

# SUMMARY OF TENTATIVE LOCAL 25 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. 25, 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, 2017 through March 31, 2022. 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). T/A

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 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. EMPLOYEES COVERED** *[NO CHANGE]*

**ARTICLE 22. UNION RECOGNITION** *[NO CHANGE]*

**ARTICLE 23. STEWARDS** *[NO CHANGE]*

**ARTICLE 24. ACCESS TO PREMISES** *[NO CHANGE]*

**ARTICLE 25. SENIORITY AND PROMOTIONS**  
*[NO CHANGE]*

**ARTICLE 26. DISCHARGE & SUSPENSION**  
*[NO CHANGE]*

**ARTICLE 27. HOLIDAYS** *[NO CHANGE]*

**ARTICLE 28. VACATIONS** *[NO CHANGE]*

**ARTICLE 29. SICK LEAVE** *[NO CHANGE]*

**ARTICLE 30. LEAVE OF ABSENCE** *[NO CHANGE]*

**ARTICLE 31. WORK WEEK AND WORK DAY**  
*[NO CHANGE]*

**ARTICLE 32. NEW POSITIONS VACANCIES**  
*[NO CHANGE]*

**ARTICLE 33. TRAINING** *[NO CHANGE]*

**ARTICLE 34. MEAL PERIOD** *[NO CHANGE]*

**ARTICLE 35. MATERNITY LEAVE** *[NO CHANGE]*

**ARTICLE 36. PART-TIME EMPLOYEES**  
*[NO CHANGE]*

**ARTICLE 37. PART-TIME TO FULL-TIME HIRING RATIO** *[NO CHANGE]*

**ARTICLE 38. EMPLOYEE'S BAIL** *[NO CHANGE]*

**ARTICLE 39. WAGES** *[MODIFY CONSISTENT WITH NATIONAL ECONOMIC SETTLEMENT]*

**ARTICLE 40. COLA** *[NO CHANGE]*

**ARTICLE 41. HEALTH AND WELFARE**  
*[MODIFY CONSISTENT WITH NATIONAL ECONOMIC SETTLEMENT]*

**ARTICLE 42. PENSION FUND**  
*[MODIFY CONSISTENT WITH NATIONAL ECONOMIC SETTLEMENT]*

**ARTICLE 43. BREAKS** *[NO CHANGE]*

**ARTICLE 44. NEW ENGLAND TEAMSTERS SAVINGS AND RETIREMENT FUND** *[NO CHANGE]*

**ARTICLE 45. INJURY ON THE JOB AND COMPENSATION** *[NO CHANGE]*

**ARTICLE 46. CREDIT UNION** *[NO CHANGE]*

**ARTICLE 47. EXAMINATIONS** *[NO CHANGE]*

**ARTICLE 48. DURATION**

April 1, 2017 to March 31, 2022 T/A

**SIDE LETTER** *[NO CHANGE]*