

AGREEMENT

BETWEEN

**General Teamsters
Local Union No. 200**

AND

**United Parcel Service
(Package Division – Car Washers)**

**For The Period
August 1, 2018
through July 31, 2023**



AGREEMENT

The following Articles/Sections, as marked, shall be in addition to the corresponding Articles/Sections of the Central Region of Teamsters Supplemental Agreement and the National Master United Parcel Service Agreement.

ARTICLE 3 SENIORITY (CRT)

Section 1. Seniority is the right of preference with reference to lay-off and recalling or rehiring after layoff, transfer of employees during contemplated periods of layoff, assignment of employees to shifts, and for such other purposes as are specifically set forth herein, and shall be applied throughout the plant on a bargaining unit-wide basis, provided, however, that the application of such seniority shall be consistent with the provisions of this Agreement.

Section 8. In addition to Article 3, Section 8, of the Central Region of Teamsters United Parcel Service Supplement Agreement, the following language shall apply: The provisions of this Section shall be on a bargaining unit-wide basis. In addition, should a permanent full-time position occur after the bidding procedure has been exhausted, said opening shall be bid for the benefit of existing part-time employees before hiring from outside sources.

If a full-time employee's start time is changed by more than one (1) hour, he/she shall have the right to selectively bump any junior employee in his/her classification. This bumping shall continue until all jobs are filled.

Section 12. Article 3, Section 12, paragraph 2, shall apply on a bargaining unit-wide basis.

Section 17. On January 5 of each year all full-time jobs will be open for bid, by classification, in seniority order, on a bargaining unit-wide basis. This bid will be completed by January 15. All job changes affected by such bidding will go into effect the second Monday following the completion of the bidding procedure.

ARTICLE 14

HEALTH AND WELFARE AND PENSION (CRT)

Pension. Effective August 1, 2018, the Company shall contribute to a pension fund the weekly contribution it was making on July 31, 2018 plus any increases allocated pursuant to Article 34, Section 1 of the National Master Agreement.

Health and Welfare. Effective August 1, 2018, the Company shall contribute to the Wisconsin Health Fund the weekly contribution it was making on July 31, 2018 plus any increases allocated pursuant to Article 34, Section 1 of the National Master Agreement.

Contribution to the Wisconsin Health Fund must be made for each week on each full-time seniority employee, even though the employee may work less than forty (40) hours per week as covered elsewhere in this Agreement.

ARTICLE 16

VACATION (CRT)

1. Three (3) weeks' vacation after five (5) years.
2. If vacations are taken during a holiday week, the employee shall be granted one (1) extra days' vacation which date shall be mutually agreed to between the employee and the Employer, or the employee may take an additional day's pay, in lieu of the day off.

ARTICLE 41 WAGES (MASTER)

The minimum scale of wages for full-time employees with a full-time seniority date prior to July 3, 1982 shall be as follows:

Hourly Rates Effective

Classification	8/1/2018	8/1/2019	8/1/2020	8/1/2021	8/1/2022
Tiremen	\$36.52	\$37.27	\$38.07	\$38.97	\$39.97
Parts Dept.	36.40	37.15	37.95	38.85	39.85
Washers	36.46	37.21	38.01	38.91	39.91

The minimum scale of wages for full-time employees with a full-time seniority date after July 2, 1982 shall be as follows:

Hourly Rates Effective

Classification	8/1/2018	8/1/2019	8/1/2020	8/1/2021	8/1/2022
Tiremen	\$35.18	\$35.93	\$36.73	\$37.63	\$38.63
Parts Dept.	35.18	35.93	36.73	37.63	38.63
Washers	35.18	35.93	36.73	37.63	38.63

The wage progression for full-time employees shall be as outlined in Article 41, Section 3, of the National Master United Parcel Service Agreement. In addition, part-time employee wages shall be as outlined in Article 22, Section 5, of the Master Agreement.

ARTICLE 42 DURATION (MASTER)

Section 1. This Agreement shall be in full force and effect from August 1, 2018 to and including July 31, 2023, and shall continue from year to year thereafter, unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to the date of expiration.