

# SUMMARY OF TENTATIVE LOCAL 364 PUD 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. 364, 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 Pick-up and Delivery Operational Supplement, hereinafter referred to as the "Operational Supplement," and the Central Region Pick-up and Delivery Regional 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 pick-up and delivery 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, Operational Supplement, and Regional Supplement) shall supersede, cancel and replace in its entirety the pre-existing collective bargaining agreement between the parties for the affected pick-up and delivery 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 46. DISCHARGE OR SUSPENSION**  
[NO CHANGE]

**ARTICLE 47. VACATIONS** [NO CHANGE]  
\*See Economics for Part-Time Vacations

**ARTICLE 48. HOLIDAYS** [NO CHANGE]  
\*See Economics for Part-Time Holidays

**ARTICLE 49. SICK LEAVE** [NO CHANGE]  
\*See Economics for Part-Time Sick Leave

**ARTICLE 50. WAGES**

**Section 1. Classifications and Minimum Rates**

The following hourly increases for full-time employees who have completed the new-hire progression shall take effect on

the dates shown:

\*See National Economics

<u>04-01-2017</u>	<u>04-01-2018</u>	<u>04-01-2019</u>	<u>04-01-2020</u>	<u>04-01-2021</u>
\$1.00	\$1.00	\$1.00	\$1.00	\$1.00

The following hourly increases for part-time employees on the seniority list who have completed the new-hire progression shall take effect on the dates shown:

\*See National Economics

<u>04-01-2017</u>	<u>04-01-2018</u>	<u>04-01-2019</u>	<u>04-01-2020</u>	<u>04-01-2021</u>
\$0.50	\$0.50	\$0.50	\$0.50	\$0.50

All full-time employees hired after June 6, 2008, current full-time employees who are in progression, and part-time employees on the seniority list on June 6, 2008, who are in progression, shall receive the following hourly rates of pay:

- (a) Effective first (1<sup>st</sup>) day of employment – seventy-five percent (75%) of the current rate.
- (b) Effective first (1<sup>st</sup>) day of employment plus one (1) year – eighty percent (80%) of the current hourly rate.
- (c) Effective first (1<sup>st</sup>) day of employment plus eighteen (18) months – ninety percent (90%) of the current hourly rate.
- (d) Effective first (1<sup>st</sup>) day of employment plus two (2) years – one-hundred percent (100%) of the current hourly rate.

The above-listed rates shall not apply to casual employees. The term "current rate" is the applicable hourly rate of pay for the job classification.

Rates of pay for part-time employees currently in progression or hired after April 1, 2013, shall be as follows:

<del>Start Rate</del>	<del>\$11.25</del>
<del>12 mos</del>	<del>\$11.60</del>
<del>24 mos</del>	<del>\$11.95</del>
<del>36 mos</del>	<del>\$12.30</del>

Start Rate                      \$15.50

<b>12 months</b>	<b>\$16.00</b>
<b>24 months</b>	<b>\$16.50</b>

For part-timers hired after April 1, 2008, who perform any of the limited PM driving, the part-time rate shall be \$2.00 per hour more than the part-time, non-driving rate. If they perform any driving duties any portion of the day, they shall receive this driver’s rate for all time worked that day.

**Section 2.**

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.

**Section 3.**

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

**ARTICLE 51. HEALTH AND WELFARE**

**\*See National Economics**

Pursuant to Article 20, Section 2, of the DHL – Teamsters Pick-up and Delivery Operational Supplement for all increases effective prior to March 31, 2021, the Employer will continue all existing health care plans in effect for the part-time employees on the seniority list before April 1, 2008, and full-time employees at substantially comparable benefit levels on the same basis provided all other plan participants, and costs as they existed at March 31, 2017. As long as the annual benefit funding increases outlined in the DHL – Teamsters Pick-up and Delivery Operational Supplement are not exceeded, the Employer is required to maintain all levels of benefits on the same basis as provided all other plan participants during the life of the DHL – Teamsters Pick-up and Delivery Operational Supplement. If the additional cost of maintaining all levels of benefits exceeds the funding increase available in any year, the Employer and Local Union will meet and determine if benefit levels should be adjusted or employees will be required to participate in paying for the premium necessary to continue the existing level of benefits. Full-time employees with forty (40) compensable hours per month shall not have any out of pocket premium expense as long as the annual benefit funding increases outlined in the DHL – Teamsters Pick-up and Delivery Operational Supplement are not exceeded by the additional cost (if any) of such benefits. Eligible part-time employees with eighty (80) compensable hours per month shall not have any out of pocket premium expense as long as the annual benefit funding increases outlined in the DHL – Teamsters Pick-up and Delivery Operational Supplement are not exceeded by the additional cost (if any) of such benefits. No employee will be required to pay additional premium costs during the life of this agreement as long as the annual benefit funding increases

outlined in the DHL – Teamsters Pick-up and Delivery Operational Supplement are not exceeded by the additional cost (if any) of such benefits. T/A

Effective April 1, 2008, part-time employees on the seniority list on June 6, 2008, and all full-time employees will be covered under the Company medical, vision and dental plan, including dependent coverage, as outlined in the Employee Handbook. (Reference Retiree Benefits)

Employees are eligible for retiree medical for themselves and their spouses if they have met the following requirements:

Early Retirement – Employees must be at least age 55 and have 10 years of service with DHL Express after age 45.

Normal Retirement – Employees must be at least age 65 with 10 years of service with DHL Express after age 45.

Employees and their spouses must be covered by the DHL Express Medical Plan at the time they retire.

The practice of employee-paid extra long-term disability insurance and extra life insurance (both through payroll deduction) will continue.

The Company will provide part-time employees on the seniority list on June 6, 2008, and all full-time employees, with the benefits outlined in the employee handbook, subject to the benefits contribution increase cap in Article 20, Section 2, of the DHL – Teamsters Pick-up and Delivery Operational Supplement. If the additional cost of maintaining all levels of benefits exceeds the funding increase available in any year, the Employer and Local Union will meet and determine if benefit levels should be adjusted or employees will be required to participate in paying for the premium necessary to continue the existing level of benefits.

**ARTICLE 52. PENSION**

**\*See National Economics**

**Section 1.**

The Company shall contribute weekly to the Indiana Teamsters Pension Fund for all full and part-time employees who have completed their probationary period the following amounts:

<del>10-01-2013</del>	<del>10-01-2014</del>	<del>10-01-2015</del>	<del>10-01-2016</del>	
<del>\$109.00</del>	<del>\$112.00</del>	<del>\$115.00</del>	<del>\$118.00</del>	
<b>10-01-2017</b>	<b>10-01-2018</b>	<b>10-01-2019</b>	<b>10-01-2020</b>	<b>10-01-2021</b>
<b>\$121.00</b>	<b>\$124.00</b>	<b>\$127.00</b>	<b>\$130.00</b>	<b>\$133.00 T/A</b>

The Company will continue to offer the Teamsters 401(k) program without any matching funds.

**Section 2.**

If an employee is absent because of illness, layoff or an off-the-job injury, the Company shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid by the Company for a period of more than four (4) weeks.

**Section 3.**

**ARTICLE 53. MAINTENANCE OF STANDARDS**  
[NO CHANGE]

**Memorandum of Understanding - Laid off Full Time/Part  
Time Red Circled Employees [NO CHANGE]**