

# SUMMARY OF TENTATIVE CENTRAL REGION PICK-UP AND DELIVERY AREA SUPPLEMENT DHL EXPRESS (USA, INC.)

**Effective April 1, 2017 to March 31, 2022**

In the following territory: Michigan, Ohio, Indiana, Illinois, Wisconsin, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas, Kentucky and West Virginia.

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 UNIONS NO. **100, 135, 299, 364, 407, and 600**, affiliated with THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (hereinafter "Union"). This Regional Supplement 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,") for the period commencing [DATE] through [DATE]. This Regional Supplement shall not become effective unless and until it is ratified by the Employer's pickup 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).

Once this Regional 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 agreement between the parties for the affected pickup and delivery employees represented by the Union.

The terms set forth in each Regional 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.

Except where specifically stated otherwise in the Master Agreement, or the Central Region Pickup and Delivery Supplement, nothing in the Central Region Pickup and Delivery Supplement shall deprive any employee of any superior benefit contained in their supplement, rider or addendum.

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

**ARTICLE 34. HEALTH AND WELFARE BENEFITS**  
[HOLD-ECONOMICS]

**ARTICLE 35. PENSIONS**  
[HOLD-ECONOMICS]

**ARTICLE 37. WAGES**

**Section 1.** [HOLD-ECONOMICS]

**Section 2.** [NO CHANGE]

**Section 3.** [NO CHANGE]

**ARTICLE 38. WORKDAY AND WORKWEEK**

**Preamble: Article 38 of the Central Region Agreement shall supersede any language that conflicts in Articles 11 or 14 of the Pick-Up and Delivery Agreement. All full-time employees covered by this Operational Supplement as of the date of ratification will be red-circled by name, and will be guaranteed the opportunity for forty (40) hours per week for as long as they are working full-time and on the active seniority list. T/A**

**Section 1.**

Start times and classifications will be posted for bid. Ten percent (10%) positions will be subject to bid by seniority to the entire seniority list subject to qualifications. Ten percent (10%) employees will be subject to all terms and conditions of the ten percent (10%) non-guaranteed bid position. It is agreed that the forty (40) hour workweek need not apply to ten percent (10%) of the regular employees with a minimum of one (1), other than red-circled employees.

Ninety per cent (90%) of posted positions shall be posted as routes, including defined boundaries, scheduled start times and normal workdays. **Additionally, the Company may utilize weekend bids (5x8 or 4x10) pursuant to, and to the extent permitted by, Article 14 of the Pick Up and Delivery Operational Supplement, provided that the initial**

**percentage shall be set and maintained at a maximum of 15% rather than 10%. T/A**

When the first day of the workweek is other than a Monday due to a Monday holiday, the Company has the ability to increase full-time staffing up to the Monday bid number by location on that day without triggering a forty (40) hour guarantee or violating the prohibition against the use of supplement casuals. Employees holding a 4x10 bid on that Monday and off on that Tuesday shall be offered the work opportunity first, followed by the normal order of call. However, if the Company increases staffing beyond the number of bid shifts at a location on any other day, the forty (40) hour guarantee shall apply to the most senior laid off employee called in for that shift.

The order of call for Saturday and Sunday work and to cover daily absences shall be as follows:

1. 10% employee who has not worked forty (40) hours in the workweek
2. 90% employee on scheduled day off or 10% employee who has worked forty (40) hours in the workweek, by seniority
3. Qualified Part time employee on scheduled day off
4. Seniority employee in lay-off status
5. Casual

However, a regular employee who does not report as scheduled, except in the case of an on-the-job injury, bona-fide illness or accident, jury duty, or attendance at a funeral compensable under provisions of this contract, shall have broken his/her weekly guarantee and shall be eligible for ~~Saturday, Sunday and~~ holiday work only after utilization of those regular junior employees who have worked their scheduled workweek. T/A

Utilization of part-time employees will not be effected by the provisions of this Section.

**Section 2. [NO CHANGE]**

**Section 3. [NO CHANGE]**

**Section 4. Work in Other Classifications [NO CHANGE]**

**Section 5. [NO CHANGE]**

**Section 6.**

4 X 10 Schedules

The full-time minimum workforce as identified below shall be red-circled by the number of bid positions at each station. If the number at any station drops below this number, the Employer shall be prohibited from using 4 X 10 positions and must instead revert to 5 X 8 unless agreed to in writing by the Union. The number of 5 X 8s and 4 X 10s to be used is set

forth below. Bidding at the stations shall be in accordance with past practice and the workweek for all shifts shall be Monday through Friday only. 4 X 10 bids shall only be posted as courier positions.

**Minimum Staffing Requirements:** The full-time workforce after completion of the bidding process shall be set forth below:

DTW – The number of full-time guaranteed bid positions shall be at least thirty-four (34), resulting in at least twenty-three (23) full-time 5 X 8 and up to eleven (11) full-time 4 X 10 positions. ~~The Employer shall recall employees to satisfy this number within 30 days of ratification of this agreement. T/A~~

CLE – The number of full-time guaranteed bid positions shall be at least seventeen (17), resulting in at least ten (10) full-time 5 X 8 and up to seven (7) full-time 4 X 10 positions. ~~The Employer shall recall employees to satisfy this number within 30 days of ratification of this agreement. T/A~~

IND – The number of full-time guaranteed bid positions shall be at least twenty-five (25), resulting in at least sixteen (16) full-time 5 X 8 and up to seven (7) full-time 4 X 10 positions. ~~The Employer shall recall employees to satisfy this number within 30 days of ratification of this agreement. T/A~~

STL - The number of full-time guaranteed bid positions shall be at least seventeen (17), resulting in at least eleven (11) full-time 5 X 8 and up to six (6) full-time 4 X 10 positions. ~~The Employer shall recall employees to satisfy this number within 30 days of ratification of this agreement. T/A~~

FFT - The number of full-time guaranteed bid positions shall be at least fourteen (14), resulting in at least eight (8) full-time 5 X 8 and up to six (6) 4 X 10 positions. ~~The Employer shall recall employees to satisfy this number within 30 days of ratification of this agreement. T/A~~

If the number of full-time bid positions increases above the minimum staffing requirements set forth above, those positions (i.e. those in excess of the minimum staffing requirements) may be scheduled to work 5 X 8 or 4 X 10's at the Employer's discretion.

Notwithstanding any term to the contrary contained in the National Agreement, the Pick-Up and Delivery Operational Supplement, this Regional Supplement, or any Local Side Letter hereto, the following rules shall supplement the applicable Articles of this Regional Supplement and apply to employees who bid and work a 4 X 10 schedule:

- Sick Leave. [NO CHANGE]
- Holidays. [NO CHANGE]
- Work on Non-Scheduled Day. [NO CHANGE]

**Section 7. [NO CHANGE]**

**Section 8. (NEW)**

**A. No Overtime Day**

A written request for an eight (8) hour shift (ten (10) in the case of a 4X10 shift), tendered to a designated Company representative, will be honored if the request is twelve hours prior to the beginning of the shift. The Company reserves the right to limit the number of approvals to one per day. Employees shall not utilize this request more than once in any thirty (30) day period. T/A

**New Section**

**Section 9. Part-Time Personnel**

**Definition.**

A part-time employee is an individual who is scheduled to work a guaranteed minimum of at least (3) hours per day and fifteen (15) hours per week up to a maximum of thirty-two (32) hours per week. Part-timers shall not be scheduled to work more than thirty-two (32) hours in a week. T/A

**Use of Part-Time Personnel.**

The Employer may employ part-time personnel to fulfill its operational needs subject to the terms and conditions set forth in this Operational Supplement. For example, the Employer may assign part-time personnel to load and unload vehicles and sort packages, to conduct ramp operation, and to perform delivery work as non-driving drivers helpers during peak season (October 1 through December 31). T/A

No part-time employee shall drive except the Company may utilize part-time employees to perform p.m. pick-up and p.m. shuttle work, provided that the total number of part-time drivers does not exceed fifteen percent (15%) of the total number of active full-time shuttle drivers and couriers. Part-timers shall not be permitted to work a split-shift. T/A

This **Central Region Pick-Up and Delivery Regional Supplement** is entered into by and between DHL EXPRESS (USA), INC. (hereinafter the “Company”, “Employer” or “DHL”), the Teamsters Central Region Negotiating Committee.

**Effective**

**April 1, 2017 to March 30, 2022**