

SUMMARY OF TENTATIVE LOCAL 222 OFFICE CLERICAL LOCAL RIDER

UNION NO. 222, 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. SIDE LETTERS [NO CHANGE]

ARTICLE 22. TEMPORARY WORK DISRUPTIONS [NO CHANGE]

ARTICLE 23. MEAL PERIOD AND COFFEE BREAKS [NO CHANGE]

ARTICLE 24. LEAVE OF ABSENCE

Section 1. Sick Leave

Part-time ~~employees on the seniority list on June 6, 2008 and all~~ full-time employees shall be entitled to five (5) days of sick leave. Sick leave will be paid on the first (1st) day of sickness.

Part-time employees will be paid four (4) hours for each sick day used. T/A

[NO CHANGE] *See Economics for Part-Time Sick Leave

Section 2. Personal Leave of Absence [NO CHANGE]

ARTICLE 25. VACATIONS

Section 1.

Part-time ~~employees on the seniority list on June 6, 2008 and all~~ full-time employees are eligible for vacations. T/A

Eligible full-time employees who have completed one (1) year of service shall receive one (1) week of vacation with pay. T/A

All part-time employees shall be entitled to a minimum of one (1) week of vacation paid at twenty (20) hours per week. T/A

All eligible employees who have completed two (2) years of service shall receive two (2) weeks vacation with pay. A like vacation shall be given upon completion of each year of service through the seventh (7th) year of employment.

All eligible employees who have completed eight (8) years of service shall receive three (3) weeks vacation with pay. A like vacation shall be given upon completion of each year of service through the fourteenth (14th) year of employment.

All eligible employees who have completed fifteen (15) years of service shall receive four (4) weeks vacation with pay for the fifteenth (15th) year. A like vacation shall be given upon completion of each year of service through the nineteenth (19th) year of employment.

All eligible employees who have completed twenty (20) years of service shall receive five (5) weeks vacation with pay for the twentieth (20th) year. A like vacation shall be given upon completion of each year of service through the twenty-ninth (29th) year of employment.

All eligible employees who have completed thirty (30) years of service shall receive six (6) weeks vacation with pay for the thirtieth (30th) year and each year of employment thereafter.

Section 2. Computation of Vacation Pay [No Change]

Section 3. Pro-rata Vacations [No Change]

Section 4. General Provisions [No Change]

Section 5. Vacation Schedule [No Change]

Section 6. [No Change]

Section 7. Absence Due to Illness or Injury [No Change]
*See Economics for Part-Time Vacations

ARTICLE 26. HOLIDAYS

Section 1.

All employees who have been on the payroll of the Employer thirty (30) days shall receive pay for holidays named below regardless of which day of the week the holiday falls. All qualified full-time employees shall be paid for such holidays if no work is performed at the rate of eight (8) hours pay at the applicable hourly rate for his classification.

Part-time employees ~~shall be entitled to added to the seniority list after June 6, 2008 shall receive paid~~ **recognized** holidays **at four (4) hours pay per day**, ~~pro-rated based on the average number of hours worked in the two (2) weeks before the holiday.~~ T/A

[NO CHANGE] *See Economics for Part-Time Holidays

ARTICLE 27. WAGES
See National Economic Settlement

(1) The following wage rates for full-time employees shall take effect on the dates shown:

Employees hired after ratification or currently in progression: 4/1/92:

New Hire	\$22.94 \$26.25
3 months	\$23.34 \$26.65
6 months	\$23.74 \$27.05
9 months	\$24.14 \$27.45
12 months	\$24.54 \$27.85
15 months	\$24.94 \$28.25
18 months	\$25.34 \$28.65

[No Change] *See National Economics

ARTICLE 28. HEALTH AND WELFARE
See National Economic Settlement

Pursuant to Article 19, Section 1 of the DHL - Teamsters Office Clerical Operational Supplement, the Employer will contribute ~~one dollar (\$1.00) per hour per year per covered employee~~ **the allocated increases on a up to an additional basis** to be divided between the respective health and welfare funds and the pension fund as determined by the Area Co-Chairs. T/A

ARTICLE 29. PENSION
See National Economic Settlement

Section 1. Employer Contributions

The Employer agrees to remit these monies to the appropriate area administrative office by the date designated by that office, and monies received after that date shall be considered delinquent.

Pursuant to Article 20, Section 1 of the DHL - Teamsters Office Clerical Operational Supplement, the Employer will contribute ~~one dollar (\$1.00) per hour per year~~ **per employee basis** to be divided between the respective health and welfare funds and the pension fund as determined by the Area Co-Chairs. T/A

ARTICLE 29A. TEAMSTERS SUPPLEMENTAL BENEFIT TRUST FUND
See National Economic Settlement

Section 1.

~~Pursuant to Article 19, Section 1 of the DHL - Teamsters Office Clerical Operational Supplement, the Employer will contribute up to one dollar (\$1.00) per hour per year per covered employee to be divided between the respective health and welfare funds and the pension fund as determined by the Area Co-Chairs.~~ **(Not necessary because no additional funds can go towards the Supplemental Benefit. The plan has a cap at \$0.40 per hour) T/A**

ARTICLE 30. DURATION

April 1, 2017 through March 31, 2022

SIDE LETTER REGARDING PRESERVATION OF CURRENT PART-TIME CLERICAL EMPLOYEES (RED-CIRCLING CURRENT PART-TIME CLERICAL EMPLOYEES) [NO CHANGE]

ADDENDUM [NO CHANGE]