

SUMMARY OF TENTATIVE NATIONAL DHL GATEWAY OPERATIONAL SUPPLEMENT

The following Articles apply to "gateway" operations only, Article 2 and Attachment A of the National Agreement thereto set forth such operations.

ARTICLE 1. DEPARTMENTAL STRUCTURE
[NO CHANGE]

ARTICLE 2. PROBATIONARY EMPLOYEES
[NO CHANGE]

ARTICLE 3. STEWARDS [NO CHANGE]

ARTICLE 4. LEAD PERSONNEL [NO CHANGE]

ARTICLE 5. USE OF AND PERFORMANCE OF BARGAINING UNIT WORK BY PERSONNEL OTHER THAN REGULAR EMPLOYEES [NO CHANGE]

ARTICLE 6. MANAGEMENT RIGHTS [NO CHANGE]

ARTICLE 7. SENIORITY [NO CHANGE]

ARTICLE 8. DISCIPLINE AND DISCHARGE
[NO CHANGE]

ARTICLE 9. SCOPE OF BARGAINING [NO CHANGE]

ARTICLE 10: UNIFORMS [NO CHANGE]

ARTICLE 11: WAGES

Current wage progressions set forth in the applicable Local Riders will continue to apply. The following increases shall apply to an employee who has exceeded the progression:

~~A. Employees in the current progression will remain in the progression.~~

~~* See National Gateway Economic Settlement T/A~~

~~B. Employees currently over the progression will receive a \$1,250 signing bonus.~~

~~* See National Gateway Economic Settlement T/A~~

C. Employees who advance the progression during the term of the agreement will receive the hourly increase set forth

in the Pickup and Delivery Operational Supplement, per current practice.

D. Overtime: Employees shall receive double time (2x) for all hours worked over 12 in one day.

GATEWAY OPERATIONAL SUPPLEMENT
DHL Express (USA), Inc.

For Period of April 1, 2013 Through March 31, 2017

(GATEWAY ECONOMIC TENTATIVE AGREEMENT)

April 1, 2017 through March 31, 2022

1. Vacation

The Parties agree to two hundred (200) hours at twenty (20) years. T/A

2. Sick Leave

The Parties agree to increase maximum accumulation to two hundred (200) hours for full-timers and one hundred (100) hours for part-timers. T/A

3. Health and Welfare (Ops)

The Parties agree to reduce cap in the Miami Gateway Local Rider for Incumbent Part-Time employees employed as of December 4, 2005 to two hundred and fifty dollars (\$250.00). T/A

The Parties agree that effective January 1, 2019, all other part-time employees hired after December 4, 2005 (for Local 769) and October 9, 2005 (for Local 986) will have an insurance premium cap of four hundred dollars (\$400.00) per month. T/A

4. Pension (Ops)

The Parties agree to twenty-five cent (\$0.25) increases each year of the contract. T/A

5. Wages

- Delete all progressions and replace with the following: T/A

<u>New Hire</u>	<u>\$15.50</u>
<u>6 Mos</u>	<u>\$15.90</u>
<u>12 Mos</u>	<u>\$16.30</u>
<u>18 Mos</u>	<u>\$16.70</u>
<u>24 Mos</u>	<u>\$17.10</u>
<u>30 Mos</u>	<u>\$17.40</u>
<u>36 Mos</u>	<u>\$17.90</u>
<u>42 Mos</u>	<u>\$18.30</u>

Full-time employees above the progression will receive the annual full-time wage increases contained in the PUD.
T/A

Part-time employees above the progression will receive the annual part-time wage increases contained in the PUD.
T/A

At date of ratification, employees with less than 60 months of service will move up to \$15.50 and follow the above progression every 6 months thereafter. T/A

At date of ratification, employees with more than 60 months of service will move up to \$18.30. T/A

Retroactive increases for full-time employees will be paid at the annual full-time wage increases contained in the PUD. T/A

Retroactive increases for part-time employees will be paid at the annual part-time wage increases contained in the PUD. T/A

6. Load Planner / Dangerous Goods / Control Center Premium

The Parties agree to replace \$5.00/shift load planner (986) and verification (769) shift with one dollar (\$1.00) per hour premium for an employee performing either load planning/verification or dangerous goods duties. T/A

7. 769 Mechanics Progression Rate

- Delete all progressions and replace with the following: T/A

<u>New Hire</u>	<u>\$18.66</u>
<u>6 Mos</u>	<u>\$19.05</u>
<u>12 Mos</u>	<u>\$19.44</u>
<u>18 Mos</u>	<u>\$19.83</u>
<u>24 Mos</u>	<u>\$20.22</u>
<u>30 Mos</u>	<u>\$20.61</u>
<u>36 Mos</u>	<u>\$21.00</u>
<u>42 Mos</u>	<u>\$21.39</u>
<u>48 Mos</u>	<u>\$21.78</u>
<u>54 Mos</u>	<u>\$22.17</u>
<u>60 Mos</u>	<u>\$22.56</u>