

NORTHERN NEW ENGLAND GENERAL FREIGHT SUPPLEMENTAL AGREEMENT

For the Period: ~~April 1, 2018~~ July 1, 2023 through ~~June 30, 2023~~ June 30, 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~~.

**Applying to
MAINE, NEW HAMPSHIRE & VERMONT**

Local Unions: 340, 597 and 633

ABF FREIGHT SYSTEM, INC. hereinafter referred to as the EMPLOYER, (Company) and LOCAL UNION No. - 340, 597, 633, 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. Rigging Work

NO CHANGE

Section 4. Supervisory Personnel

NO CHANGE

Section 5. Notice of Opening and Closing Terminals

NO CHANGE

Section 6.

NO CHANGE

Section 7. Hired or Leased Equipment

NO CHANGE

Section 8. Subcontracting

NO CHANGE

ARTICLE 41. STEWARDS - APPOINTMENTS AND DUTIES

NO CHANGE

ARTICLE 43. SENIORITY

Section 1.

NO CHANGE

Section 2. Layoff-Transfer and Recall

NO CHANGE

Section 3. Loss of Seniority

NO CHANGE

Section 4. Opening of New Branches, Terminals, Divisions or Operations

NO CHANGE

Section 5. Casual/Replacement Employees

NO CHANGE

Section 6. Mergers, Acquisitions, Purchases, Etc.

NO CHANGE

Section 7. House Concerns

NO CHANGE

Section 8.

NO CHANGE

ARTICLE 44. OTHER BUSINESS, ETC.

Section 1. Other Business

NO CHANGE

Section 2. New Equipment and/or Operations

NO CHANGE

Section 3. ~~Extra Equipment~~

~~Employers shall use their own available equipment together with all leased equipment under minimum thirty (30) days bona fide lease arrangement before hiring any extra equipment. Section~~

Section 4. 3 Extra Contract Agreements

The Employer agrees not to enter into any agreement or contract with his employees, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement. Any such agreement shall be null and void.

ARTICLE 45. GRIEVANCE MACHINERY COMMITTEE

Refer to ABF NFMA Articles 7 & 8

Section 1. ABF Northern New England Joint Area Committee

NO CHANGE

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 Employer 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 Northern New England Supplemental Freight Agreement shall be heard by the ABF Northern New England Joint Area Committee. Where the ABF Northern 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 Northern 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 Northern 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 Northern New England Supplemental Freight Agreement may be referred by the Area Secretary for the Union and/or the Area Secretary for the Employer at the request of either the Employer or the Union, parties to the issue, with notice to the other Secretary, to the ABF Northern 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 Northern 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 Northern 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.

NO CHANGE

Section 3.

NO CHANGE

Section 4. ABF National Grievance Committee

NO CHANGE

Section 5.

NO CHANGE

ABF NORTHERN NEW ENGLAND JOINT AREA COMMITTEE MEETING PLACES

Meetings may be held at a mutually acceptable location as provided for in the rules of procedure.

ARTICLE 47. PAYROLL PERIOD

NO CHANGE

ARTICLE 48. SUNDAYS AND HOLIDAYS

The following shall be recognized as paid holidays and all employees shall be paid eight (8) hours' straight time pay therefore:

New Year's Day, Martin Luther King Jr., President's Day, Memorial Day, Independence Day,

Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas Day, Christmas Day, and two (2) personal holidays as defined in (B) below, irrespective of the day on which the holiday falls.

(B) (1) Employees who attain regular seniority any time during the calendar year shall be entitled to two (2) personal holidays for that calendar year. The Company and Union recognize the need to schedule personal holidays in accordance with the business demand and desire of the employee. An employee requesting a personal day shall do so on a form provided by the Committee at least seven (7) days in advance of the holiday. The request shall be reviewed and responded to within two (2) working days along with a reason if the Company denies the request. Should the Employer fail to respond to the employee, the said holiday shall be granted.

(2) Any employee may request a personal holiday and work the said day at straight time in lieu of time off provided there is no layoff at the time of request. An employee, after electing the holiday, or eight (8) hours' pay in lieu of the holiday, shall have no recourse. If an employee is on layoff and works sixteen (16) hours, the Company, upon request by the employee, will pay a personal holiday in that week.

(3) Any employee who has changed his status from a replacement employee to a probationary employee and who works three (3) days in a holiday week shall be paid eight (8) hours straight time rate for the said holiday.

(C) 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 sixteen (16) hours 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.

(D) The applicable minimum rate for work performed prior to 10:00 p.m. on Sundays or premium holidays, as such, shall be one and one-half (1 1/2) times the normal rate shown in the Wage Rate Schedule herein for the first eight (8) hours of work, which shall

be a guarantee.

(E) Local 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. 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.

(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) Regular road drivers performing work on the holidays stated above shall be paid a total of four (4) straight time hours in addition to holiday pay, except in no event shall the application of this provision provide for more than a total of twelve (12) straight time hours of holiday pay. Regular road drivers performing work on the holidays listed in Article 48, Section (A) shall be paid a total of four straight time hours in addition to holiday pay, provided they work into or out of the holiday.

ARTICLE 49. 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 a vacation of one (1) week with pay in each year to be taken during the vacation period provided in Section (C) herein. The requirement of one hundred thirty-five (135) days of employment applies only to the first year of employment. In subsequent years all regular employees must work a minimum of twenty-five (25) days within ~~their anniversary~~ the calendar year to qualify for vacation. The above provision shall apply, except as provided for in section (F) of this Article.

All regular employees shall receive their vacation pay due them in advance on the basis of one fifty-second (1/52) of their gross earnings (W-2) for the previous calendar year, but not less than forty (40) hours' pay per week at the current hourly rate. Any full weeks in which an employee is receiving work's compensation benefits shall be excluded from the one fifty-second (1/52) calculation.

Any employee who is discharged or who quits between January 1st and April 1st shall receive any earned vacation allowance due him for that year.

(B) An employee who has been on the Employer's payroll for two (2) years but less than ten (10) years shall be entitled to two (2) weeks' vacation with pay in each year.

An employee whose eighth (8th) anniversary date falls on or after April 1, 1991, shall receive three (3) weeks of vacation with pay in each year.

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

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

An employee with thirty (30) years or more of service shall be entitled to six (6) weeks' vacation with pay in each year. 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 who have qualified for four (4) weeks of vacation shall have the option of taking two (2) weeks of vacation in one (1) day increments. Employees electing to take one (1) week vacation one

(1) day at a time or those employees who elect to take two (2) weeks' vacation one (1) day at a time shall be required to schedule each day in advance. The Employer may deny the request based on operational needs.

(C) Vacations must be taken between January 1 and December 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.

(D) Unless mutually agreed, the vacation schedule must be posted by the Employer not later than December 1st to allow employees in the order of their seniority to make their vacation selection. The schedule shall remain posted for thirty (30) days, after which time it shall be taken down. Employees in the

first 50% from the top of the seniority list must make their selection within the first 15 days after posting. Balance of Board shall make selection in the remaining 15 days. Any employee failing to make his selection during such periods shall be assigned to whatever vacation period may be open.

(E) Upon discharge by the Employer or quit by the employee, earned vacation time and pay shall be included in all final wage payments. In order to earn said vacation time an employee who quits or is discharged must have worked seventy-five (75) days since his last anniversary date of employment.

(F) In the case of death or retirement an employee will qualify for vacation by working one (1) day past his anniversary date. Vacation pay due such an employee shall be paid to said employee or to the employee's estate.

Vacation:

a. ~~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.~~

b. ~~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 50. MISCELLANEOUS –NO CHANGE

Section 1. Examinations

NO CHANGE

Section 2. Personal Identification

NO CHANGE

Section 3. Funeral Leave

~~In the event of a death in the family (Father, mother,~~

~~wife, husband, brother, sister, son, daughter, foster parents, step parents, step children, and foster children) a regular employee shall be entitled to a maximum of three (3) days off with pay to attend the funeral providing the employee has been on the seniority list prior to April 1 of each contract year and is compensated for lost work opportunity.~~

~~A regular employee shall be entitled to one (1) day off with pay to attend the funeral in the event of a death of the employee's grandparents, mother-in-law or father-in-law.~~

In the event of a death of the employees' father, mother, sister, brother, son, daughter, husband, wife, life partner, foster parent, stepparent, stepchildren and / or foster children 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, grandparent, or grandchild the employee shall be entitled to one (1) day off with pay.

Section 4. Court Appearances

NO CHANGE

Section 5. Safety Violations

NO CHANGE

Section 6. Bonds

~~Should the Employer require any employee to give bond, cash bond shall not be compulsory, and any premium involved shall be paid by the Employer.~~

Section 7 6. Access to Premises

(A) Authorized agents of the Union shall have access to the Employer's establishment during working hours, including the right to check trucks in transit, investigate working conditions, collect dues, and inspect all time cards, log books and other payroll records of the Employer, for the purpose of determining whether or not the terms of this Agreement are being complied with. The Employer will make such records available within seven (7) days of the Union's request.

(B) The Employer will provide a suitable bulletin board in a conspicuous place for posting of information of interest to the members of the Union.

Section 8 7. Injury on the Job

When a regular employee is injured on the job, he shall be guaranteed eight (8) hours' pay for the day injured, provided he is instructed to cease work as a result of an injury, by the Employer or his physician. If required to visit hospitals, clinics, doctor's offices or other places for treatment or diagnosis, during working hours, he shall be paid for time involved in travel and treatment with a guarantee of eight (8) hours, and if required to make such visit outside working hours, he shall be paid for the time involved in travel and treatment. Employer may require verification of time spent.

~~Section 9. Other Equipment~~

~~The Employer shall not require, as a condition of continued employment, that an employee purchase a truck, tractor, and/or tractor and trailer or other vehicular equipment.~~

See ABF National MOU on Purchased Transportation.

Section 40 8. Protective Apparel

Terminal yardmen and hostlers shall be provided with rain gear. Any employee physically handling in substantial quantities, hides, creosoted items, spun glass, lamp black, barbed wire, and acids, shall be provided with rubber or leather aprons and gloves. The Committee agreed to develop language with regard to safety notification devices for employees working alone in a terminal.

Section 44 9. C.B. Radios

Employers signatory to this Agreement agree to allow the installation of C.B. radios in road tractors upon completion of prescribed Company form, if required, subject to the following rules and regulations.

C.B. radios may be operated from an electric outlet if the Company so provides (includes cigarette lighter) or from a self-contained power source. If mutually agreed, the unit and antenna may be professionally installed.

Operation of C.B. radio must conform to F.C.C. rules and regulations and the employee must be properly licensed and the current license be on record with the Company.

Neither headsets, earplugs, nor, earphones shall be allowed unless presently permitted.

Antennas will not be mounted on the exterior of the tractor which will in any way impede the use of the rear view mirror, or restrict the vision of the driver.

The Company will not be responsible in any way for any damage or loss of the C.B. radio equipment.

Any present Company rules shall continue to apply.

Those Companies which presently do not have rules may institute rules subject to agreement with the Local Union.

Section 42 10.

All known expenses, including tolls, ~~must be paid the driver in advance~~ **will be reimbursed to the driver after completion of trip.**

Section 43 11.

No employee shall be required to take any form of lie detector test as a condition of employment.

Section 44 12. Credit Union Payroll Deduction

The Employer agrees to deduct certain amounts each week from the wages of those employees who shall have given the Employer written notice to make such deductions. The amount so deducted shall be remitted to the applicable Credit Union once each month. The Employer shall not make deductions and shall not be responsible for remittance to the Credit Union for any deductions for those weeks during which the employee's earnings shall be less than the amount authorized for deduction. Should an Employer become delinquent in his remittance, he will be required to remit on a weekly basis after written notification by the Local Union.

Section 45 13. Cell Phones

Employees shall be reimbursed for the cost of their monthly cell phone charge if the company requests they use their personal phones during working hours for company business.

ARTICLE 51. CLASSIFICATIONS

Section 1.

NO CHANGE

Section 2.

NO CHANGE

Section 3.

NO CHANGE

Section 4.

NO CHANGE

Section 5.

NO CHANGE

Section 6.

NO CHANGE

Section 7.

NO CHANGE

Section 8.

NO CHANGE

Section 9.

NO CHANGE

Section 10.

NO CHANGE

Section 11.

NO CHANGE

Section 12.

NO CHANGE

Section 13.

NO CHANGE

Section 14.

NO CHANGE

ARTICLE 52. HOURS OF WORK AND OVERTIME

Section 1.

NO CHANGE

Section 2.

NO CHANGE

Section 3.

NO CHANGE

Section 4.

NO CHANGE

Section 5.

NO CHANGE

Section 6.

NO CHANGE

Section 7.

(A) Combination (city and road) employees shall be paid hourly rate for all local work performed and the mileage rate for all road work performed.

(B) Any local employee on a peddle run shall not be converted to mileage pay during any one tour of duty.

Section 8.

(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. Each employee shall "punch in" his own time card at the start of the day and "punch out" his own time card at the completion of the day's work at the Employer's place of business.~~

(B) ~~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 9.

NO CHANGE

ARTICLE 53. WAGES AND ALLOWANCES

NO CHANGE

ARTICLE 54. CLASSIFICATION – ROAD DRIVERS

Section 1.

NO CHANGE

Section 2.

NO CHANGE

Section 3.

NO CHANGE

Section 4.

NO CHANGE

Section 5.

NO CHANGE

Section 6.

NO CHANGE

Section 7.

NO CHANGE

Section 8.

NO CHANGE

Section 9.

NO CHANGE

Section 10.

~~Double bottom operations shall be restricted to terminal to terminal operations and/or staging areas.~~

Section 11 10.

Road drivers making an interchange of equipment, twins/pups or combination of a single and/or twins/pups, shall be paid for all time consumed.

ARTICLE 55. RELIEF PAY & EXPENSES

Section 1.

(A) Where a road driver is required to layover away from his or her home terminal, layover pay shall commence following the fourteenth (14th) hour after the end of the run. Drivers held over the fourteenth (14th) hour shall receive layover pay for each hour laid over up to eight (8) hours in the first twenty-two (22) hour layover period. This pay shall be in addition to the pay to which the driver is entitled if he or she is put to work at any time within the twenty-two (22) hours after the run ends and is not to be used to make up the eight (8) hour guarantee. The same principal shall apply to each succeeding twenty-one (21) hour period prior to the thirteenth (13th) hour, and layover shall commence after the thirteenth (13th) hour. In addition to the hourly rate, employees shall receive ten dollars \$10.00 meal allowance for each four (4) hour period they are on the clock after the first

fourteen (14) hours layover. No road driver will be dispatched in excess of three (3) sleeps without being returned to their home domicile. He shall also receive for each sub-sequent fourteen (14) hour period or part thereof until he is dis- patched, the full cost of his sleeping quarters.

(B) Satisfactory sleeping quarters shall be provided by the Employer at layover points, additionally, layover drivers shall be paid \$10.00 for personal expenses which shall be paid at the start of each trip. Any disputes regarding satisfactory sleeping quarters shall be referred to the Northern New England Joint Area Committee.

(C) Lodging Subcommittee

A Subcommittee of one (1) Union and one (1) Company representative will be appointed by the New England Negotiating Committee as necessary to inspect all lodging (hotels) used by the Employer. A comprehensive inspection report form shall be developed by the committee to be used for all inspections. This subcommittee may inspect all lodging on a random basis or at the request of either subcommittee representative. In addition, this subcommittee shall immediately, upon notification, investigate all grievances filed pertaining to all hotels, and report their findings within four- teen (14) days of notification, unless otherwise extended by mutual ~~by mutual~~ agreement of the subcommittee.

Section 2. Turn-Around

NO CHANGE

Section 3. Local Union No. 633 Only

~~Whereas many road drivers in Local 633 currently enjoy turnaround expenses with their Employer, it is mutually agreed and understood that these employees shall continue to receive this expense when on turn-around trips for their present Employer.~~

Section 4 3.

(A) The normal workweek for road drivers shall be forty-eight (48) pay hours per week for the duration of this contract.

(B) Nothing in this Section shall be construed to mean that a road driver has the right to refuse work assignments in excess of the nor mal workweek.

Section 5 4.

The Company shall provide transportation for all layover drivers to and from lodging within thirty minutes of punching out. If the driver is delayed past the thirty (30) minutes due to the fault of the Employer, he shall be paid for all waiting time from the time of punching out until transportation to lodging arrives.

ARTICLE 56. TWO MAN OPERATION

NO CHANGE

ARTICLE 57. OVERHEAD OPERATIONS

NO CHANGE

ARTICLE 58. HEALTH & WELFARE FUND

NO CHANGE

ARTICLE 59. PENSION FUND

NO CHANGE

ARTICLE 60. PIGGYBACK OR OTHER SUBSTITUTE METHODS OF OPERATION

NO CHANGE

ARTICLE 61. RETROACTIVE PAY

NO CHANGE

ARTICLE 62. BREAK BULK

NO CHANGE

ARTICLE 63. TERMINATION CLAUSE

The terms of this Supplemental Agreement are subject to and con- trolled by all of the provisions of Article 39 of the Master Agreement between the parties hereto. The term of this Supplemental Agreement shall be from ~~April 1, 2018 to June 30,~~

~~2023~~ July 1, 2023 to June 30, 20XX.