

2022-2026 TENTATIVE DHL NATIONAL MASTER AGREEMENT

Contract Highlights

The tentative DHL National Master Agreement is the most financially lucrative agreement in the history of the National Master and provides significant gains for the members. If ratified by the membership, the National Master contract would provide the highest wage increases in the history of the DHL National Master Agreement.

Additional contract highlights include:

- Wage increases across all classifications, for both full-time and part-time workers and retroactive to April 1. For example: The full-time out of pro-gression rate for PU&D and Clericals in year one alone is increased \$2.50 per hour retroactive to April 1. For part-time it is a \$1.58 per hour increase retroactive to April 1. For some, that could be upwards of \$3,000 in retro pay, taking into account overtime. The Gateway workers would also receive significant increases. The remaining years of the contract also include additional significant wage increases.
- The tentative agreement also provides strong protections against inward facing cameras in delivery vehicles. Specifically, the company may install cab cameras that are outward facing but “for the duration of the agreement any audio recording functionality and driver-facing cameras (including their driver recording and monitoring functionality) will be disabled and rendered inoperable to prevent recording and monitoring of in-cab activities.”
- Maintenance of health and welfare plans through increases in employer contributions.
- Maintenance of pension plans through increases in employer contributions.
- Improved funeral/bereavement leave so that the time for when it can be used is extended (from seven days to one year) to allow for celebrations of life and services that are deferred.
- Addition of MLK Day as an observed paid holiday.
- Increase of paid holiday leave for part-time employees from four (4) hours per day to five (5) hours per day.
- The company is now responsible for all required CDL costs and endorsements and will reimburse the driver for 100% of the costs to take a CDL course if a driver is required to get a CDL.
- Employees on military leave will receive 24 months of healthcare coverage, up from 18 months. They now also accrue vacation time and may cash out unused vacation.
- Stronger protection of seniority for day-to-day cutting of routes.
- Tuition assistance increased to \$5,000 per year for full-time employees and is extended to part-time employees at \$3,000 per year.
- \$50 increase of annual shoe allowance to \$150 from \$100.
- FMLA protection for smaller locations that would not otherwise be covered under the law.
- Modified work will not be required for an employee who has been prescribed medication that prevents driving.
- An increase in the maximum number of paid jury duty days to 30 days from 15 days.
- Importantly, we also maintained our COLA which could result in additional significant wage increases next year. The company tried hard to eliminate and/or reduce the COLA, but we held strong.

Most importantly, this tentative agreement contains no givebacks or concessions.



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