment agency fee. However, if the Union was given equal opportunity to furnish employees under Article 2, Section 2(b) of the Agreement, and if the employee is retained through the probationary period, the fee need not be paid until the thirty first (31st) day worked by the employee. After contacting the Local Union, temporary agency employees may be used only when the Local Union is unable to furnish temporary employees. Temporary employees will be defined as any employee who will work one (1) week or less.

Shift Differential:

A shift differential shall be paid in accordance with Article 29, Section 9, of the Agreement; provided, however, a full-time employee on the payroll of the Employer as of ratification date who is receiving ten percent (10%) shift differential, and who would suffer a reduction in earnings shall receive the equivalent in cents per hour based on their straight time hourly rate in effect on July 1, 1973, and shall continue to receive such cents per hour shift differential as long as such employee remains on such shift.

Transfers and Job Bidding:

Moves within a District will be handled in the following manner:

(a) Jobs Posted For Bid:

Seniority employees desiring to move to another location within the district must submit a written request to their Manager and a copy to the Local Union. The request will be retained in the Personnel office.

All written requests must designate the exact building desired. The request must be signed, dated and filed in the Employer's Personnel department and with the Union prior to any job posting. Only written transfer requests on file prior to a job posting will be considered as bids for a job.

These letters must be updated yearly by the employee in order to remain active.

Only the most current letter of transfer to one specific building from any one employee will be considered. These requests require legitimate reasons to be considered.

All permanent jobs not bid in any location will be awarded to the highest senior employee on the relief list. Relief Clerks shall not be allowed to bid permanent openings within their location.

(b) Layoffs of Over One Week Duration:

- 1) Laid off employees may elect to displace any junior employee **in a bid job** at another location in order to continue working providing however, that such employee is qualified to perform the work of the displaced employee. **(Operational Clerks will be given the opportunity to qualify for all operational positions).**

If a laid off employee refuses work during the five (5) day period, they will not be eligible to displace another employee. The five (5) consecutive day chain will be considered broken.

- 2) Employees electing to displace the junior employees at another location may bid future jobs posted in that location after being relocated, and will be awarded the bid provided such employee is the most senior bidder.
- 3) Employees laid off may elect to take the layoff until recalled.

(c) In reference to the above understanding, it is agreed that the seniority will be dovetailed for all purposes.

(d) Job Reassignment: Job reassignments will be on an as-needed basis only, due to reduction or transfer of the work. Seniority will be recognized in all job reassignments.

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(e) When a senior employee is laid off, he or she may exercise their seniority to displace any junior employee at their location for which they are qualified to perform the work. The displaced employee may use his or her seniority to displace any junior employee at the location for which they are qualified to perform the work, or they may elect to take the layoff.

With respect to permanent job openings occurring during the periods from October 1 through and including December 31, any new hires taking such job openings during this "seasonal non-seniority period of time", shall accrue seniority and other contract benefits as if they had been hired during any other part of the year.

Any newly established job classification will be negotiated at the time the job is created.

Any employee laid off on the workday immediately preceding or immediately following one of the holidays shown in Article 24 of the Agreement shall receive eight (8) hours pay at such employee's regular rate of pay for each such day laid off. The above shall not apply when the layoff is the result of bona fide lack of work or for other reasons beyond the control of the Employer. It is intended to discourage a layoff for the sole purpose of working an employee less than the full week, during a week in which a holiday falls.

When a lead clerk is appointed by the Company, he/she will receive fifty cents (\$.50) per hour above their current rate of pay. The Company has the sole right in appointing lead clerks. Seniority has no application in the classification and therefore, no bidding will be conducted. Also the Company has the right to use or not use this position as it sees fit, without the Union's interference.

Temporary Job Bids: In cases of temporary job openings caused by some type of absenteeism, the Employer should determine the actual or anticipated length of the absence. If the length of the absence is known from the outset to exceed thirty (30) working days, the Employer shall post a temporary job bid for such job opening stating not only qualifications, but the estimated length of the temporary job opening. If the actual length of absence at the outset is not known and it becomes known within thirty (30) working days that the absence will be at least sixty (60) days from the outset, the aforementioned temporary job bidding procedure shall take place.

The bidding procedure will be conducted in the usual contractual manner. If the job is successfully filled by a Local 856 union employee, the second opening thus created should be filled by assignment in the usual contractual manner.

Any employee who holds a permanent bid position and is in a temporary position may exercise his or her seniority in bidding any other permanent position or temporary position which becomes available. If no bid clerk should bid such available position, Relief Clerks who are not assigned to a position, will be assigned to the available position in

seniority order. Relief Clerks are only allowed to bid on jobs where they have a Letter of Transfer on file. Relief Clerks domiciled in that location who have more seniority will be placed in the open position in the usual contractual manner.

When the absent employee returns to work, the temporary job bidder shall return to his/her job. When and if it is determined the temporary job opening is to be a permanent job opening, it shall then be bid as such according to the contract. It is understood by the Employer and the Union that temporary Job Bids are confined to the location at which the absence occurs. Should no one bid a temporary job opening, the Employer shall fill such by the usual contractual manner.

Both UPS and Local 856 agree that Local 856 shall not be signatory to or subject to any Sort Agreement unless otherwise mutually agreed to.

Job Classification and Straight-Time Hourly Rates of Pay:

All full-time seniority employees on the payroll as of July 31, ~~2008~~ **2013**, including employees on the wage progression schedule, will receive the following general wage increase as follows:

Effective Date		Amount	
August 1, 2008	2013	\$.35	\$.70
February 1, 2009		\$.35	
August 1, 2009	2014	\$.375	\$.70
February 1, 2010		\$.375	
August 1, 2010	2015	\$.375	\$.70
August 1, 2011	2016	\$.425	\$.40
February 1,	2017		\$.40
August 1, 2012	2017	\$.425	\$.50
February 1, 2012	2018	\$.475	\$.50
February 1, 2013		\$.475	

Group 4 ~~Payroll Clerk, Accounts Payable Clerk, C.O.D. Associate, Automotive Clerk, General Ledger Clerk and Data Processing Machine Operator, Human Resource Clerk, Data Processing Key Entry Operator, Business Development Clerk, Supply Clerk~~ **ALL GROUPS:**

Effective:	8/1/2008	2/1/2009	8/1/2009	2/1/2010	8/1/2010	2/1/2011
Start	\$16.10	\$16.10	\$16.10	\$16.10	\$16.10	\$16.10
Seniority	\$17.25	\$17.25	\$17.25	\$17.25	\$17.25	\$17.25
Twelve (12) Months	\$18.45	\$18.45	\$18.45	\$18.45	\$18.45	\$18.45
Twenty-four (24) months	\$20.75	\$20.75	\$20.75	\$20.75	\$20.75	\$20.75
Thirty-six (36) months	\$28.00	\$28.35	\$28.725	\$29.10	\$29.475	\$29.85

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Effective:	8/1/2011	2/1/2012	8/1/2012	2/1/2013
Start	\$16.10	\$16.10	\$16.10	\$16.10
Seniority	\$17.25	\$17.25	\$17.25	\$17.25
Twelve (12) months	\$18.45	\$18.45	\$18.45	\$18.45
Twenty-four (24) months	\$20.75	\$20.75	\$20.75	\$20.75
Thirty-six (36) months	\$20.275	\$20.70	\$21.175	\$31.77

(All above top rates reflect a 12¢ per hour COLA increase given in 2011)

****WAGE INCREASES AND PROGRESSION RATES (ABOVE) UPDATED PER NATIONAL AGREEMENT.**

OPERATIONS GROUPS**Air Clerk, Center Clerk, Bad Address Clerk:**

Effective:	8/1/2008	2/1/2009	8/1/2009	2/1/2010	8/1/2010	2/1/2011
Start	\$16.10	\$16.10	\$16.10	\$16.10	\$16.10	\$16.10
Seniority	\$17.25	\$17.25	\$17.25	\$17.25	\$17.25	\$17.25
Twelve (12) months	\$18.45	\$18.45	\$18.45	\$18.45	\$18.45	\$18.45
Twenty-four (24) months	\$20.75	\$20.75	\$20.75	\$20.75	\$20.75	\$20.75
Thirty-six (36)	\$28.00	\$28.35	\$28.725	\$29.10	\$29.475	\$29.85

Effective:	8/1/2011	2/1/2012	8/1/2012	2/1/2013
Start	\$16.10	\$16.10	\$16.10	\$16.10
Seniority	\$17.25	\$17.25	\$17.25	\$17.25
Twelve (12) months	\$18.45	\$18.45	\$18.45	\$18.45
Twenty-four (24) months	\$20.75	\$20.75	\$20.75	\$20.75
Thirty-six (36) months	\$20.275	\$20.70	\$21.175	\$31.65

(All above top rates reflect a 12¢ per hour COLA increase given in 2005)

COLA (refer to National Master)

It is understood that if the training period is changed in the Supplemental Agreement that this change would be applicable to the operations groups listed above.

Rates of pay in this Addendum are applicable to all employees hired in the General Locals of the Agreement which are performing the classifications of work listed in this Addendum. Job descriptions for the above job classifications have been mutually agreed to by Local Union No. 856 and the Employer and are considered to be part of this Addendum No. 2.

Miscellaneous Provisions:

- 1) There shall be one (1) seniority list at each location of the Employer regardless of the fact that an employee has full-time or part-time status.
- 2) With regard to the six (6) month lock-in in the bidding process, such shall not apply to Union members of

Local 856, but it is understood that a given employee shall not make excessive bidding moves. Changes of one (1) hour or more in start time will be handled under Article 3, Section 11 of the Supplemental Agreement, the intention being that employees whose starting times are changed by one (1) hour or more, first have the right to follow their job before requesting the bid procedure.

- 3) It is understood that part-time employees may be utilized as Customer Counter Clerks during the period commencing with Thanksgiving until Christmas, inclusive, in both the East Bay and North California districts. It is understood that part-time employees will not replace full-time employees and that part-time employees will not be scheduled back-to-back.
- 4) With respect to that certain letter of understanding pertaining to "RED CIRCLE" employees under the 1970-1973 Agreement, it is understood the intent is not to prohibit such employees from bidding to any classification and retraining the "RED CIRCLE" rate of classification bid into.
- 5) It is understood that the 1970-1973 Letter of Understanding regarding the "RED CIRCLE" employees will remain in effect throughout the life of this Agreement.
- 6) All newly hired employees who are referred to the Employer by Local 856 and who have one or more years experience in the transportation industry, shall be hired at the maximum rate provided for the classification hired, provided such employees are capable of performing the work for which they are employed.
- 7) The conditions under which regular part-time employees may be hired must first be approved by Local 856 except when already agreed to.
- 8) **It is understood that employees who accept a permanent bid in the payroll department will be subject to a forty-five (45) working days qualification period where they will have to demonstrate proficiency in Excel and in 10-key skills. Those who do not satisfactorily qualify in these skills will be returned to their previous position. (Qualifications will be reviewed prior to awarding the bid).**
- 9) **The lunch period shall be no less than one half (1/2) hour in duration, unless otherwise mutually agreed to between the employee and the employer. The lunch period shall commence not less than four (4) hours after the employee starts work, and shall be completed not later than six (6) hours after the commencement of the employee's actual start time.**

JOB DESCRIPTIONS

Accounts payable Clerk

- Responsible for processing payments of district's bills currently paid at this site including the coding and verification of coding of invoices to ensure proper payment and expense distribution, inclusive of acknowledgement of receipt of goods/services are received in good condition
- Sets up accruals monthly for security invoices and light and power invoices
- Researches and resolves issues with vendors on unpaid invoices
- Maintains files and records on invoices
- Must utilize sales and tax guidelines
- Must utilize accrual accounting methods
- Performs other duties as needed

Billing Inquiry Clerk

- Assists North California District customers with their billing inquiries
- Sets up and processes billing credit adjustments
- When requested, provides copies of invoices to customers
- Performs other duties as needed

COD Associate

- Research and setup payments based on customer inquiries regarding COD remittances (tracers and concerns)
- Deposit checks and initiate collection efforts as needed on COD's handled incorrectly
- Initiate/process indemnified check images when requested
- Initiate or process stop payments of claim checks not received or stale dated
- Research and respond to phone inquiries/concerns
- Send out correspondence and/or collection letters to customers regarding COD's
- Performs other duties as needed

General Ledger Clerk

- Post and balance general ledger reconciliations
- Analyze, verify and follow up on open balance detail until resolution
- Work with other entities to resolve un-reconciled items
- Analyze and reconcile bank statements
- Prepare office cash deposits for cashbook as needed
- Prepare various district tax returns
- Prepare and remit written correspondence
- Process stop payments using the banking on line computer system
- Prepare journal entries for monthly accounting close
- Must utilize advanced accounting, tax and accrual methods
- Maintain files and records in retention areas
- Prepare district year-end tax reporting
- Must utilize capitalization and accrual accounting principles
- Perform other duties as needed.

Payroll Clerk

- Employee must have an ability to work with payroll data and maintain confidentiality while working in a team environment

- Employee must possess excellent communication skills, both verbal and written
- Employee must have a strong math background, computer skills, 10 key skills and be able to interpret and apply Union contract rules
- Primary job responsibilities will be paying district payroll, auditing for accurate payroll details, auditing various payroll reports, including health and welfare pay, sick and vacation pay entitlements
- Processing payroll adjustments, separations, assignment changes and wage levy assignments
- Performs additional duties as directed
- Position requires working overtime as necessary.
- **Minimum typing requirement of 35 wpm.**

Human Resource Clerk

- Maintains and controls HRIS
- Prepares safety reports and records
- Enters all appropriate information into electronic records system as necessary
- Performs other clerical duties as needed.

Data Key Entry Operator

- Keys enters data into computer.
- Monitors activity on CRS.
- Send, process and print various jobs.
- Monitor and process check printing operation.
- Performs other duties as needed.

Automotive Clerk

- Handles all telephone inquiries
- Prepare, sort, post, record, maintain and file all appropriate • Compile, distribute and control Preventive Maintenance Inspection data
- Performs related duties as needed.

Data Processing Machine Operator

- Assigns, directs and checks the work of a group of data entry operators.
- Trains less experienced operators
- Assists in the scheduling of data entry jobs
- Monitors the activity and storing of information on Lan
- Monitors the flow of reports and information between Data Processing and other functions
- Responsible for reports and activities regarding CRS and Feeders.
- Capable of handling data entry requirements
- Capable of handling the processing of data through various software programs
- Capable of changing JCL language when necessary
- Performs other duties as needed

OPERATIONS GROUP

Bad Address Clerk

- Corrects addresses on parcels using phone book or other resources (electronic references), cross directories and reference material
- Telephones inquiries to last known phone number
- Completes proper records, logs and post cards.

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Air Department Clerk

- Completes required inbound and outbound reports and records **using various reporting systems, including but not limited to: ACARS, OPSLINK, GSS, ARINC, IDIS**
- Fills out required forms and correspondence
- Processes air merchandise as corrected origin or destination points
- Checks airport equipment such as scanners and radios in and out
- Downloads IPLD scanners and prints reports as needed
- Works with COMPASS system for flight information system
- **Communicates with Swissport as necessary.**
- **Communicates with flight crews using ARINC**
- Answers telephone calls
- Performs general office filing and tracking
- Communicates any special circumstances involving NDA volume
- Advises extended area of extra feeder aircraft needs
- Arranges movement of inbound late Lear volume
- Coordinates the exchange of mis-sorted air packages
- Monitors DHIPS
- Assists BA Clerk when time permits
- Verifies crew transportation and meals
- Performs other related duties as needed

Center Clerk

- Handles telephone inquiries about deliveries
- Traces lost or damaged merchandise
- ~~Tabulates and balances fuel and oil reports~~
- Handles necessary receiving counter volume
- Sorts and transmits outbound tracers and messages
- Processes inbound interdistrict tracers and messages
- Fills in time processing tracers and claims
- Communicates with customers by telephone or written correspondence
- Performs related duties as needed such as sorting and auditing pickup records

Supply Clerk

- Receives and inventories supplies and uniform requisitions
- Maintains records appropriate to inventory
- Performs other related duties as needed

ALL DEPARTMENTS

Lead Clerk

- Performs duties of some diversity requiring application of various standard procedures and preparation of use of several types of forms, reports or records
- Requires extensive knowledge of the business and some independent judgments
- Directs the work of others and checks their completed work for errors
- Receives inquiries from customers and the general public regarding a variety of subjects
- Works under a minimum level of supervision
- Performs other related duties as needed

ADDENDUM NO. 3

LOCALS NO'S. 70, 287, 315, 624, 490, 890 and 912 INCLUSIVE OF ALL LOCAL UNIONS IN JOINT COUNCIL 7

(a) Starting Time:

(1) Any scheduled shifts other than the day shifts shall be posted on the prior Friday of the week for which the shifts are to be effective. Employees who are ordered to report for work prior to said scheduled starting time shall receive time and one half (1 1/2) for all hours worked prior to their regular starting time. Employees who are ordered to report for work later than their scheduled starting time shall receive time and one half (1 1/2) for the number of hours equal to the number of hours called in to work after their scheduled starting time.

(2) Extra Drivers and Helpers may start work not later than 9:00 a.m. during the Christmas rush period between ~~November 15th and December 25th inclusive~~ **November 1st through January 15th.**

(3) Starting time restrictions are not applicable to feeder operations.

(b) All regular drivers shall be offered not less than five (5) days of employment in any one (1) scheduled week. The Employer shall not be required to pay its regular drivers a full week's wages if they are required to layoff regular drivers during any week period; provided, however, said layoff is occasioned by other circumstances beyond the control of the Employer causing a disruption in the normal volume of business.

ADDENDUM NO. 4

LOCALS 87, 137, 150, 386, 431, 439, 533, 948

SECTION 1-PAYMENTS

Premiums and benefits in effect during the life of the ~~2002-2008~~ **2007-2013** Agreement will be continued.

The Employer shall pay into the Western Conference of Teamsters Pension Trust Fund for the account of each employee working under this Agreement, the applicable sum as listed below:

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

~~Effective August 1, 2008 — \$1,117.98 per month~~
~~Effective August 1, 2009 — \$1,187.31 per month~~
~~Effective August 1, 2010 — \$1,256.64 per month~~
~~Effective August 1, 2011 — \$1,325.97 per month~~
~~Effective August 1, 2012 — \$1,395.31 per month~~

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Effective August 1, 2013 - \$1,464.64 per month
Effective August 1, 2014 - To Be Determined
Effective August 1, 2015 - To Be Determined
Effective August 1, 2016 - To Be Determined
Effective August 1, 2017 - To Be Determined

	Basic Contribution	PEER/80	Total Contribution
August 1, 2008	5.54	.91	6.45
August 1, 2009	5.88	.97	6.85
August 1, 2010	6.22	1.03	7.25
August 1, 2011	6.57	1.08	7.65
August 1, 2012	6.91	1.14	8.05
<u>August 1, 2013</u>	<u>7.25</u>	<u>1.20</u>	<u>8.45</u>
<u>August 1, 2014</u>	<u>To Be Determined</u>		
<u>August 1, 2015</u>	<u>To Be Determined</u>		
<u>August 1, 2016</u>	<u>To Be Determined</u>		
<u>August 1, 2017</u>	<u>To Be Determined</u>		

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

~~Effective August 1, 2008 - \$6.45 per compensable hour~~
~~Effective August 1, 2009 - \$6.85 per compensable hour~~
~~Effective August 1, 2010 - \$7.25 per compensable hour~~
~~Effective August 1, 2011 - \$7.65 per compensable hour~~
~~Effective August 1, 2012 - \$8.05 per compensable hour~~

Effective August 1, 2013 - \$8.45 per compensable hour
Effective August 1, 2014 - To Be Determined
Effective August 1, 2015 - To Be Determined
Effective August 1, 2016 - To Be Determined
Effective August 1, 2017 - To Be Determined

For probationary employees hired on or after August 1st, ~~2008~~ **2013**, the Employer shall pay an hourly contribution rate of ten cents (10¢), (including one cent (1¢) for PEER/80 for full-time employees) during the probationary period as defined in Article 3, Section 1, but in no case for a period longer than the first ninety (90) days from an employee's first date of hire. If and when this period is completed, the full standard contribution rate shall apply. Contributions shall be calculated on the same basis as described in this Article.

Effective January 1, 2008 the employer shall pay twenty five cents (25¢) per hour for all hours compensated including overtime hours, up to a maximum of 2080 hours per year for all fulltime Employees to the Northern California General Teamsters Security Fund (the Trust) in accordance with established remittance rules and practices. These monies are to be used to offset required retiree contribution amounts for retiree medical coverage. *(The monies for this twenty five cents were obtained as follows: Ten cents was obtained from negotiating the probationary break in rate in 2002. Fifteen cents was negotiated as new monies in 2007 to become effective 1/1/2008)*

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

(d) Time paid for but not worked, such as holidays and vacation time, shall be considered as time worked for the purpose of this Article.

(e) The total amount due for each calendar month shall be remitted in a lump sum not later than the 10th day of the following month. The Company agrees to abide to such rules as may be established by the Trustees of said Trust Fund to facilitate the prompt and orderly collection of such amounts, and the accurate reporting and recording of such amounts paid on account of the employees. Failure to make the payments herein provided, within the time specified, shall be a breach of this Agreement.

(f) Effective August 1, ~~2008~~ **2013**, and August 1 of all subsequent years, ten cents (10¢) per hour shall be allocated from each new increase in pension **and or general wage increase** monies to the Northern California General Teamsters Security Fund (the Trust) in accordance with established remittance rules and practices. These monies shall be paid by the employer for all hours compensated including overtime hours, up to a maximum of 2080 hours per year and are to be used to offset required retiree contribution amounts for retiree medical coverage. If the Trustees of the Trust determine that additional monies are needed to maintain this benefit, said additional monies shall be allocated from the aforementioned new pension **and or general wage** increases. *The total monies that have been diverted from new pension monies under this Section (f) as of August 1, 2007 is fifty cents (50¢) 2012 is one dollar (\$1.00) per hour. **If the trustees of the Trust determine that no additional monies are needed in any year, then those monies will remain in pension or G.W. increases***

SECTION 2 – POSTING NOTICE

The Employer shall make available to all employees in a manner agreed to between the Company and the Union, a copy of the reporting form sent to the Administrator's Office of payments made to the Western Conference of Teamsters Pension Fund on behalf of the employees at the time payments are made.

SECTION 3 – SAVINGS

In accordance with the current practice, effective August 1, ~~2008~~ **2013**, UPS shall make contributions at the rate of ten

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cents (10¢) per compensable hour into the Northern California General Teamsters Security Fund (the Trust) on behalf of all employees on whose behalf UPS was obligated to make contributions into the Trust immediately prior to August 1, ~~2008~~ **2013**. These monies are to be used to offset required retiree contribution amounts for retiree medical coverage. With respect to employees whose first (1st) hour of employment (or reemployment) with UPS is on or after September 1, 1987, UPS shall make contributions at the rate of ten cents (10¢) per compensable hour into the Northern California General Teamsters Security Fund (the Trust) on behalf of each such employee beginning on the earlier of the employee's achievement of seniority or the employees' completion of six hundred (600) hours of employment (or reemployment) within twelve (12) consecutive calendar months, such contributions to be made retroactively for all compensable hours in the twelve (12) consecutive months immediately preceding achievement of seniority or the completion of six hundred (600) hours of employment (or reemployment) as the case may be. Provided, however, that UPS shall not contribute for more than one hundred seventy-three (173) hours in any calendar month for each covered employee. The total amount due for each calendar month shall be remitted in a lump sum not later than the tenth (10th) day of the following month. UPS acknowledges that it has received a true copy of the Trust and shall be considered a party thereto. It is understood and agreed that UPS accepts the terms and conditions of this Trust and agrees that the Employer Trustees named pursuant to the Trust are its representatives and consents to be bound by the actions and determinations of the Trustees. UPS further agrees to abide by such rules as may be established by the Trustees of said Trust to facilitate the audit of hours for which contributions are due, the prompt and orderly collection of contributions, and the accurate recording of such hours. *(The monies for this ten cents were derived by diverting the ten cents from Pacific Coast Benefit Trust in 2002)*

SECTION 4 – RETIREE SUPPLEMENT

In accordance with the current practice, effective the first pay period after August 1, ~~2008~~ **2013**, the Employer shall withhold from the earnings of all full-time employees (from Locals listed above) the amount of \$8.65 per month. These monies shall be sent to the Northern California General Teamsters Security Fund (the Trust) in accordance with established remittance rules and practices. These monies are to be used to offset required retiree contribution amounts for retiree medical coverage that are periodically set by the Trustees of the Teamsters Retiree Trust, who also determine benefit levels based upon available funds.

SECTION 5 – TRUST FUND ACCEPTANCE

Overtime hours, bonus hours, holidays, floating holidays, personal days, jury duty, funeral leave, sick pay, ~~pro-rated sick pay~~ and vacation time payments made in cases of retirement from the Company and vacation time paid for but not worked, shall be considered as time worked for the purpose of this Addendum, but no payments shall be made for unused sick

pay benefits ~~or pro-rated payments~~ made in cases of separation (excluding retirement) from the Company.

SECTION 6 – DRIVER IN CHARGE

When a driver is used to replace a manager and is assigned the responsibility of the center, such driver shall receive one dollar (\$1.00) per day above the regular straight-time daily rate of pay.

SECTION 7 - STARTING TIME

Starting time shall be posted on the prior Friday of the week for which the starting times shall be effective. Employees who are ordered to report for work prior to said starting time shall receive time and one half (1 1/2) for all hours worked prior to their regular starting time. Employees who are ordered to report for work later than their scheduled starting time shall receive time and one half (1 1/2) for the number of hours equal to the number of hours called into work after their scheduled starting time.

SECTION 8 – SUBSISTENCE

Employees required to lay over away from home shall be compensated at the rate of eight (8) hours pay for each twenty four (24) hour period laid over, in addition to reasonable road expense, and meals.

AUTOMOTIVE ADDENDUM NO. 5

(Applies to all Locals with Automotive Jurisdiction)

(a) Overtime and Workweek:

Eight (8) hours shall constitute a maximum day's work at straight time pay. Forty (40) hours shall constitute a maximum workweek at straight time pay. Five (5) consecutive eight (8) hour days computing a total of forty (40) hours shall constitute a maximum workweek at straight time pay. All time worked in excess of eight (8) hours in any one (1) day shall be paid for at the rate of time and one half (1 1/2). Work performed on Saturdays, Sundays or holidays shall be paid for at the rate of time and one half (1 1/2) for the first eight (8) hours and double (2) time thereafter. If the future needs of the Company change, the Company and Local Union will meet to discuss workweek flexibilities.

Any employee requested to work and who performs work on Saturday, Sunday or holidays shall be guaranteed a full day's pay.

(b) Leader:

Service leaders, where designated by the Employer shall receive ten percent (10%) over the highest rate paid to subordinate employees.

(c) Automotive Servicemen's duties may be the following (see attached Job Descriptions):

- (1) All washing of automotive equipment;
- (2) All fueling of automotive equipment;
- (3) All steam cleaning of automotive equipment;
- (4) Moving equipment any place to expedite this work;
- (5) All parts pickup and delivery;
- (6) Lubrication and oil changing of all equipment;
- (7) All tire work including changing and repairing;
- (8) All towing; and,
- (9) Items 6, 7 and 8 shall be paid the tire service rate of pay; Items 1 through 5 shall be paid the serviceman utility rate.

AUTOMOTIVE SERVICE RATES (CAR WASHER)

Refer to National Master, Article 4I, for wage increases.

The rate in effect on July 31, 2002 will be used to calculate the progression rates for the life of this Agreement.

Items 1 through 5:

8/1/08	2/1/09	8/1/09	2/1/10	8/1/10	2/1/11	8/1/11	2/1/12	8/1/12	2/1/13
\$28.29	\$28.64	\$29.015	\$29.39	\$29.765	\$30.14	\$30.565	\$30.99	\$31.465	\$32.94

Items 6, 7 and 8:

8/1/08	2/1/09	8/1/09	2/1/10	8/1/10	2/1/11	8/1/11	2/1/12	8/1/12	2/1/13
\$28.79	\$29.14	\$29.515	\$29.89	\$30.265	\$30.64	\$31.065	\$31.49	\$31.965	\$32.44

(All above top rates reflect a 12¢ per hour COLA increase given in 2005)

****WAGE INCREASES AND PROGRESSION RATES PER NATIONAL AGREEMENT**

Progression rates shall apply only to new employees hired after the date of signing of this Agreement. This Supplement shall not be construed to change existing duties between Teamster Automotive Servicemen and I.A.M. Automotive Mechanics, nor change present operating procedures of the Company.

It is understood that future expansion in work shall make the parties subject to the job descriptions above. In the event of disagreement between the parties regarding job duties (work jurisdiction), a committee composed of one (1) Teamster representative, one (1) Machinist representative, and one (1) UPS representative, shall fact find and unanimously agree on a solution. If no agreement is reached, the issues shall be submitted to a neutral arbitrator selected from a list supplied by the Federal Mediation and Conciliation Service whose decision shall be final and binding.

(d) In those areas where there is an automotive local as part of this Agreement it is agreed the car wash jobs will have an annual bid. This bid will take place during the same time as the annual feeder bid.

(e) No employee shall be required to use any chemical, solutions or cleaning liquids until proper instructions are given. Under no circumstances will an employee be required, or

assigned, to engage in any activity involving dangerous conditions of work, or danger to person or property, or in violation of any applicable statute or court order, or in violation of a government regulation relating to safety of person or equipment.

JOB DESCRIPTIONS

(a) Tire Service (Change)
Change tires as instructed, and remove and remount on company equipment. Keep mileage records on tires, when applicable.

(b) Lube Operator
Grease equipment, change oil, check oil, check and service water, wash windows of cabs, check brake fluid.

(c) Steam Rack Operator
Steam all trucks, trailers and other equipment, when required.

(d) Fuel Pump Operator
Fuel all equipment, drive fuel truck for purpose of servicing equipment. Fuel all tractors and package cars.

(e) Tire Service (Air)
Air tires on equipment.

(f) Washer, Cleaner, Polisher
Wash, clean and polish equipment. Wash tractors, trailers and package cars, check water and oil, clean windows on cab and tractors, clean cabs, clean inside of package cars, check for wheel blocks, replace flares and fire extinguishers as needed, make truck number changes, pull empty package cars off line and replace with cars that drivers leave in the middle of the floor.

(g) Stock Parts Room Employees (when applicable)
Issues parts and tools to mechanics working on equipment. Keep Kardex records, perpetual inventory, records on stock, keeps stockroom in clean condition and assists the parts manager.

(h) Pickup and Delivery Stock and Parts
Picks up stock and parts at dealers as instructed.

(i) Mobile Service Truck Operator
Operates mobile service equipment away from the terminal facilities, in the servicing of equipment.

(j) Tow Truck Driver
Drives tow truck away from terminal facilities to bring in disabled equipment.

(k) Service Truck Driver
Operates Company equipment away from the terminal facility.

NOTE: Employees working in the classifications outlined above shall pick up and re-spot equipment anywhere in yard,

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when necessary, to perform any of the duties in these classifications. Rates of pay in this Addendum are applicable to all employees hired in the General Locals of this Agreement after the signing of the Agreement, who are performing the classifications of work listed in this Addendum

ADDENDUM NO 6 LOCAL 533 MATERIALS DISTRIBUTION CENTER

It is agreed by the parties that this Addendum is no longer applicable to any employees currently in Local 533's jurisdiction and has been left as an Addendum in this Agreement solely for the purpose of maintaining the numbering sequence of the Addendums.

ADDENDUM No. 7 6

LOCALS 70, ~~278, 287, 315, 490, 624, 665, 856, 890, AND~~
912 **AND 2785**

SECTION 1-PAYMENTS

The first pension increase in 2013 will be effective August 1, 2013. The employer is obligated to pay \$1.00 per hour for each employee each year of the contract for Health and Welfare and Pension. The Health and Welfare obligation is to be paid first, with the balance of the money going to pension. If the Health and Welfare costs increase and exceed \$1.00 per hour for each employee of each year, then maintenance of benefits will apply with no additional increase to pension for that year.

The pension contributions in each Local Union will vary due to the diversion of new pension contributions to cover the cost of Retiree Health and Welfare benefits.

Premiums and benefits in effect during the life of the ~~2002-2008~~ **2008 - 2013** Agreement will be continued. The Employer shall pay into the Western Conference of Teamsters Pension Trust Fund for the account of each employee working under this Agreement, the applicable sum as listed below:

A.

1. Local 70

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

~~Effective August 1, 2008 - \$1,221.98 per month
Effective August 1, 2009 - \$1,308.64 per month
Effective August 1, 2010 - \$1,395.31 per month
Effective August 1, 2011 - \$1,481.97 per month
Effective August 1, 2012 - \$1,568.64 per month~~

**Effective August 1, 2012 - \$1,568.64 per month
Effective August 1, 2013 - \$1,652.14 per month
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED**

**Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED**

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

~~Effective August 1, 2008 - \$7.05 per compensable hour
Effective August 1, 2009 - \$7.55 per compensable hour
Effective August 1, 2010 - \$8.05 per compensable hour
Effective August 1, 2011 - \$8.55 per compensable hour
Effective August 1, 2012 - \$9.05 per compensable hour~~

**Effective August 1, 2012 - \$9.05 per compensable hour
Effective August 1, 2013 - \$9.55 per compensable hour
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED**

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.77	1.28	9.05
August 1, 2013	TO BE DETERMINED		9.55
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

2. LOCAL 287

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

**Effective August 1, 2012 - \$1,568.64 per month
Effective August 1, 2013 - \$1,608.90 per month
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED**

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

**Effective August 1, 2012 - \$9.05 per compensable hour
Effective August 1, 2013 - \$9.30 per compensable hour
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED**

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Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.77	1.28	9.05
August 1, 2013	TO BE DETERMINED		9.30
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

3. LOCAL 315

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

Effective August 1, 2012 - \$1,443.84 per month
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$8.33 per compensable hour
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.15	1.18	8.33
August 1, 2013	TO BE DETERMINED		
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

4. LOCAL 665 CAR WASH

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

Effective August 1, 2012 - \$1,568.64 per month
Effective August 1, 2013 - \$1,652.15 per month
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$9.05 per compensable hour
Effective August 1, 2013 - \$9.55 per compensable hour
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.77	1.28	9.05
August 1, 2013	TO BE DETERMINED		9.55
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

5. LOCAL 665 (624)

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

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Effective August 1, 2012 - \$1,481.97 per month
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$8.55 per compensable hour
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.34	1.21	8.55
August 1, 2013	TO BE DETERMINED		
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

6. LOCAL 856

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

Effective August 1, 2012 - \$1,479.15 per month
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$8.55 per compensable hour
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.34	1.21	8.55
August 1, 2013	TO BE DETERMINED		
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

7. LOCAL 890

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

Effective August 1, 2012 - \$1,568.64 per month
Effective August 1, 2013 - \$1,652.15 per month
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$9.05 per compensable hour
Effective August 1, 2013 - \$9.55 per compensable hour
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

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	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.77	1.28	9.05
August 1, 2013	TO BE DETERMINED		9.55
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

8. LOCAL 912

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

Effective August 1, 2012 - \$1,568.64 per month
Effective August 1, 2013 - \$1,608.90 per month
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$9.05 per compensable hour
Effective August 1, 2013 - \$9.30 per compensable hour
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.77	1.28	9.05
August 1, 2013	TO BE DETERMINED		9.30
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

9. LOCAL 2785

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

Effective August 1, 2012 - \$1,568.64 per month
Effective August 1, 2013 - \$1,652.15 per month
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$9.05 per compensable hour
Effective August 1, 2013 - \$9.55 per compensable hour
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.77	1.28	9.05
August 1, 2013	TO BE DETERMINED		9.55
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

B. LOCALS 70, 278, 287, 315, 490, 624, 665, 856, 890, AND 912, AND 2785

~~(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:~~

~~Effective August 1, 2008 - \$1,204.64 per month~~
~~Effective August 1, 2009 - \$1,273.98 per month~~
~~Effective August 1, 2010 - \$1,343.31 per month~~
~~Effective August 1, 2011 - \$1,412.64 per month~~
~~Effective August 1, 2012 - \$1,481.97 per month~~

~~(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:~~

~~Effective August 1, 2008 - \$6.95 per compensable hour~~
~~Effective August 1, 2009 - \$7.35 per compensable hour~~
~~Effective August 1, 2010 - \$7.75 per compensable hour~~
~~Effective August 1, 2011 - \$8.15 per compensable hour~~
~~Effective August 1, 2012 - \$8.55 per compensable hour~~

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(1) Probationary employees: For probationary employees hired on or after August 1st, ~~2008~~ **2013** the Employer shall pay an hourly contribution rate of ten cents (\$.10) (including \$0.01 for PEER/80 for full-time employees) during the probationary period as defined in Article 3, Section 1, but in no case for a period longer than the first ninety (90) days from an employee's first date of hire. If and when this period is completed, the full standard contribution rate shall apply. Contributions shall be calculated on the same basis as described in this Article.

C. Locals 315,490, 856

In accordance with the current practice, effective August 1, 2008, the Company shall pay into the respective Health and Welfare Trust Funds on behalf of the members of Locals 315, 490 and 856, the sum of twenty-four cents (24¢) per hour on all hours compensated including overtime hours, up to a maximum of 2080 hours per year for full-time employees for the express purpose of defraying the cost of Health and Welfare for retirees. (*This twenty four cents was negotiated in 2002.*)

D. Local 70

In accordance with the current practice, effective August 1, 2008, the Company shall pay into the Pacific Coast Benefits Trust (herein "Trust") on behalf of the members of Local 70, the sum of twenty-four cents (24¢) per hour on all hours compensated including overtime hours, up to a maximum of 2080 hours per year for full-time employees. (*This twenty four cents was negotiated in 2002.*)

E. Locals 70, 278, 287, 665, 890, and 912 and 2785

Effective January 1, 2008, UPS shall make contributions at the rate of fifteen cents (15¢) per compensable hour including overtime hours, up to a maximum of 2080 hours per year into the Pacific Coast Benefits Trust (herein "Trust") on behalf of all full-time employees. (*The monies for this fifteen cents was negotiated as new monies in 2007 to become effective 1/1/2008*)

F. Locals 315,490 624 and 856 665

Effective January 1, 2008, UPS shall make contributions at the rate of fifteen cents (15¢) per compensable hour including overtime hours, up to a maximum of 2080 hours per year into the respective Health and Welfare Trust Funds for the purpose of defraying the costs of retiree benefits. (*The monies for this fifteen cents was negotiated as new monies in 2007 to become effective 1/1/2008*)

G. Local 624 665

In accordance with the current practice, in addition to the contributions required for health and welfare coverage of active employees, the Employer shall contribute an additional forty

cents (40¢) per compensable hour, including overtime hours, up to a maximum of 2080 hours per year on behalf of all full-time employees, to the North Coast Trust Fund. This additional contribution shall be transmitted alongside the monthly contributions for active coverage and shall be separately accounted for by the North Coast Trust Fund. Said monies shall be disbursed by the North Coast Trust Fund for the express purpose of defraying the cost of health and welfare for retirees of Local ~~624 665~~ upon the review, recommendations and agreement with Local ~~624 665~~. (*This forty cents is from monies negotiated in 2002 that is currently being contributed.*)

H. Locals 70, 278, 287, 665, 856, 890, and 912

~~Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.~~

	Basic Contribution	PEER/80	Total Contribution
August 1, 2008	6.05	1.00	7.05
August 1, 2009	6.48	1.07	7.55
August 1, 2010	6.95	1.14	8.05
August 1, 2011	7.34	1.21	8.55
August 1, 2012	7.77	1.28	9.05

I Locals 315, 490 and 624

~~Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/80 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/80 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.~~

	Basic Contribution	PEER/80	Total Contribution
August 1, 2008	5.96	.99	6.95
August 1, 2009	6.31	1.04	7.35
August 1, 2010	6.65	1.10	7.75
August 1, 2011	7.00	1.15	8.15
August 1, 2012	7.34	1.21	8.55

J H. Time paid for but not worked, such as holidays and vacation time, shall be considered as time worked for the purpose of this Article.

K I. The total amount due for each calendar month shall be remitted in a lump sum not later than the 10th day of the following month. The Company agrees to abide to such rules as

may be established by the Trustees of said Trust Fund to facilitate the prompt and orderly collection of such amounts, and the accurate reporting and recording of such amounts paid on account of the employees. Failure to make the payments herein provided, within the time specified, shall be a breach of this Agreement.

~~L~~ J. Locals 315, 490 and 624 665

Effective August 1, 2008, and August 1 of all subsequent years, ten cents (10¢) per hour shall be allocated from each new increase in pension monies to the respective Health and Welfare Trust Funds in accordance with established remittance rules and practices. These monies shall be paid by the employer for all hours compensated including overtime hours, up to a maximum of 2080 hours per year and are to be used to offset required retiree contribution amounts for retiree medical coverage. If the Trustees of a Trust determine that additional monies are needed to maintain this benefit, said additional monies shall be allocated from the aforementioned new pension increases.

~~M~~ K. LOCAL 856

Effective August 1, 2008, if the Trustees of the Teamster Local 856 Health and Welfare Trust Fund determine that additional monies are needed to offset required retiree contribution amounts for retiree medical coverage, said additional monies shall be allocated from the aforementioned new pension increases.

In accordance with the current practice, effective August 1, 2008, the Company shall pay into the respective Health and Welfare Trust Funds on behalf of the members of Local 856, the sum of twenty-four cents (24¢) per hour on all hours compensated including overtime hours, up to a maximum of 2080 hours per year for full-time employees for the express purpose of defraying the cost of Health and Welfare for retirees. (This twenty four cents was negotiated in 2002.)

Effective January 1, 2008, UPS shall make contributions at the rate of fifteen cents (15¢) per compensable hour including overtime hours, up to a maximum of 2080 hours per year into the respective Health and Welfare Trust Funds for the purpose of defraying the costs of retiree benefits. (The monies for this fifteen cents was negotiated as new monies in 2007 to become effective 1/1/2008).

Effective August 1, 2012, Local 856 has allocated \$0.50 per hour from Pension Allocation to the Health & Welfare Trust Fund. The total contribution as of August 1, 2012 is \$0.89 per hour.

****Move language from section H to M for Local 856. Base contribution in effect as of the signing of this proposal is \$8.55 per hour.***

SECTION 2 – POSTING NOTICE

The Employer shall make available to all employees in a manner agreed to between the Company and the Union, a copy of the reporting form sent to the Administrator's Office of payments made to the Western Conference of Teamsters Pension Fund on behalf of the employees at the time payments are made.

SECTION 3 – SAVINGS

Effective August 1, 2008, UPS shall make contributions at the rate of ten cents (10¢) per compensable hour into the Pacific Coast Benefits Trust (herein "Trust") on behalf of all employees on whose behalf UPS was obligated to make contributions into the Trust immediately prior to August 1, 2008. With respect to employees whose first (1st) hour of employment (or reemployment) with UPS is on or after September 1, 1987, UPS shall make contributions at the rate of ten cents (10¢) per compensable hour into the Pacific Coast Benefits Trust Fund on behalf of each such employee beginning on the earlier of the employee's achievement of seniority or the employees' completion of six hundred (600) hours of employment (or reemployment) within twelve (12) consecutive calendar months, such contributions to be made retroactively for all compensable hours in the twelve (12) consecutive months immediately preceding achievement of seniority or the completion of six hundred (600) hours of employment (or reemployment) as the case may be. Provided, however, that UPS shall not contribute for more than one hundred seventy-three (173) hours in any calendar month for each covered employee. The total amount due for each calendar month shall be remitted in a lump sum not later than the tenth (10th) day of the following month. UPS acknowledges that it has received a true copy of the Trust and shall be considered a party thereto. It is understood and agreed that UPS accepts the terms and conditions of this Trust and agrees that the Employer Trustees named pursuant to the Trust are its representatives and consents to be bound by the actions and determinations of the Trustees. UPS further agrees to abide by such rules as may be established by the Trustees of said Trust to facilitate the audit of hours for which contributions are due, the prompt and orderly collection of contributions, and the accurate recording of such hours.

SECTION 4 – TRUST FUND ACCEPTANCE

Overtime hours, bonus hours, holidays, floating holidays, personal days, jury duty, funeral leave, sick pay, pro-rated sick pay and vacation time payments made in cases of retirement from the Company and vacation time paid for but not worked, shall be considered as time worked for the purpose of this Addendum, but no payments shall be made for unused sick pay benefits or pro-rated payments made in cases of separation (excluding retirement) from the Company.

SECTION 5 – WAGE DIVERSION

Local 315

In accordance with the current practice, the wage rates as

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shown in Article 21 shall be reduced by eighty nine cents (89¢) per hour for all full-time employees and said eighty nine cents (89¢) for all compensable hours is to be sent Teamster Benefit Trust in accordance with established remittance rules and practices. These monies are to be used to offset costs of the Retiree Savings Plan. *(These monies are from agreed to wage diversions made during the 2002 – 2008 Agreement)*

Local 490

~~In accordance with the current practice, the wage rates as shown in Article 21 shall be reduced by ninety six cents (96¢) per hour for all full time employees and said ninety six cents (96¢) for all compensable hours is to be sent to the Teamster Benefit Trust in accordance with established remittance rules and practices. These monies are to be used to offset costs of the Retiree Savings Plan. *(These monies are from agreed to wage diversions made during the 2002-2008 Agreement)*~~

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NORTHERN CALIFORNIA SORT RIDER

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

ADDENDUM NO. 1 LOCALS 87, 137, 150, 386, 431, 439, 533, 948

SECTION 1-PAYMENTS

Premiums and benefits in effect during the life of the ~~2002-2008~~ 2007- 2013 Agreement will be continued.

The Employer shall pay into the Western Conference of Teamsters Pension Trust Fund for the account of each employee working under this Agreement, the applicable sum as listed below:

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

~~Effective August 1, 2008 — \$1,013.98 per month~~
~~Effective August 1, 2009 — \$1,083.31 per month~~
~~Effective August 1, 2010 — \$1,152.64 per month~~
~~Effective August 1, 2011 — \$1,221.98 per month~~
~~Effective August 1, 2012 — \$1,291.31 per month~~

Effective August 1, 2013 - \$1,358.05 per month
Effective August 1, 2014 – To Be Determined
Effective August 1, 2015 – To Be Determined
Effective August 1, 2016 – To Be Determined
Effective August 1, 2017 – To Be Determined

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

~~Effective August 1, 2008 — \$5.85 per compensable hour~~
~~Effective August 1, 2009 — \$6.25 per compensable hour~~
~~Effective August 1, 2010 — \$6.65 per compensable hour~~
~~Effective August 1, 2011 — \$7.05 per compensable hour~~
~~Effective August 1, 2012 — \$7.45 per compensable hour~~

Effective August 1, 2013 – \$7.85 per compensable hour
Effective August 1, 2014 – To Be Determined
Effective August 1, 2015 – To Be Determined
Effective August 1, 2016 – To Be Determined
Effective August 1, 2017 – To Be Determined

For probationary employees hired on or after August 1st, ~~2008~~ 2013, the Employer shall pay an hourly contribution rate of ten cents (10¢), (including one cent (1¢) for PEER/84 for full-time employees) during the probationary period as defined in Article 3, Section 1, but in no case for a period longer than the first ninety (90) days from an employee's first date of hire. If and when this period is completed, the full standard contribution rate shall apply. Contributions shall be calculated on the same basis as described in this Article.

Effective January 1, 2008 the employer shall pay twenty five cents (25¢) per hour for all hours compensated including overtime hours, up to a maximum of 2080 hours per year for all full-time Employees to the Northern California General Teamsters Security Fund (the Trust) in accordance with established remittance rules and practices. These monies are to be used to offset required retiree contribution amounts for retiree medical coverage. *(The monies for this twenty five cents were obtained as follows: Ten cents was obtained from negotiating the probationary break in rate in 2002. Fifteen cents was negotiated as new monies in 2007 to become effective 1/1/2008.)*

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/84 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/84 must at all times be 6.5% of the basic contribution and cannot be decreased or discontinued at any time.

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	Basic Contribution	PEER/80	Total Contribution
August 1, 2008	5.49	.36	5.85
August 1, 2009	5.87	.38	6.25
August 1, 2010	6.24	.41	6.65
August 1, 2011	6.62	.43	7.05
August 1, 2012	7.00	.45	7.45
<u>August 1, 2013</u>	<u>7.37</u>	<u>.48</u>	<u>7.85</u>
<u>August 1, 2014</u>	<u>To Be Determined</u>		
<u>August 1, 2015</u>	<u>To Be Determined</u>		
<u>August 1, 2016</u>	<u>To Be Determined</u>		
<u>August 1, 2017</u>	<u>To Be Determined</u>		

(d) Time paid for but not worked, such as holidays and vacation time, shall be considered as time worked for the purpose of this Article.

(e) The total amount due for each calendar month shall be remitted in a lump sum not later than the 10th day of the following month. The Company agrees to abide to such rules as may be established by the Trustees of said Trust Fund to facilitate the prompt and orderly collection of such amounts, and the accurate reporting and recording of such amounts paid on account of the employees. Failure to make the payments herein provided, within the time specified, shall be a breach of this Agreement.

(f) Effective August 1, ~~2008~~ **2013**, and August 1 of all subsequent years, ten cents (10¢) per hour shall be allocated from each new increase in pension **and or general wage increase** monies to the Northern California General Teamsters Security Fund (the Trust) in accordance with established remittance rules and practices. These monies shall be paid by the employer for all hours compensated including overtime hours, up to a maximum of 2080 hours per year and are to be used to offset required retiree contribution amounts for retiree medical coverage. If the Trustees of the Trust determine that additional monies are needed to maintain this benefit, said additional monies shall be allocated from the aforementioned new pension **and or general wage** increases. *The total monies that have been diverted from new pension monies under this Section (f) as of August 1, 2007 is fifty cents (50¢) 2012 is one dollar (\$1.00) per hour. If the trustees of the Trust determine that no additional monies are needed in any year, then those monies will remain in pension or G.W. increases.*

SECTION 2 – POSTING NOTICE

The Employer shall make available to all employees in a manner agreed to between the Company and the Union, a copy of the reporting form sent to the Administrator's Office of payments made to the Western Conference of Teamsters Pension Fund on behalf of the employees at the time payments are made.

SECTION 3 – SAVINGS

In accordance with the current practice, effective August 1, ~~2008~~ **2013**, UPS shall make contributions at the rate of ten cents (10¢) per compensable hour into the Northern California

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General Teamsters Security Fund (the Trust) on behalf of all employees on whose behalf UPS was obligated to make contributions into the Trust immediately prior to August 1, ~~2008~~ **2013**. These monies are to be used to offset required retiree contribution amounts for retiree medical coverage. With respect to employees whose first (1st) hour of employment (or reemployment) with UPS is on or after September 1, 1987, UPS shall make contributions at the rate of ten cents (10¢) per compensable hour into the Northern California General Teamsters Security Fund (the Trust) on behalf of each such employee beginning on the earlier of the employee's achievement of seniority or the employees' completion of six hundred (600) hours of employment (or reemployment) within twelve (12) consecutive calendar months, such contributions to be made retroactively for all compensable hours in the twelve (12) consecutive months immediately preceding achievement of seniority or the completion of six hundred (600) hours of employment (or reemployment) as the case may be. Provided, however, that UPS shall not contribute for more than one hundred seventy-three (173) hours in any calendar month for each covered employee. The total amount due for each calendar month shall be remitted in a lump sum not later than the tenth (10th) day of the following month. UPS acknowledges that it has received a true copy of the Trust and shall be considered a party thereto. It is understood and agreed that UPS accepts the terms and conditions of this Trust and agrees that the Employer Trustees named pursuant to the Trust are its representatives and consents to be bound by the actions and determinations of the Trustees. UPS further agrees to abide by such rules as may be established by the Trustees of said Trust to facilitate the audit of hours for which contributions are due, the prompt and orderly collection of contributions, and the accurate recording of such hours. *(The monies for this ten cents were derived by diverting the ten cents from Pacific Coast Benefit Trust in 2002.)*

SECTION 4 – RETIREE SUPPLEMENT

In accordance with the current practice, effective the first pay period after August 1, ~~2008~~ **2013**, the Employer shall withhold from the earnings of all full-time employees (from Locals listed above) the amount of \$8.65 per month. These monies shall be sent to the Northern California General Teamsters Security Fund (the Trust) in accordance with established remittance rules and practices. These monies are to be used to offset required retiree contribution amounts for retiree medical coverage that are periodically set by the Trustees of the Teamsters Retiree Trust, who also determine benefit levels based upon available funds.

SECTION 5 – TRUST FUND ACCEPTANCE

Overtime hours, bonus hours, holidays, floating holidays, personal days, jury duty, funeral leave, sick pay, ~~pro-rated sick pay~~ and vacation time payments made in cases of retirement from the Company and vacation time paid for but not worked, shall be considered as time worked for the purpose of this Addendum, but no payments shall be made for unused sick pay benefits ~~or pro-rated payments~~ made in cases of separation (excluding retirement) from the Company.

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ADDENDUM No. 2

LOCALS 70, ~~278~~, 287, 315, 400, 624, ~~665~~, 890, AND 912
AND 2785

SECTION 1-PAYMENTS

The first pension increase in 2013 will be effective August 1, 2013. The employer is obligated to pay \$1.00 per hour for each employee each year of the contract for Health and Welfare and Pension. The Health and Welfare obligation is to be paid first, with the balance of the money going to pension. If the Health and Welfare costs increase and exceed \$1.00 per hour for each employee of each year, then maintenance of benefits will apply with no additional increase to pension for that year.

The pension contributions in each Local Union will vary due to the diversion of new pension contributions to cover the cost of Retiree Health and Welfare benefits.

Premiums and benefits in effect during the life of the ~~2002-2008~~ 2008 - 2013 Agreement will be continued. The Employer shall pay into the Western Conference of Teamsters Pension Trust Fund for the account of each employee working under this Agreement, the applicable sum as listed below:

A.

1. Local 70

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

~~Effective August 1, 2008 - \$1,117.98 per month~~
~~Effective August 1, 2009 - \$1,204.64 per month~~
~~Effective August 1, 2010 - \$1,291.31 per month~~
~~Effective August 1, 2011 - \$1,377.97 per month~~
~~Effective August 1, 2012 - \$1,464.64 per month~~

Effective August 1, 2012 - \$1,464.64 per month
Effective August 1, 2013 - \$1,551.30 per month
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

~~Effective August 1, 2008 - \$6.45 per compensable hour~~
~~Effective August 1, 2009 - \$6.95 per compensable hour~~
~~Effective August 1, 2010 - \$7.45 per compensable hour~~
~~Effective August 1, 2011 - \$7.95 per compensable hour~~
~~Effective August 1, 2012 - \$8.45 per compensable hour~~

Effective August 1, 2012 - \$8.45 per compensable hour
Effective August 1, 2013 - \$8.95 per compensable hour
Effective August 1, 2014 - TO BE DETERMINED

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Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/84 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/84 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.93	.52	8.45
August 1, 2013	8.40	.55	8.95
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

2. LOCAL 287

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

Effective August 1, 2012 - \$1,464.64 per month
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$8.45 per compensable hour
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/84 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/84 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

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	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.93	.52	8.45
August 1, 2013	TO BE DETERMINED		
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

3. LOCAL 315

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

Effective August 1, 2012 - \$1,339.84 per month
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$7.73 per compensable hour
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/84 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/84 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.26	.47	7.73
August 1, 2013	TO BE DETERMINED		
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

4. LOCAL 665 (624)

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

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Effective August 1, 2012 - \$1,377.97 per month
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$7.95 per compensable hour
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/84 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/84 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/80	Total Contribution
August 1, 2012	7.47	.48	7.95
August 1, 2013	TO BE DETERMINED		
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

5. LOCAL 890

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

Effective August 1, 2012 - \$1,464.64 per month
Effective August 1, 2013 - \$1,551.30 per month
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$8.45 per compensable hour
Effective August 1, 2013 - \$8.95 per compensable hour
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

N.CA

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/84 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/84 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/84	Total Contribution
August 1, 2012	7.93	.52	8.45
August 1, 2013	TO BE DETERMINED		8.95
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

6. LOCAL 912

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

Effective August 1, 2012 - \$1,464.64 per month
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$8.45 per compensable hour
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/84 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/84 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

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	Basic Contribution	PEER/84	Total Contribution
August 1, 2012	7.93	.52	8.45
August 1, 2013	TO BE DETERMINED		
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

7. LOCAL 2785 Menlo Park Only

(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:

Effective August 1, 2012 - \$1,464.64 per month
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:

Effective August 1, 2012 - \$8.45 per compensable hour
Effective August 1, 2013 - TO BE DETERMINED
Effective August 1, 2014 - TO BE DETERMINED
Effective August 1, 2015 - TO BE DETERMINED
Effective August 1, 2016 - TO BE DETERMINED
Effective August 1, 2017 - TO BE DETERMINED

(c) Effective on the following dates, the Employer will pay total contributions split between amounts for benefit accrual and amounts to pay for PEER/84 under the Program for Enhanced Early Retirement (PEER). The contributions required to provide for PEER will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER/84 must at all times be 16.5% of the basic contribution and cannot be decreased or discontinued at any time.

	Basic Contribution	PEER/84	Total Contribution
August 1, 2012	7.93	.52	8.45
August 1, 2013	TO BE DETERMINED		
August 1, 2014	TO BE DETERMINED		
August 1, 2015	TO BE DETERMINED		
August 1, 2016	TO BE DETERMINED		
August 1, 2017	TO BE DETERMINED		

B. LOCALS 70, 278, 287, 315, 490, 624, 665, 856, 890, AND 912, AND 2785

~~(a) Monthly contributions for each employee on the payroll during the full calendar month who has been compensated for one hundred sixty (160) hours or more during such month are:~~

N.CA~~Effective August 1, 2008 — \$1,100.65 per month~~~~Effective August 1, 2009 — \$1,169.98 per month~~~~Effective August 1, 2010 — \$1,239.31 per month~~~~Effective August 1, 2011 — \$1,308.64 per month~~~~Effective August 1, 2012 — \$1,377.97 per month~~

~~(b) For each employee not covered under (a) above, the payment shall be computed at the rate of:~~

~~Effective August 1, 2008 — \$6.35 per compensable hour~~~~Effective August 1, 2009 — \$6.75 per compensable hour~~~~Effective August 1, 2010 — \$7.15 per compensable hour~~~~Effective August 1, 2011 — \$7.55 per compensable hour~~~~Effective August 1, 2012 — \$7.95 per compensable hour~~

(1) Probationary employees: For probationary employees hired on or after August 1st, ~~2008~~ **2013** the Employer shall pay an hourly contribution rate of ten cents (\$.10) (including \$0.01 for PEER/84 for full-time employees) during the probationary period as defined in Article 3, Section 1, but in no case for a period longer than the first ninety (90) days from an employee's first date of hire. If and when this period is completed, the full standard contribution rate shall apply. Contributions shall be calculated on the same basis as described in this Article.

E C. Time paid for but not worked, such as holidays and vacation time, shall be considered as time worked for the purpose of this Article.

F D. The total amount due for each calendar month shall be remitted in a lump sum not later than the 10th day of the following month. The Company agrees to abide to such rules as may be established by the Trustees of said Trust Fund to facilitate the prompt and orderly collection of such amounts, and the accurate reporting and recording of such amounts paid on account of the employees. Failure to make the payments herein provided, within the time specified, shall be a breach of this Agreement.

G E. Locals 315, 490 and 624 665

Effective January 1, 2008 the employer shall pay fifteen cents (15¢) per hour for all hours compensated including overtime hours up to a maximum of 2080 hours per year for all part-time employees to the respective Trust Funds in accordance with established remittance rules and practices. These monies are to be used to offset required retiree contribution amounts for retiree medical coverage. *(The monies for this fifteen cents was negotiated as new monies in 2007 to become effective 1/1/2008.)*

H E. Locals 315, 490 and 624 665

Effective August 1, 2008, and August 1 of all subsequent years, ten cents (10¢) per hour shall be allocated from each new increase in pension monies to the respective Health and

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Welfare Trust Funds in accordance with established remittance rules and practices. These monies shall be paid by the employer for all hours compensated including overtime hours, up to a maximum of 2080 hours per year and are to be used to offset required retiree contribution amounts for retiree medical coverage. If the Trustees of a Trust determine that additional monies are needed to maintain this benefit, said additional monies shall be allocated from the aforementioned new pension increases.

I G. Locals 70, 278, 287, 890, and 912 and 2785

Effective January 1, 2008, UPS shall make contributions at the rate of fifteen cents (15¢) per compensable hour up to a maximum of 2080 hours per year into the Pacific Coast Benefits Trust (herein "Trust") on behalf of all part-time employees. *(The monies for this fifteen cents was negotiated as new monies in 2007 to become effective 1/1/2008.)*

SECTION 2 – POSTING NOTICE

The Employer shall make available to all employees in a manner agreed to between the Company and the Union, a copy of the reporting form sent to the Administrator's Office of payments made to the Western Conference of Teamsters Pension Fund on behalf of the employees at the time payments are made.

SECTION 3 – SAVINGS

Effective August 1, 2008, UPS shall make contributions into the Pacific Coast Benefits Trust (herein "Trust") at the rate of 40 cents per hour on behalf of all employees on whose behalf UPS was obligated to make contributions into the Trust immediately prior to August 1, 2008. With respect to employees whose first (1st) hour of employment (or reemployment) with UPS is on or after August 1, 2008, UPS shall make contributions at the appropriate rate in effect per compensable hour into the Pacific Coast Benefits Trust Fund on behalf of each such employee beginning on the earlier of the employee's achievement of seniority or the employees' completion of six hundred (600) hours of employment (or reemployment) within twelve (12) consecutive calendar months, such contributions to be made retroactively for all compensable hours in the twelve (12) consecutive months immediately preceding achievement of seniority or the completion of six hundred (600) hours of employment (or reemployment) as the case may be. Provided, however, that UPS shall not contribute for more than one hundred seventy-three (173) hours in any calendar month for each covered employee. The total amount due for each calendar month shall be remitted in a lump sum not later than the tenth (10th) day of the following month. UPS acknowledges that it has received a true copy of the Trust and shall be considered a party thereto. It is understood and agreed that UPS accepts the terms and conditions of this Trust and agrees that the Employer Trustees named pursuant to the Trust are its representatives and consents to be bound by the actions and determinations of the Trustees. UPS further agrees to abide by such rules as may be established by the Trustees of

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said Trust to facilitate the audit of hours for which contributions are due, the prompt and orderly collection of contributions, and the accurate recording of such hours.

SECTION 4 – TRUST FUND ACCEPTANCE

Overtime hours, bonus hours, holidays, floating holidays, personal days, jury duty, funeral leave, sick pay, pro-rated sick pay and vacation time payments made in cases of retirement from the Company and vacation time paid for but not worked, shall be considered as time worked for the purpose of this Addendum, but no payments shall be made for unused sick pay benefits or pro-rated payments made in cases of separation (excluding retirement) from the Company.

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