

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 National Master Agreement, as applied and interpreted during the life of such Agreement.
Additions and new language are **bold and underlined**.

**UPS CARTAGE SERVICES, INC.
FREIGHT PICKUP & DELIVERY
Supplemental Agreement**

**For the Period:
August 1, 2018- 2023 through July 31, 2023 2028**

Preamble

[No Change]

Section 1

[No Change]

Section 2

[No Change]

Section 3

[No Change]

Article 1: Recognition

The Employer will continue to recognize the Union as the sole and exclusive bargaining agent for all its Driver/Dockworkers, **Freight handlers, and** Dockworkers employed at its North American facilities, and will also continue to recognize employees it may have in other job classifications, to the extent such employees are already represented by the Union.

Article 2: Applicable NMA Articles

The parties agree that the elections each Local Union made pursuant to Article 2 of the 2008-2013 CSI Supplement shall remain in effect for the duration of this NMA.

With respect to its prior elections, a Local cannot elect to apply one or more Sections from an Article in its Addenda and also select portions of the NMA Article covering the same subject. **Article 17 shall apply to all Locals regardless of prior elections.** Further the parties agree that the following Articles within the NMA shall continue to not be applicable to operations covered

by this CSI Supplement: Article 1 Section 4; 2; 3 Section 7; 6 Section 5; 10; 18; 26; 32; 37 Section 1(b) and (c); 39; 40; 43; and 44. Articles 22, 34 and 41 of the NMA will apply only to the extent they contain provisions specifically addressing CSI employees.

Article 3: Health & Welfare and Pension

[No Change]

Article 4: Joint National UPS CSI/Teamsters Committee

[No Change]

Article 5: Rates of Pay

Section 1

[No Change]

Section 2

[No Change]

Section 3

[No Change]

Article 6: Grievance Procedure

[No Change]

Article 7: Maintenance of Standards

[No Change]

Article 8: Safety and Health, Equipment, Accidents and Reports

Preamble

[No Change]

Section 1 – Employees’ Rights – Equipment, Vehicles and Conditions

[No Change]

Section 2 – Out of Service Equipment and Vehicle Reports

[No Change]

Section 3 – Accidents and Reports

[No Change]

Section 4 – Seats

[No Change]

Section 5 – Sun Visors

[No Change]

Section 6 – Tires

[No Change]

Section 7 – Shocks

[No Change]

Section 8 – Mirrors

[No Change]

~~Section 9 – Exhaust Systems~~

~~All new diesel tractors added to the CSI fleet after ratification of this Agreement shall be equipped with vertical exhaust stack.~~

Section ~~10~~9 – Heaters and Defrosters

[No Change]

Section ~~11~~10 – Noise Abatement

[No Change]

Section ~~12~~11 – Vehicle Integrity

[No Change]

Section ~~13~~12 – Qualification on Equipment

[No Change]

Section 14 ~~13~~– Safety and Health Committees

[No Change]

Section ~~15~~ 14– Hazardous Materials Handling Program

[No Change]

Section ~~16~~ 15– Union Liability

[No Change]

Section ~~17~~ 16– Compensation Claims

[No Change]

Article 9: Supervisors Working

[No Change]

Article 10: Subcontracting

Section 1

The Employer may contract first flight; other unscheduled or emergency pick-up or deliveries and excess volume that cannot be handled by the normal pick-up and delivery pattern or equipment. However, the Employer will make every reasonable effort to utilize bargaining unit employees before contracting out such work **and may not subcontract work in any classification for the purpose of avoiding overtime.**

Section 2

[No Change]

Article 11: Short Haul

Section 1

Notwithstanding any language to the contrary in any Rider or Addenda, the following provision shall apply:

Bargaining unit members shall have the right to perform short haul work (i.e., runs to and from CSI facilities and/or hubs) which can be completed within a shift if it can be performed at an equal or lesser cost than the available vendors. The Employer shall have the right to remove any work assigned pursuant to this paragraph from the bargaining unit if it becomes more expensive

to use bargaining unit members than available vendors. However, the work will not be removed within one year from the implementation of the run and unless costs exceed the vendor by more than ~~five-eight~~ percent (5%) **(8%)**.

The Employer shall continue to meet with the Union every six (6) months, to review the economic competitiveness of short haul work assigned to the bargaining unit pursuant to this paragraph. Nothing within this Section shall allow the Employer to remove short haul work from the bargaining unit prior to one (1) year from the implementation of the run. Furthermore, nothing within this Section shall allow the Employer to remove short haul work being performed as of ~~December 19, 2007~~ **July 31, 2023, that has not been subject to the ERB**. In addition, short haul work shall not be performed by part-time employees, unless already permitted under the terms of the existing Addenda.

Section 2

The following runs will not be subject to the six (6) month review by the Economic Review Board (ERB) for the length of the 2018-2023 **2023-2028** Agreement:

ORIGIN	LINEHAUL
Newark	HWR-HPH-PHL-HWR (PM)
Newark	EWR-PHL-EWR (AM)
Newark	HWR-BDL (Sunday)
New York	JFK-HWR-JFK
Newark	HWR-MDT (Sunday)
Dallas	HTX-OKC-HTX (Sunday)
Bradley	BDL-HWR-BDL
Poughkeepsie	POU-HWR-POU
Poughkeepsie	POU-HWR-POU (Sunday)
Greensboro	GSO-HCL-GSO
Greensboro	GSO AM/Shuttle
Greensboro	GSO PM/Shuttle
Greenville	GSP-HCL-GSP
Orlando	HMC-MP-HMC
Charlotte	HMC-JAX-HMC
Charlotte	HCL-GSO-HCL (Sunday)
Charlotte	HCL-GSP-HCL (Sunday)
Charlotte	HCL-CAE-CHS-HCL (AM)
Charlotte	HCL-HCA-GSP-HCL
Charlotte	HCL-RDU-HCL (Sunday)
Milwaukee	MKE-HCI-MKE
Milwaukee	MKE-HRF-MKE
Peoria	PIA-HCI-PIA (Sunday)
Peoria	PIA-HCI-PIA
Detroit	DTW-MP-ORD
Chicago	ORD-MP-DTW

Chicago ————— ORD-MP-SDF
Louisville ————— SDF-MP-ORD
Harrisburg ————— MDT-Williamsport P&D

1. Charlotte HLC – GSO - HCL (Sunday Only)
2. Charlotte HCL – GSP – HCL (Sunday Only - 1)
3. Charlotte HCL – RDU-HCL (Sunday Only)
4. Charlotte HCL – HCA - HCL
5. Greensboro GSO (AM/Shuttle)
6. Greensboro GSO – HCL - GSO
7. Greensboro GSO (PM Shuttle)
8. Greensboro GSO - RDU (Friday Only)
9. Greenville GSP (Augusta P&D)
10. Greenville GSP – HCL - GSP
11. Louisville SDF – MP - ORD
12. Orlando HMC – JAX - MCO
13. Dallas HTX – OKC - HTX
14. Middletown HWR – MDT (Sunday Only)
15. Middletown MDT – HPH - MDT
16. Middletown MDT (Williamsport P&D)
17. Montgomery POU – HWR - POU
18. Montgomery POU – HWR - POU (Sunday Only)
19. Newark EWR – PHL (Sunday Only)
20. Newark EWR – PHL – EWR (AM)
21. Newark HWR – HPH – PHL HWR (PM)
22. Philadelphia PHL - HWR (Friday Only)
23. Springfield Gardens JFG – HWR (1)
24. Springfield Gardens JFG – HWR (2)
25. Springfield Gardens JFK – HWR - JFK
26. Windsor Locks BDL - HWR
27. Chicago ORD – MP – DTW
28. Chicago ORD – MP - MSP
29. Chicago ORD – MP – SDF
30. Chicago ORD – RFD - ORD
31. Detroit DTW – MP – ORD
32. Grand Rapids GRR - LAN
33. Milwaukee MKE – HCI
34. Milwaukee MKE – HCI – MKE
35. Milwaukee MKE – HRF – MKE
36. Minneapolis MSP – MP – ORD
37. Peoria PIA – HCI – PIA (Sunday Only)
38. Peoria PIA – HCI – PIA
39. LAX LAX – HON – LAX (1)
40. LAX LAX – HON – LAX (2)
41. LAX HLX – ONT (Monday Only - 1)
42. LAX HLX – ONT (Monday Only - 2)

- | | |
|----------------------|----------------------------|
| 43. <u>Ontario</u> | <u>ONT – HLX – ONT (1)</u> |
| 44. <u>Ontario</u> | <u>ONT – HLX – ONT (2)</u> |
| 45. <u>San Diego</u> | <u>SAN – HON – SAN</u> |

Article 12: Loss or Damage

[No Change]

Article 13: Employee Training

The Employer will provide employees who wish to become trained drivers reasonable access to equipment so as to become familiar with the equipment, while being trained by experienced Union members. Employees shall have reasonable opportunity to utilize such equipment in the areas designated by the Employer to practice operation of the vehicles. In addition, the Employer shall provide the equipment and permit a bargaining unit employee to transport the employee to the site where the employee will take the driving portion of the license test. All training, practice and testing will be conducted on the **volunteer and** employees' own time, unless otherwise provided in the applicable Rider, Addendum, or established local practice.

1. **It is agreed that Teamster represented employees, on a voluntary basis and qualified by the Company, may train other drivers.**
2. **Clerical trainers may be used subject to the following:**
 - a) **The training is for newly hired clerical employees.**
 - b) **Paid training will last for no more than five (5) days as scheduled by the employer.**
 - c) **The trainer will be paid the premium only for the time spent training.**
 - d) **The training premium will not be paid for any work assistance outside of the above.**
3. **Trainers shall be paid one dollar (\$1.00) per hour training premium for each hour of time spent training. UPS reserves the right to choose to use or not to use Teamster-represented trainers to fulfill its training needs**

Article 14: Uniforms

Section 1

- a) The Employer agrees that when employees are required to wear any kind of uniform as a condition of employment, they shall furnish, repair and replace the uniforms free of charge. The Employer will furnish a minimum of six (6) uniforms (shirts, pants, shorts). In addition, the Employer will furnish a hat, jacket or coat, **rain/cold weather gear,** and a belt.
- b) Employer-issued uniforms must be worn while engaged in the work of the Employer and may be worn in travel to and from work, and between split shifts, but not otherwise. Employer-issued uniforms shall not be worn for any purpose other than in the performance of the employee's

normal job functions. The responsibility for cleaning of the Employer-issued uniforms will be determined by current area practice.

The Employer has the right to establish and maintain reasonable appearance standards for all employees. The appearance standards will be posted in each center.

Section 2

Each employee is required to be in full dress uniform prior to and through the duration of his/her route. Only Employer provided clothing, on route, will be acceptable. Employees performing sort functions or any other required dock work will be allowed to wear tee-shirts.

Section 3

~~Any Employee wearing a beard as of the effective date of this Agreement is required to keep it neatly trimmed in accordance with Employer's appearance Guidelines. All employees not wearing beards as of the effective date of this Agreement are required to be clean shaven. Any employee that has a beard as of the effective date of this agreement and shaves it off will be expected to remain clean shaven. Employees may wear neatly trimmed mustaches.~~

Article 15: Company Rules

The Company may establish and post such rules as deemed necessary and reasonable, provided such rules are not in conflict with the terms and provisions of this Agreement. All new rules posted shall be provided to the job stewards and be sent to the Union by certified mail five (5) days prior to posting. All such rules shall be posted for a period of ten (10) working days. If no protest in the form of a written grievance is filed during the ten (10) working days period, the rules thereafter shall not be subject to a grievance. **General correspondence, inclusive of discipline letters, may be emailed to the Local Union with an email confirmation kept on file as proof of delivery. Within thirty (30) days after ratification of this agreement, Local Unions preferring certified mail may, with written notice, opt-out of this email correspondence. All warning notices are deemed to be automatically protested and will only be heard at the time of suspension or discharge unless the Local Union has opted-out of the email correspondence.** The provisions of this Article shall be substituted for any provision in any Addenda covering the same subject.

Article 16: Military Leave

Notwithstanding Article 2 of this Supplement, the parties agree that ~~the vacation language of~~ Article 15 of the National Master **United Parcel Service** Agreement shall apply to any employees covered by this Supplement and supersede any provision on military leave ~~vacation accrual~~ in any Addendum.

Article 17: 4x10 Workweek

For Driver/Dockworker positions where existing language allowing four (4) day / ten (10) hour

shifts is not already in place, the Company may establish a workweek that consists of four (4) day / ten (10) hour shifts, Monday through Friday. ~~The four (4) day / ten (10) hour workweek shall be limited to ten percent (10%) of the total number of full-time positions.~~

For any other classification, the Company and the Local Union must mutually agree to establish four (4) day / ten (10) hour shifts.

The parties agree that Article 17 of this Agreement shall supersede four (4) day / ten (10) hour workweek language in a Supplement, Rider, or Addendum only regarding limits on the number of four (4) / ten (10) hour workweeks.

Article 18: Part-Time Dockworkers

[No Change]

Article 19: Duration

This Supplemental Agreement and all attached Addenda shall be in effect in accordance with Article 45 of the NMA.

The following provision shall be deemed to be included in each Addendum to the UPS/CSI Supplement:

Increases in applicable Taft-Hartley Health & Welfare and Pension Funds shall be in accordance with Article 34, Section 1 of the 2023-2028 National Master Agreement.

Letter of Agreement

[No Change]

Memorandum of Understanding

[No Change]

Memorandum of Understanding

[No Change]

Memorandum of Understanding

[No Change]

Memorandum of Understanding

[No Change]

Article 12 – Discharge and Discipline

[No Change]

Local Addenda to the National CSI Supplement

Local 162 Addenda

Article 2 Section 2

[No Change]

Local 162 Addenda

Article 28 Section 3

[No Change]

Local 243 Addenda

[No Change]

Local 243 Addenda

[No Change]

Local 295 addenda

[No Change]

Local 295 addenda

Section 7 Vacations

[No Change]

Local 407 addenda (Locals 243, 413, 406, 710)

[No Change]

Local 667 addenda

[No Change]

Local 728 addenda

Hours of work & overtime

[No Change]

Local 776 Addenda

Article 25 Section 1

[No Change]

Local 776 Addenda

Article 2 Section 2 Overtime

[No Change]

Master Southern Region Addenda

[No Change]

To: Members of Local Unions: 17 and 222 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 25 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 41 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 70 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 174 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 162 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 295 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 344 Dear Brothers and Sisters:

[No Change]

To: Members of Local Unions: 407, 406, 413 and 100 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 107 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 500 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 542 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 560 Dear Brothers and Sisters:

[No Change]

To: Members of Local Unions: 600 89 and 135 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 638 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 667 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 688 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 710 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 728 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 745 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 776 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 851 Dear Brothers and Sisters:

[No Change]

A: Los Miembros de la Unión Local 901

[No Change]

To: Members of Local Union 986 Dear Brothers and Sisters:

[No Change]

To: Members of Local Union 988 Dear Brothers and Sisters:

[No Change]

To: Members of Local Unions: 71, 385, 391, 480, 509, 519, 657, 769, 592

[No Change]

To: Members of Local Unions: 294, 317, 671

[No Change]

Negotiating Committee

For the Employees:

Ron Seamans, Jr., Chair
Joe Foti, Co-Chair
Lannis Shepherd, Co-Chair
Dwayne Garrett, Co-Chair
Tim Meadows, Co-Chair
Michael DeVega, Co-Chair
Gregory Moore, Bargaining Unit Member

For the Employer:

Mike Clayton, Chair
Mike Caufield, Co-Chair
Steve Helmke
Bruce Crumb
Rodney Shreve
Anna Morgenstern
Jovone Matthews

Conference	Supplement	Company / Union	Article / Section	TOK
CSI	Local 025	Union	Article 7 Drivers	Annual bid 2nd Monday in January; driver start times, general area of the routes, and job schedule to be included. Number of jobs bid, including cover positions to be reviewed with the Business Agent. Permanent job openings between the posting of the schedule shall be posted. Job selection procedures shall be limited to three(3). Temporary vacancies will be bid on the thirty first (31st) day. The number of injury bid moves will be limited to one (1).
CSI	Local 025	Union	Article 14 Drivers	Addition of Martin Luther King Day. Full-time employees hired prior to August 1, 2023 - Personal Day.
CSI	Local 025	Union	Article 15 Drivers	Employees with five (5) years or more service shall be entitled to three (3) weeks' vacation with pay each year. Employees who have earned at least three (3) weeks vacation will have option of declaring that they want to split one (1) of the available weeks of vacation into five (5) single days.
CSI	Local 025	Union	Article 18 Clerical	Employees who have earned at least three (3) weeks vacation will have option of declaring that they want to split one (1) of the available weeks of vacation into five (5) single days.
CSI	Local 100	Union	LOU	Sub-contracting language from 407
CSI	Local 100	Union	Agreement	Address updates for CSI and Local 100
CSI	Local 100	Union	Article 5/ Section B	Added rough geographical area to bid
CSI	Local 162	Union	Cover page	Change dates of the contract
CSI	Local 162	Union	Article 2/Section 2	Work will be assigned to the bargaining unit if it can be performed at equal or lesser cost by the bargaining unit.
CSI	Local 162	Union	Article 5 Section 2	Two rest periods of 10 minutes each.
CSI	Local 162	Union	Article 11 Section 1	Change 15 to Full time drivers,
CSI	Local 162	Union	Article 18 Section 7	New language to match JC 37 HRA language
CSI	Local 162	Union	Article 21/Section 6	Remove employees who are serving 45 day eligibility period are not entitled to holiday pay for holidays falling within a probationary period.
CSI	Local 162	Union	Article 21/Section 7	Adding an employee who chooses to take time off as an optional personal holiday shall give 30 days notice to the employer. Employer shall maintain a calendar in an area easily accessible to the employees for personal review of the personal holidays.
CSI	Local 174	Union	Preamble	Change dates of contractual agreement
CSI	Local 174	Union	Article 3 Section 3.01 e	Work will be assigned to the bargaining unit if it can be performed at equal or lesser cost by the bargaining unit.
CSI	Local 174	Union	Article 4.10	Add route number, start time, general geographical area, classification, and days to be worked.
CSI	Local 174	Union	Article 11	Sick leave to match JC 28 language.
CSI	Local 174	Union	Article 19	Change male and female to all employees
CSI	Local 243-Detroit	Union	Article 4 Section B	Bids shall include start time, required classification, general route description
CSI	Local 243-Detroit	Union	Article 8 b	If a holiday occurs on an employee's scheduled day off, the employee has 30 calendar days to schedule an alternate day off.
CSI	Local 243-Detroit	Union	Article 9 H	Employees with 4 weeks or more vacation may split 2 weeks to individual days - requested 7 days in advance.
CSI	Local 243-Detroit	Union	Article 14 F	Update # of FT drivers from 18 to 22
CSI	Local 243-Detroit	Union	Article 18	The employer agrees to meet and discuss options of deducting cost of supplemental health care benefits sponsored by the union if they become available.
CSI	Local 413	Union	Discipline LOU	Add Local 413 to discipline language
CSI	Local 600-Central	Union	Article 25 Section 2 B	Added rough geographical area to bid
CSI	Local 600-Central	Union	Article 27 Section 1	Changed language to Company shall not discharge or suspend without just cause. Changed from 15 days to 10 days for letters and 12 to 9 months for discipline to remain in effect.
CSI	Local 600-Central	Union	Article 32	Vacations - maximum of 15% June-Aug. 10%.
CSI	Local 638-Minneapolis	Union	Agreement	Updated the addresses for CSI and Union
CSI	Local 638-Minneapolis	Union	Article 8 Section 1	change seniority from 60 to 30
CSI	Local 638-Minneapolis	Union	Article 12 Section 3	Change laid off from 12 to 24 before loss of seniority
CSI	Local 638-Minneapolis	Union	Article 19	Change language of warning letter from 10-9months
CSI	Local 986	Union	Article 3 Section 6	The company will respond to employee request for floating holiday within two days of request.
CSI	Local 986	Union	Article 4 Section 1	Driver and Freight handler vacation year shall be from Jan 1 to Dec 31.
CSI	Local 986	Union	Article 4 Section 8	Vacations - maximum of 12% Sept-Oct, 12% Nov-Dec, 15% Christmas week.
CSI	Local 986	Union	Article 4 Section 9	Employees with 5 weeks or more vacation may split 2 weeks to individual days - requested 5 days in advance.
CSI	Local 986	Union	Article 5 Section 9	Company will be in compliance with laws/regulations regarding discipline for use of earned sick leave credits from previous years.
CSI	Local 986	Union	Article 7 Section 1	Probation period will be 30 days for part-time employees.
CSI	Local 986	Union	Article 8 Section 1	An annual basin-wide bid for Driver/Dockworkers and Office/Clerical employees will be conducted once each year.
CSI	MSRA	Union	Cover page	Update the dates from 2018 and 2023 to 2023 and 2028
CSI	MSRA	Union	Article 7/Section 7	Union wants to add route number, coverage area, cover drivers to route bid posting. Add permanent start time changes of 1 or more hours will be subject to be bid by all employees. If no driver elects to fill the new start time, then the least senior driver must fill the opening.
CSI	MSRA	Company	Article 9/Section 4	Change correspondence of warning letters from fax to E-mail
CSI	MSRA	Union	Article 10/Section 1C	Warning notices add given in the presence of a Steward. Take out fax and add sending by certified mail.
CSI	MSRA	Union	Article 25 Section 2	Update the underlined "2"
CSI	MSRA	Union	Article 26	Take out Freight and replace with United Parcel Service agreement.
CSI	MSRA	Union	Article 35	Take out Freight and replace with United Parcel Service agreement. Want to use the Article 35 language in NMA, but keep No employee shall be subjected to random drug/alcohol testing unless required by law.
CSI	MSRA	Union	Article 37 /Section 5	Change maximum allowed off for vaction from 10% to 15%
CSI	MSRA	Company	Article 43/Section 6	Number of accident points will be sent by E-mail instead of by fax