

SUMMARY OF TENTATIVE LOCAL 745 OFFICE CLERICAL LOCAL RIDER

This Agreement is entered into by and between DHL EXPRESS (USA), INC. (hereinafter the “Company”, “Employer” or “DHL”), the Teamsters DHL National Negotiating Committee (“TDHLNNC”), and LOCAL UNION NO. 745, affiliated with THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (hereinafter “Union”). This Local Rider is supplemental to and becomes a part of the National Master DHL Agreement, hereinafter referred to as the “National Agreement” and the Office Clerical Operational Supplement, hereinafter referred to as the “Operational Supplement,” for the period commencing April 1, 2013~~08~~ through March 31, 2017~~3~~. This Local Rider shall not become effective unless and until it is ratified by the Employer’s office clerical employees represented by the Union and approved in writing by TDHLNNC as provided in the National Agreement (Article 2, Scope of Agreement, Section 1, Scope and Approval of Local Supplements).

Once this Local Rider becomes effective, it (together with the National Agreement and Operational Supplement) shall supersede, cancel and replace in its entirety the pre-existing collective bargaining agreement between the parties for the affected office clerical employees represented by the Local Union.

The terms set forth in each Local Rider shall supersede any conflicting terms in their applicable Operational Supplement. Challenges/grievances arising out of alleged conflicts shall be submitted directly to the National Grievance Committee for a decision.

ARTICLE 21 [NO CHANGE]

ARTICLE 22. PROBATIONARY AND CASUAL EMPLOYEES [NO CHANGE]

ARTICLE 23. SENIORITY [NO CHANGE]

ARTICLE 24. GRIEVANCE PROCEDURE [NO CHANGE]

ARTICLE 25. ABSENCE [NO CHANGE]

ARTICLE 26. DISCHARGE OR SUSPENSION [NO CHANGE]

ARTICLE 27. EXAMINATIONS AND IDENTIFICATION FEES [NO CHANGE]

ARTICLE 28. PAY PERIOD [NO CHANGE]

**ARTICLE 29. HEALTH AND WELFARE
See National Economic Settlement**

ARTICLE 30. PENSION

See National Economic Settlement

ARTICLE 31. VACATIONS [NO CHANGE]

ARTICLE 32. HOLIDAYS [NO CHANGE]

ARTICLE 33. PAID-FOR TIME [NO CHANGE]

ARTICLE 34. WAGES AND HOURS

See National Economic Settlement

ARTICLE 35. FUNERAL LEAVE [NO CHANGE]

ARTICLE 36. SICK LEAVE [NO CHANGE]

ARTICLE 37. MOONLIGHTING [NO CHANGE]

ARTICLE 38. LOCAL PRACTICES [NO CHANGE]

ARTICLE 39. DURATION [NO CHANGE]

MEMORANDUM OF UNDERSTANDING REGARDING ATTENDANCE [NO CHANGE]

LETTER AGREEMENT REGARDING ON-SIT LIBRA SYSTEM [NO CHANGE]

LETTER AGREEMENT REGARDING WPXPI APPLICATION (IMAGING INSPECTION) [NO CHANGE]

LETTER AGREEMENT REGARDING SENIORITY [NO CHANGE]

LETTER OF UNDERSTANDING REGARDING CBO [NO CHANGE]

MEMORANDUM OF UNDERSTANDING REGARDING PART-TIME TO FULL-TIME TRIGGER [NO CHANGE]

MEMORANDUM OF UNDERSTANDING REGARDING CONSOLIDATION OF CUSTOMER SUPPLIES

The Company may centralize the consolidation and reconciliation of customer supplies outside of the jurisdiction provided that the consolidation does not result in a reduction of bidded positions.