

SUMMARY OF TENTATIVE LOCAL 391 OFFICE CLERICAL LOCAL RIDER

ARTICLE 21. RECOGNITION

This Agreement is entered into by and between DHL EXPRESS (USA), INC. (hereinafter the "Company", "Employer" or "DHL") and LOCAL UNION 391, AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (hereinafter "Union" or "Local 391"). 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, 2008~~13~~ through March 31, 2013~~17~~. This Local Rider shall not become effective unless and until it is ratified by the Employer's Office Clerical employees represented by Local 391 and approved in writing by the National Union Committee 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 Local 391.

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 22. SCOPE AND ASSIGNMENT OF UNIT WORK [NO CHANGE]

ARTICLE 23. JOB BIDDING AND FILLING OF VACANCIES [NO CHANGE]

ARTICLE 26. SENIORITY, LAYOFF & RECALL [NO CHANGE]

ARTICLE 27. HOURS OF WORK, WORK DAY, WORK WEEK, OVERTIME, AND SCHEDULING [NO CHANGE]

ARTICLE 28. DISCIPLINE AND DISCHARGE [NO CHANGE]

ARTICLE 29. TEAM AND WHEEL CREDIT UNION [NO CHANGE]

ARTICLE 30. LUNCH PERIOD [NO CHANGE]

ARTICLE 31. FRINGE BENEFITS

Section 1. Health and Welfare

See National Economic Settlement

Section 2. 401k Plan

See National Economic Settlement

ARTICLE 32. WAGES

See National Economic Settlement

All present Full-Time employees will receive the following increases to their current wage rate on the date indicated.

Ratification	10/1/08	4/1/09	4/1/10	4/1/11	10/1/11	4/1/12	10/1/12
	\$.50	\$.50	\$.40	\$.45	\$.40	\$.45	\$.50

All present Part-Time employees will receive the following increases to their current wage rate on the date indicated.

Ratification	10/1/08	4/1/09	4/1/10	4/1/11	4/1/12
	\$.50	\$.50	\$.20	\$.225	\$.425

Future Full-Time employees will be paid at the following rates as indicated below:

Ratification	10/1/08	4/1/09	4/1/10	4/1/11	10/1/11	4/1/12	10/1/12
	\$11.80	\$12.15	\$12.55	\$13.00	\$13.40	\$13.85	\$14.30

The wage progression for Part-Time employees hired after the date of ratification of this Local Rider is as follows:

Ratification	\$12.00
12 mos	\$12.20
24 mos	\$12.425
36 mos	\$12.85
48 mos	\$13.325

The above-listed wage increases do not include any cost of living allowance provided for in Article 21, Section 2 ("Wages-COLA") of the DHL-Teamsters National Agreement, which shall be calculated according to that article and section each year and added to the then-effective wage rates as appropriate. See National Economic Settlement

Casual employees shall receive eighty-five percent (85%) of the above-listed wage increases by classification, which shall take effect on the dates shown above.

ARTICLE 33. HOLIDAYS [NO CHANGE]

ARTICLE 34. VACATIONS [NO CHANGE]

ARTICLE 35. DURATION [NO CHANGE]