

NEW ENGLAND FREIGHT SUPPLEMENTAL AGREEMENT

For the Period: ~~April 1, 2018~~ July 1, 2023 to June 30, ~~2023-2028~~

covering:

The parties reserve the right to correct inadvertent errors and omissions. Where no reference is made to a specific Article or Section thereof, such Article and Section are to continue as in the current Master Agreement, as applied and interpreted during the life of such Agreement. Additions and new language are **bold and underlined**. Deleted language is ~~struck through~~.

in
**CONNECTICUT MASSACHUSETTS
RHODE ISLAND**

**Local Unions:
170, 191, 251, ~~404~~, 443, 493, 653, 671**

ABF FREIGHT SYSTEM, INC. hereinafter referred to as the EMPLOYER, (Company) and the above LOCAL UNION's affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, hereinafter referred to as the UNION; agree to be bound by the terms and provisions of this Agreement.

This Supplemental Agreement is supplemental to and becomes a part of the ABF Master Freight Agreement, hereinafter referred to as the "Master Agreement" for the period commencing ~~April 1, 2018~~ July 1, 2023 which Master Agreement shall prevail over the provisions of this Supplement in any case of conflict between the two, except as such Master Agreement may specifically permit. Questions arising out of alleged conflicts shall be submitted directly to the ABF National Grievance Committee.

ARTICLE 40. SCOPE OF AGREEMENT

Section 1. Operations Covered

NO CHANGE

Section 2. Employees Covered

NO CHANGE

Section 3. Notice of Opening and Closing Terminals

If the Employer contemplates opening or closing any terminals within the jurisdiction of the ~~eleven~~ ~~(11)~~ **seven (7)** Local Unions listed on the title page hereof, he shall notify the Local Unions at least thirty (30) days prior to making such change.

Section 4. Hired or Leased Equipment

NO CHANGE

Section 5. Subcontracting

NO CHANGE

ARTICLE 41. STEWARDS - APPOINTMENTS AND DUTIES

NO CHANGE

ARTICLE 42. ABSENCE

Section 1. Time Off for Union Activities

NO CHANGE

Section 2. Leave of Absence

NO CHANGE

ARTICLE 43. SENIORITY

Section 1.

NO CHANGE

Section 2. Opening and/or Closing of Branches, Terminals, Divisions or Operations

NO CHANGE

Section 3. "House Concerns"

NO CHANGE

Section 4. Loss of Seniority

NO CHANGE

ARTICLE 44. OTHER BUSINESS, ETC.

Section 1. Other Business

NO CHANGE

Section 2. Extra Contract Agreements

NO CHANGE

Section 3. New Equipment and/or Operations

NO CHANGE

ARTICLE 45. GRIEVANCE MACHINERY COMMITTEE

Refer to ABF NMFA Articles 7 & 8

Section 1. ABF New England Joint Area Committee

ABF Freight System, Inc. and the Unions shall together create a permanent New England Joint Area Committee, hereinafter referred to as the Joint Area Committee, composed of the following Local Unions: 170, 191, 251, 404, 443,

493, 653, and 671. The Joint Area Committee shall consist of an equal number appointed by Employers and Unions but no less than two (2) from each group. Each member may appoint an alternate in his place. The Joint Area Committee shall at its first meeting formulate rules of procedure to govern the conduct of its proceedings. The Joint Area Committee shall have jurisdiction over disputes and grievances involving Local Unions or complaints by Local Unions participating in such Committee. This Joint Area Committee shall meet at established times and at a mutually convenient location.

Section 2. ABF Eastern Region Joint Area Committee

NO CHANGE

Section 3. Contiguous Territory

NO CHANGE

Section 4. Function of Committees

NO CHANGE

Section 5. Change of Terminals, etc.

NO CHANGE

Section 6. Attendance

NO CHANGE

Section 7. Examination of Records

NO CHANGE

ARTICLE 46. GRIEVANCE MACHINERY AND UNION LIABILITY

Refer to ABF NMFA Articles 7 & 8

Section 1.

The Union and the Employers agree that there shall be no strike, lockout, tie-up, or legal

proceedings without first using all possible means of a settlement, as provided for in this Agreement, of any controversy which might arise. Disputes shall first be taken up between the Employer and the Local Union involved. Failing adjustment by these parties, the following procedure shall then apply:

(a) All grievances involving the provisions of the ABF New England Supplemental Freight Agreement shall be heard by the ABF New England Joint Area Committee. Where the ABF New England Joint Area Committee, by a majority vote, settles a dispute, no appeal may be taken to the ABF Eastern Region Joint Area Committee. Such a decision will be final and binding on both parties. **All discharge and suspension hearings for the New England Supplement will be heard in New England.**

(b) Where the ABF New England Joint Area Committee is unable to agree or come to a decision on a case, it shall be submitted or appealed to the ABF Eastern Region Joint Area Committee at the next regular constituted session, at the request of the Employer or Union involved, except as otherwise provided in (d) below. Where the ABF Eastern Region Joint Area Committee, by a majority vote, settles a dispute, such decision shall be final and binding on both parties with no further appeal. Minutes of the ABF New England Joint Area Committee shall set forth the position and facts relied on by each party, but each party may supplement such minutes at the hearing before the ABF Eastern Region Joint Area Committee.

Cases deadlocked by the ABF Eastern Region Joint Area Committee shall be referred to the ABF National Grievance Committee unless otherwise provided for by Articles 7 and 8 of the ABF National Master Freight Agreement. Otherwise, either party shall be permitted all legal or economic recourse.

(c) It is agreed that all matters pertaining to the interpretation of any provision of the ABF New England Supplemental Freight Agreement may be referred by the Area Secretary for the Union and/or the Area Secretary for the Employers at the request of either the Employers or the Union,

parties to the issue, with notice to the other Secretary, to the ABF New England Supplemental Freight Agreement Negotiating Committee for final interpretation.

(d) Deadlocked cases other than discharge cases may be submitted to umpire handling if a majority of the ABF New England Joint Area Committee determines to submit such matter to an umpire for decision. Before any strike or stoppage of work takes place over a grievance or interpretation arising out of this contract that cannot be settled in accordance with the grievance machinery as set out in this Agreement, there must be approval by the Director of the Eastern Region of Teamsters or his designee with notice of such approval to be given to the Employer in writing. The granting of such approval by the Director of the Eastern Region of Teamsters or his designee shall not impose any liability on said Region. If a discharge case is deadlocked at the ABF New England Joint Area level, it shall be submitted to an impartial umpire for handling. The Joint Area Committee shall attempt to agree on such umpire. If the Joint Area Committee cannot agree within ten (10) days after the deadlock, such umpire shall be selected from a panel of three submitted by the presiding judge of the Federal District Court. Selection of the umpire shall be made by the alternate striking of names within seventy-two (72) hours after the names are submitted to the parties. Hearing shall be held within ten (10) days thereafter. The decision of the umpire shall be final and binding. The fees and cost of the umpire shall be divided equally between the Employer and the Union involved.

(e) Failure of the Joint Committee to meet without fault of the complaining side, refusal of either party to submit to or appear at the grievance procedure at any stage, or failure to comply with any final decision withdraws the benefits of this Article.

(f) In the event of strikes, work-stoppages, or other activities which are permitted in case of deadlock, default, or failure to comply with majority decisions, no interpretation of this Agreement by any tribunal shall be binding upon the Union or affect the legality or lawfulness of

the strike unless the Union stipulates to be bound by such interpretation, it being the intention of the parties to resolve all questions of interpretation by mutual agreement. Nothing herein shall prevent legal proceedings by the Employer where the strike is in violation of this Agreement.

(g) The procedures set forth herein may be invoked only by the authorized Union representative or the Employer.

(h) Complaints must be in writing to the Secretary of the Area Board with a copy to the employer and in such form as prescribed by the Board. Except as otherwise provided in this Agreement and except for the payment for improper hourly or mileage rates, the Union on behalf of its members must file any claim for alleged violation of this Agreement not later than thirty (30) days after the alleged violations were made known to the employee. The Employer must file any claim for alleged violation of this Agreement not later than thirty (30) days after the alleged violation was made known to the Employer

Section 2.

It is further mutually agreed that the Local Union will, within two weeks of the date of the signing of this Agreement, serve upon the Company a written notice, which notice will list the Union's authorized representatives who will deal with the Company, make commitments for the Union generally, and in particular have the sole authority to act for the Union in calling or instituting strikes or any stoppages of work, and the Union shall not be liable for any activities unless so authorized. It is further agreed that in all cases of an unauthorized strike, slowdown, walk-out, or any unauthorized cessation of work in violation of this Agreement, the Union shall not be liable for damages resulting from such unauthorized acts of its members. While the Union shall undertake every reasonable means to induce such employees to return to their jobs during any such period of unauthorized stoppage of work mentioned above, it is specifically understood and agreed that the Company during the first twenty four (24) hour period of such unauthorized work stoppage shall have the sole

and complete right of reasonable discipline short of discharge, and such Union members shall not be entitled to or have any recourse to any other provisions of this Agreement.

After the first twenty-four (24) hour period of such stoppage and if such stoppage continues, however, the company shall have the sole and complete right to immediately discharge any Union member participating in any unauthorized strike, slowdown, walk-out, or any other cessation of work, and such Union members shall not be entitled to or have any recourse to any other provision of this Agreement. It is further agreed and understood that the Unions shall not be liable for any strike, breach or default in violation of this Agreement unless the act is expressly authorized by its Executive Board. A properly designated officer of the Unions shall, within twenty-four (24) hours after request is made to the Executive Secretary of the Unions declare and advise the party making such request, by ~~telegram~~, **letter, fax or email** whether the Union has authorized any strike or stoppage of work. The Union shall make immediate effort to terminate any strike or stoppage of work which is not authorized by it without assuming liability therefore.

It is understood and agreed that failure of the Union to authorize a strike by a Local Union shall not relieve such Local Union of liability for a strike authorized by it and which is in violation of this Agreement.

Section 3.

NO CHANGE

Section 4. ABF National Grievance Committee

NO CHANGE

ARTICLE 47. DISCHARGE AND SUSPENSION

NO CHANGE

ARTICLE 48. PAYROLL PERIOD

NO CHANGE

ARTICLE 49. SUNDAYS AND HOLIDAYS

(a) (1) The following shall be recognized as paid holidays and all regular employees shall be paid eight hours' straight time pay therefore: New Year's Day, Martin Luther King Jr., Presidents' Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day, December 24th, and Christmas Day, irrespective of the dates on which the above-named holidays fall.

(2) In addition there shall be two (2) personal holidays which may be the Employee's Birthday or any other day mutually agreed to. It will be incumbent upon the employee to request such holidays from his Employer at least seven (7) days prior to said holiday. However, Road Drivers may elect to accept eight (8) hours' pay in lieu of such personal holiday. An employee after electing the holiday, or eight (8) hours pay in lieu of the holiday, shall have no recourse. All conditions in Article 49 relating to holidays shall apply, except that all regular employees hired after April 1, 1988, must work a minimum of ninety (90) days in order to qualify for the two (2) personal holidays.

(b) Regular employees shall be paid for each recognized holiday, or the day celebrated as such, irrespective of what day of the week the holiday falls, on the basis of eight (8) hours at their straight time rate, provided they work any day during the payroll period. Any regular employee laid off for lack of work shall not be deprived of his holiday pay if the layoff does not exceed thirty (30) days' duration. Regular employees required to work on any such days shall be paid the applicable premium rate in addition to the holiday pay.

Regular road drivers performing work on the holidays listed in Article 49, (a) (1) shall be paid a total of four (4) straight time hours in addition to holiday pay provided they work into or out of the holiday.

(c) Probationary employees who work three (3) days during the payroll period in which a holiday occurs shall be paid for such holiday on the same basis as regular employees.

(d) The applicable minimum rate for work performed on Sundays or holidays, as such, shall be one and one-half (1-1/2) times the normal rate as shown in the Wage Rate Schedule herein for the first eight (8) hours work, which shall be a guarantee. Work performed after eight (8) hours on those days shall be paid for at one and one-half (1-1/2) times the applicable premium rate.

(e) Employees on night work whose regular work begins on a Sunday or holiday evening, or ends on a Sunday or holiday morning, shall be given either the night before or the night after off, for their Sunday or holiday, in accordance with the Work Schedule. Regular employees shall not be deprived of their sixth punch by the use of extra help. Except in cases specifically agreed upon between the Employer and the Union, work on a night shift shall be treated as being performed on the day on which the shift ends. The holiday night shall not be staggered by the splitting of a single shift.

(f) If any of the above-named holidays occur when an employee is on vacation, he shall receive an extra day's pay in lieu of the holiday.

(g) Personal holidays not utilized during the calendar year shall be paid out in January of the following year.

ARTICLE 50. VACATIONS

(a) Regular employees who have been on the Employer's payroll for one (1) year and who have worked at least one hundred thirty-five (135) days during that year, including any absence resulting from the performance of duties under this Agreement, shall be entitled to one (1) week's vacation with pay in each year to be taken during the vacation period provided in subsection (f) hereof. The requirement of 135 days of employment applies only to the first year of employment. In subsequent years all employees

must work a minimum of twenty-five (25) days to qualify for vacation. The above provision shall be waived for employees retiring as of January 1 of any year; provided notice is given to Employer in December of previous year.

New employees hired during the previous year who are entitled to a vacation and older employees who do not work a full year shall receive vacation pay equal to the average of their earnings for the full weeks which they worked in that year, with a minimum of forty (40) hours at the current hourly rate.

All regular employees shall receive their vacation pay due them in advance on the basis of their earnings for the previous calendar year ending December 31, one fifty-second (1/52nd) of their earnings for each week of vacation, but not less than forty (40) hours' pay per week at the current hourly rate. Any employee who is discharged or who quits between January 1st and May 1st shall receive the vacation allowance due him for that year. The Employer agrees he will issue separate checks for employees' vacations.

(b) Employees with two (2) years or more service shall be entitled to two (2) weeks' vacation with pay in each year.

(c) Employees whose eighth (8th) anniversary date falls on or after April 1, 1991, shall be entitled to three (3) weeks of vacation with pay in each year.

(d) Employees with fifteen (15) years or more service shall be entitled to four (4) weeks' vacation with pay in each year.

(e) Employees with twenty (20) years or more of service shall be entitled to five (5) weeks' vacation with pay in each year.

(f) Employees with thirty (30) years or more of service shall be entitled to six (6) weeks' vacation with pay in each year effective January 1, 2004.

(g) Vacations must be taken between May 1 and October 31, unless otherwise mutually agreed to between the Employer and the Union, and any

employee who has completed the required service before or within the vacation period shall be granted a vacation as provided herein. Notwithstanding the above, the fifth (5th) week and sixth (6th) week of vacation as provided in (e) and (f) above must be taken outside of the vacation period so stated, but must be taken in the calendar year in which it is earned unless otherwise mutually agreed to between the Employer and the Union.

During the vacation bidding period, those employees who have qualified for the third (3rd) week of vacation shall have the option of taking one (1) week of vacation in one (1) day increments. Employees electing to take one (1) day at a time shall be required to schedule each day in advance. Employees who earn 4 weeks or more of vacation may take 2 weeks of vacation one day at a time.

The Employer shall grant three percent (3%) of the workforce off for personal holidays and/or single day vacations on a daily basis unless otherwise mutually agreed to. This provision will insure a minimum of one (1) employee per day over and above the ten percent (10%) permitted to take full weeks of vacation.

Employees desiring a personal holiday or a daily vacation must request same at least seven (7) calendar days in advance. The Employer must either reject or approve the holiday/single day vacation request within 2 days following receipt of same.

Personal holidays and/or single day vacations shall be granted in seniority order.

Daily vacations not utilized by December 31st are to be paid out by January 31st of the following year.

Example:

A qualified employee utilizes 2 weeks of vacation and then elects to take just 1 single day vacation during the calendar year leaving him with four (4) days remaining. Said employee will be compensated for the remaining four (4) days of unused vacation at the rate in existence on December 31st.

Vacation days taken one day at a time shall not be considered as time worked for the purpose of health, welfare and pensions guarantees.

(h) The minimum number of regular employees allowed on vacation during the vacation period of 5/1-10/31 shall be ten percent (10%) of the number of active employees on the seniority list, by classification, unless otherwise agreed to.

(i) The vacation schedule must be posted by the Employer not later than February 1st to allow employees in the order of their seniority to make their vacation selection. The schedule shall remain posted until March 1st, after which time it shall be taken down. Employees in the first 50% from the top of the seniority list must make their selection. The balance of board shall make their selection by March 31st. Any employee failing to make his selection during such periods shall be assigned to whatever vacation period may be open.

(j) Upon discharge by the Employer, or quit by the employee, earned vacation time and pay shall be included in all final wage payments. In case of death of an employee who is eligible for a vacation, vacation pay due such an employee shall be paid to the employee's estate.

~~Employees will begin earning vacation under the new vacation eligibility schedule effective with their vacation anniversary date that begins on or after April 1, 2018. The new vacation eligibility schedule shall be the vacation eligibility schedule in the applicable 2008 to 2013 supplemental agreements.~~

~~Vacation for vacation anniversary dates effective April 1, 2013 to March 31, 2018 was or is being earned under the prior eligibility schedule and will be subject to the terms of that bargaining agreement and will not be affected. No employee shall be subject to the loss of more than 1 week of vacation per vacation anniversary year earned from April 1, 2013 to March 31, 2018.~~

ARTICLE 51. MISCELLANEOUS

Section 1. Accident Reports

NO CHANGE

Section 2. Court Appearances

NO CHANGE

Section 3. Safety Violations

NO CHANGE

Section 4. Bonds

NO CHANGE

Section 5. Examinations

NO CHANGE

Section 6. Personal Identification

NO CHANGE

Section 7. On-the-Job Claims

NO CHANGE

Section 8. Loss or Damage

NO CHANGE

Section 9. Access to Premises

NO CHANGE

Section 10. Injury on the Job

NO CHANGE

Section 11.

NO CHANGE

Section 12. Other Equipment

NO CHANGE

Section 13. Death in Family

~~In the event of a death of the employee's immediate family, i.e., father, mother, sister, brother, son, daughter, husband or wife, it is~~

~~recognized that the employee may need time off to attend the funeral services. A leave of absence will be granted the employee for the day of burial, the two (2) days preceding the day of burial and the day after burial. When these days fall within the regular workweek, Monday through Friday or Tuesday through Saturday, the Employer will pay to the employee his regular straight time pay for eight (8) hours per day for such days of absence.~~

~~In the event of a death of the employee's father-in-law and/or mother in-law, on a one time basis and grandchild, a leave of absence shall be granted to the employee for the day of burial. Funeral pay shall be based on lost work opportunities. In the event of a death of the employee's immediate family, i.e., father, mother, sister, brother, son, daughter, husband or wife, it is recognized that the employee may need time off to attend the funeral services. A leave of absence will be granted the employee for the day of burial, the two (2) days preceding the day of burial and the day after burial. When these days fall within the regular workweek, Monday through Friday or Tuesday through Saturday, the Employer will pay to the employee his regular straight time pay for eight (8) hours per day for such days of absence. In the event of a death of the employee's father in law and/or mother in-law, on a one time basis and grandchild, a leave of absence shall be granted to the employee for the day of burial. Funeral pay shall be based on lost work opportunities.~~

In the event of a death of the employees' father, mother, sister, brother, son, daughter, husband, wife, life partner, and grandparent, the employee shall be entitled to a maximum of four (4) days off with pay. These four (4) days do not have to be consecutive and are as an employee needs.

In the event of a death of the employees' father-in-law, mother-in-law, or grandchild the employee shall be entitled to one (1) day off with pay.

Section 14.

NO CHANGE

Section 15.

NO CHANGE

Section 16.

NO CHANGE

Section 17.

NO CHANGE

Section 18. Administrative Dues

NO CHANGE

Section 19. Sick Leave

Effective during the term of this Agreement, each regular employee shall be entitled to ~~five (5)~~ **seven (7)** days sick leave each year, in accordance with the rules and regulations applying to Article 38 of the NMFA, except that sick leave shall be paid effective the first day of such sickness, provided employees do not abuse the above provision

ARTICLE 52. CLASSIFICATIONS

NO CHANGE

ARTICLE 53. HOURS OF WORK AND OVERTIME

Section 1.

NO CHANGE

Section 2.

NO CHANGE

Section 3.

NO CHANGE

Section 4.

(a) A daily time record shall be maintained by the Employer for all of his employees. Any Employer who employs five (5) or more employees shall have a time clock or electronic time recording device, and the employee's time shall be computed by the time clock or electronic time recording device ~~on time cards~~. Records of in and out time shall be available to employees. Employer with less than five (5) employees who does not have a time clock shall permit employees to keep their own time records.

(b) Each employee shall "punch in" ~~his own time card~~ or swipe their own identification at the start of the day, and "punch out" ~~his own time card~~ or swipe their own identification at the completion of the day's work at the Employer's place of business.

(c) Employees assigned to work and/or completing their work away from the Employer's place of business shall be exempt from punching in and out. In the event that any employee is ordered to report at, or leave his vehicle at, a different place than his usual starting point, such employee shall be paid transportation expenses back to his starting point. All such traveling time shall be considered as time worked.

Section 5. Break Bulk Terminal Operation

NO CHANGE

ARTICLE 54. WAGES AND ALLOWANCES

NO CHANGE

ARTICLE 55. CLASSIFICATIONS AND TRIP RATES

NO CHANGE

ARTICLE 56. MILEAGE RATES

NO CHANGE

ARTICLE 57. PICK-UPS, DELIVERIES AND RATE FORMULA

NO CHANGE

ARTICLE 58. RELIEF HOLDOVER, PREMIUM PAY & EXPENSES

NO CHANGE

ARTICLE 59. DROPPING TRAILERS

NO CHANGE

ARTICLE 60. DOUBLE BOTTOMS

NO CHANGE

ARTICLE 61. OVERHEAD OPERATIONS

Section 1. Definition

NO CHANGE

Section 2. Single Man Operation Rates

NO CHANGE

Section 3. Double Bottom Units

NO CHANGE

Section 4. Pickup and Delivery

NO CHANGE

Section 5. Mileage Determination For All Runs

(a) In case of a dispute over mileage, same shall be computed over the route by ~~official AAA mileage~~ by commercial mapping software to provide gate to gate mileage or as mutually agreed to by the Employer and Union. ~~When AAA mileage is not current or available, then the latest official state highway maps shall be used to determine the correct mileage.~~ On routes where

official mileage is not given by the methods set forth, same shall be logged by the Union and Employer, such findings to be final and binding. When route is logged, the starting point at origin shall be the main U.S. Post Office, and the ending point at destination shall be the main U.S. Post Office.

Upon request of the Local Union, the Company shall provide a mileage chart over its regular routes between cities.

(b) In those cases where miles paid for exceed miles established under (a), the excess miles shall be reduced one-sixth annually each April 1st during the period of this Agreement, provided that in no event shall such reduction of excess miles result in reduction of more than one-half of each applicable mileage increase provided herein, calculated on the mileage paid for on the effective date of this Agreement. The first adjustment shall be made no later than April 1, 1988. In applying the one-sixth formula, fractions shall be rounded to the closest whole number.

Where the total miles on a run are considered, fractional paid for miles shall be rounded to the next highest whole number.

In no case shall the reduction of miles as set forth herein change or alter existing guarantees or conditions based upon present paid-for mileage.

(c) If as a result of mileage determinations as provided in subsection (a) the Company is paying for less than the actual miles traveled, the mileage payments based upon the new mileage increase shall become effective immediately. If, however, a reduction in mileage payments becomes necessary because of new roads, new routes, alternate routes or expressways such mileage shall be decreased by no more than one-sixth annually in accordance with the formula above set forth in subsection (b).

Section 6. Schedule of Dispatching

NO CHANGE

Section 7. Lodging

NO CHANGE

Section 8. Paid For Time - General

NO CHANGE

Section 9. Call-In Time

NO CHANGE

Section 10. Layovers

NO CHANGE

Section 11. Breakdowns or Impassable Highways

NO CHANGE

Section 12. Deadheading

NO CHANGE

Section 13. Bobtailing

NO CHANGE

Section 14. Dropping Trailer

~~(a) The Employer will not drop a trailer to be loaded or unloaded at any place unless the work of loading, unloading and switching is performed by his employees working under this Agreement.~~

~~(b) Competitive Dropping of Trailers~~

~~The Employer will not drop a trailer to be loaded or unloaded unless the customer has been determined by the Company and the Local Union to be a competitive drop. Trailers dropped for less than twenty four (24) hours during a layoff must be covered by bargaining unit employees, except in cases of customers serviced by nonunion carriers.~~

~~(c) In the areas where the present practice of dropping a trailer to be loaded or unloaded differs from that set forth in (a) and (b) above, the present practice in effect in that area shall be continued.~~

~~(d) Trailers shall not be spotted to circumvent a premium day's pay.~~

NO CHANGE

~~(e) Questions of interpretation regarding this Article shall be submitted directly to the New England Supplemental Negotiating Committee.~~

Section 7.

NO CHANGE

Section 15. Double Bottoms

Section 8.

NO CHANGE

~~Drivers dispatched for double bottom operation shall receive double bottom rate to final destination even though a box, boxes, or kite are picked up or dropped enroute. However, double bottom rate shall apply only to mileage from Compound nearest origin point to Compound nearest destination point.~~

Section 9.

NO CHANGE

Section 14 14.

Section 10.

NO CHANGE

Article 29 in the National Agreement, applying to "Piggyback" shall also apply to single-man and double-man overhead operations.

Section 11.

NO CHANGE

ARTICLE 62. TWO-MAN OPERATION

ARTICLE 63. OWNER-OPERATORS

Section 1. Mileage Rates of Pay

NO CHANGE

NO CHANGE

Section 2. Pickup and Delivery and Delay Time

ARTICLE 64. HEALTH AND WELFARE FUND

NO CHANGE

NO CHANGE

Section 3.

ARTICLE 65. PENSION FUND

NO CHANGE

NO CHANGE

Section 4. Sleeper Cab

ARTICLE 66. AUTOMATIC INCREASES

NO CHANGE

NO CHANGE

Section 5.

ARTICLE 67. TERMINATION CLAUSE

NO CHANGE

The term of this Supplemental Agreement shall be from ~~April 1, 2018 to June 30, 2023~~ **July 1, 2023 to June 30, 2028.**

Section 6.