

Local Union
Supplemental Agreement
between
UNITED PARCEL SERVICE
and
THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
LOCAL UNION 41

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

**MEMORANDUM OF AGREEMENT
TEAMSTERS LOCAL 41
AND
UNITED PARCEL SERVICE
KANSAS CITY AREA**

The following is for employees in the Greater Kansas City Area, greater Kansas City Area meaning any hub center or building in the Kansas City area under the jurisdiction of Local 41 and control of the Kansas District Manager.

Employees who are interested in transferring to another center shall so notify the company in writing, with a copy sent to Local 41. To qualify for transfer an employee must have one (1) year seniority. Such employees, in seniority order, will be permitted to transfer as the need occurs prior to hiring new permanent employees, once employees are awarded a transfer, he or she must remain at that location for a period of one (1) year. Any employee refusing a transfer shall not be allowed to transfer for the life of this agreement. This procedure shall not apply to the months of October, November and December. Employees awarded a transfer in accordance with this procedure shall have their seniority dove-tailed at the new center. This provision shall not apply to employees in the Feeder or Tractor-Trailer classification.

All Feeder and Tractor-Trailer drivers will work off of one (1) master seniority list in the Greater Kansas City Area for the purpose of lay off, job selection or displacement.

All permanent Feeder or Tractor-Trailer jobs shall be posted for bids in all centers in the Greater Kansas City Area and subject to the bidding procedure outlined in the supplement. Any such permanent job shall be awarded to the senior qualified employee.

In the event that the destination of a Feeder Bid is permanently changed by more than 20 miles one way, it shall be considered a new job and subject to bidding procedure outlined in the supplement.

The company agrees that it shall not establish during the life of the contract a feeder run that involves a feeder driver from another center bob-tailing or pulling empty trailers into Kansas City operation for the purpose of pulling a loaded trailer out of the Kansas City area. This provision does not change or amend the present agreement relating to the movement of T.O.F.C.'s between Kansas City and Topeka.

Effective February 1, 1980, 10% of the total number of drivers in each center shall be bid as cover drivers.

Cover drivers shall be used to fill daily absenteeism, vacations and overflow work, etc.

Cover drivers shall have the choice according to seniority in their center to cover the original vacancy created by any absenteeism, vacation or overflow work. Vacation coverage shall be offered on a weekly hold down basis.

This provision shall be for a 90 day trial period with the right to cancel at any time during the 90 day trial period by mutual agreement between the Union and the Company.

If any employee bids into another center prior to taking his bid vacation, he will have to rebid his vacation for the weeks that are open in his new center if his weeks he originally bid are not available.

**MEMORANDUM OF AGREEMENT
BETWEEN
TEAMSTERS LOCAL 41 AND
UNITED PARCEL SERVICE,
KANSAS CITY AREA
(JAMES STREET AND LENEXA LOCATIONS)**

SEC. 1

Feeder and Tractor-Trailer Drivers will work off of one (1) seniority list in the greater Kansas City area for the purpose of job bidding, or displacement and lay-offs. The past practice of job bidding and the existing work rules shall remain in effect, except that all bids or job reductions shall be posted at both locations (James Street and Lenexa). Drivers will be allowed to bid or displace on jobs at either locations.

SEC. 2

All extra and scheduled overtime shall be offered to the drivers bid at the location the work is needed.

Scheduled overtime at both locations will be offered to all full time employees in accordance with their seniority at the location the work is to be performed.

SEC. 3

Vacations for Feeder and Tractor-Trailer Drivers shall be bid at each location and shall be awarded in accordance with seniority at the location they are bid in. The formula spelled out in the Central Conference of Teamsters Agreement, Article 16, Section F, shall apply to the vacation schedules at each location. In the event a driver changes work locations prior to taking a bid or scheduled vacation, such driver shall maintain the bid or scheduled vacation at the new location the driver is working in.

All vacation cover jobs and weekly selections shall be at the **James Street** location. Selections will be made for 2 weeks in advance.

Vacation cover drivers will cover vacations at either location in accordance with past practice and work rules. For all intent and purposes a vacation cover driver is covering the drivers bid vacation and not the job. Prior to March 1, 1986 upon notification from the Local Union, the James Street location spelled out above will be changed to the Lenexa location.

SEC. 4

Beginning the second (2nd) Monday in November and thru the month of December, the Company will not be required to use employees on the Feeder qualified list to fill seasonal Feeder and Tractor-Trailer jobs.

SEC. 5

The company will have the right, in the James Street location, to reduce the number of permanent full time inside jobs from sixteen (16) to eleven (11) through attrition. The five (5) jobs lost through attrition shall remain available for employees that because of health reasons or some other unusual circumstances, cannot perform their normal job duties.

**LOCAL UNION SUPPLEMENT
BETWEEN
UNITED PARCEL SERVICE, INC.
MISSOURI DISTRICT
AND
THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
LOCAL UNION 41**

It is agreed that Local Union #41 has accepted the seniority language as provided for in the Central Conference of Teamsters United Parcel Service Supplement Agreement to the National Master United Parcel Service Contract effective May 1, 1979, through April 30, 1982 except as provided for in this Supplement.

Where more than one center exists in a building within the jurisdiction of Local 41, it will be considered as one center for lay-off purposes. And in addition, for the purpose of job selection or displacement, the past practice of one seniority list shall continue.

In addition, any employee bidding from classification to classification shall remain in that classification for 90 days, except those employees who are forced to move to another classification because of lay off. Such affected employee shall be allowed to move to another classification prior to 90 days in accordance with seniority.

Feeder Driver's Annual Bid. Feeder and Tractor-Trailer jobs will be bid in the same classification. A Feeder Driver or Tractor-Trailer Driver whose run is eliminated will have the option of displacing a junior Feeder or Tractor-Trailer Driver or the least senior Package Driver in the building in which he is domiciled. This procedure shall apply to any Tractor-Trailer or Feeder Driver affected by the original elimination.

When vacancies and permanent new jobs occur, they shall be posted within the center for two (2) days and shall be filled the following Monday according to seniority.

In the event a bid starting time is changed by more than one (1) hour it shall be considered a new job and subject to bid.

Part time employees transferring to full time jobs. When a permanent new job or a permanent vacancy becomes open in a center it shall be awarded to the senior part-time employee who has indicated his preference in writing on a request form provided by the company, a copy of which will be retained by the employee.

Full-time inside employees shall maintain two (2) paid for breaks consisting of one (1) ten (10) minute break in the first half of the shift and one (1) ten (10) minute break in the second half of the shift.

When employees change classifications prior to completing their progression schedule, such employees shall remain at the progression step they are in when they enter the new classification and continue through the progression schedule using their same dates until completed, but at the wages spelled out in their new classification.

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When employees change classifications prior to completing their progression schedule, such employees shall remain at the progression step they are in when they enter the new classification and continue through the progression schedule using their same dates until completed, but at the wages spelled out in their new classification.

Any employee, after completing the 180 day wage schedule, who bids into the sort, preload, classification shall be paid the base rate as spelled out for that classification and proceed through the progression as spelled out per contract.