

SUMMARY OF TENTATIVE PHILADELPHIA, PENNSYLVANIA & VICINITY DHL EXPRESS OFFICE CLERICAL LOCAL RIDER

For the Period: April 1, 2017 to March 31, 2022

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. 500, affiliated with THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (hereinafter "Union"). This Area Supplement 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 Area Supplement shall not become effective unless and until it is ratified by the Employer's office clerical employees represented by the Unions 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 Area Supplement becomes effective, it (together with the National Agreement and Operational Supplement) shall supersede, cancel and replace in its entirety the pre-existing collective bargaining agreements between the parties for the affected office clerical employees represented by the Local Unions.

The terms set forth in this Area Supplement 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. VACATIONS

Section 1. [NO CHANGE]

*See Economics for Part-Time Vacations

Sections 2-14. [NO CHANGE]

ARTICLE 22. UNION SHOP [NO CHANGE]

ARTICLE 23. JOB CLASSIFICATION [NO CHANGE]

ARTICLE 24. ABSENCE [NO CHANGE]

*See Economics for Part-Time Sick Leave

ARTICLE 25. SENIORITY RIGHTS

Section 1-4 [NO CHANGE]

Section 5. Casual Employees

CASUAL EMPLOYEE- A casual employee is one who is not on the regular seniority list and may be used to replace regular employees who are off due to illness, vacation, or other absence or may be used as a supplement to the regular work force. Casual employees shall not have seniority status, nor shall they be discriminated against for future employment. T/A

1. When an employer utilizes any combination of casual employees as a supplement to the regular work force for thirty (30) days or more in two (2) consecutive calendar months (except during October 1 through December 31), the employer shall be required to add one (1) employee to the regular seniority list from the preferential casual list for each such thirty (30) days worked by casual employees described above. If there is no one on such list, then the employer shall be required to add one (1) probationary employee for each such thirty (30) days worked by casual employees as described above. T/A

2. Preferential Casual- A casual employee who works forty-five (45) days within six (6) months, shall be placed on preferential list for future regular employment in the order placed on the preferential list not to be subject to any probationary period. The casual employee's seniority date is the date added to the regular list. Failure to add the casual employee from the preferential hiring list in this order shall be subject to the grievance procedure. Casuals on the list shall be offered available extra work, in seniority order, amongst themselves and shall have access to the grievance procedure in the event of disciplinary action. T/A

ARTICLE 26. MERGERS, CONSOLIDATIONS,
ABSORPTIONS [NO CHANGE]

ARTICLE 27. PAY PERIOD [NO CHANGE]

ARTICLE 28. HOLIDAYS [NO CHANGE]

ARTICLE 29. SHIFTS [NO CHANGE]

ARTICLE 30. WORK DAY AND WORK WEEK

Section 1.

[Contingent on the Union withdrawing its remaining proposals, the Company will agree to the following changes.]

The standard scheduled workday shall be eight (8) hours per day and the standard scheduled workweek shall be forty (40) hours per week for each full-time employee. Work shall be scheduled for five (5) consecutive days: Monday through Friday, Tuesday through Saturday, Sunday through Thursday or Wednesday through Sunday. However, employees on the seniority list as of the date of ratification shall not be required to accept a non - Monday through Friday bid. For the term of the Agreement, the Company will maintain five (5) Monday through Friday full-time bids before utilizing non- Monday through Friday bids. For employees hired prior to the date of ratification, work performed on Sunday shall be at one and a half (1-1/2) times regular pay. T/A

Section 2-3. [NO CHANGE]

ARTICLE 31. HEALTH AND WELFARE AND LIFE INSURANCE

The provisions of Article 31 will apply to full-time employees . The Employer will make the necessary contributions so that the employee will remain in the Health and Welfare and Pension Plan under the National Master DHL Agreement and Office Clerical Operational Supplement. T/A

Part-time employees will be eligible to fully-funded DHL medical insurance under the Well Choice or Well Select plans per the National Economic Settlement.] T/A

Section 1.

See Economics

Section 2

See Economics

Sections 3-14 [NO CHANGE]

ARTICLE 32. PENSION

The provisions of Article 32 apply to full-time and part-time employees. The Employer will make the necessary contributions so that the employee will remain in the Health and Welfare and Pension Plan under the National Master DHL Agreement and Office Clerical Operational Supplement. T/A

Section 1.

See Economics

Section 2

See Economics

Sections 3-10 [NO CHANGE]

ARTICLE 33. CHECK-OFF DEDUCTIONS [NO CHANGE]

ARTICLE 34. FLIGHT PRIVILEGES [NO CHANGE]

ARTICLE 35. WAGES - LOCAL AREA OPERATIONS

Section 1.

See Economics

Section 2-3. [NO CHANGE]

ARTICLE 36. 401K PLAN [NO CHANGE]

ARTICLE 37. MISCELLANEOUS [NO CHANGE]
Add - A fourth (4th) day for funeral leave that applies to the current language of covered people. T/A

ARTICLE 38 . DURATION [NO CHANGE]