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

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 42 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	
Newark	HWR-MDT (Sunday)
	HTX-OKC HTX (Sunday)
Bradley	
Poughkeepsie	
	POU-HWR-POU (Sunday)
Greensboro	
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)
	HCL-CAE CHS HCL (AM)
Charlotte	HCL-HCA-GSP-HCL
Charlotte	HCL-RDU-HCL (Sunday)
Milwaukee	
Milwaukee	MKE-HRF-MKE
Peoria	PIA-HCI-PIA (Sunday)
Peoria	• • • • • • • • • • • • • • • • • • • •
Detroit	-DTW-MP-ORD
Chicago	-ORD-MP-DTW

Cl-1	OPD MR CDF
Chicago	
Louisville	
Harrisburg	MDT-Williamsport P&D
1 (1) 1 (1)	THE COO HOLES
1. Charlotte	
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	<u>HTX – OKC - HTX</u>
14. Middletown	HWR – MDT (Sunday Only)
15. Middletown	MDT – HPH - MDT
16. <u>Middletown</u>	
17. Montgomery	POU – HWR - POU
18. Montgomery	POU – HWR - POU (Sunday Only)
19. <u>Newark</u>	EWR - PHL (Sunday Only)
20. Newark	EWR – PHL – EWR (AM)
21. Newark	HWR – HPH – PHL HWR (PM)
22. <u>Philadel</u> phia	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. Ontario	ONT – HLX – ONT (1)
44. Ontario	ONT – HLX – ONT (2)
45. San Diego	SAN – HON – SAN

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 <u>volunteer and</u> 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 <u>United Parcel Service</u> 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]

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:

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

[No Change]

[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

CSI Local D25 Union Article 7 Drivers specified to be included. Another of jobs bild, including core positions to be review to be founded. Number of jobs bild, including core positions to be review to be founded. Number of jobs bild, including core positions to be review to be founded. Job affection procedure shall be limited to the red Jo. Temporary visuance and the limited of the first price of the process	Conference	Supplement	Company / Union	Article / Section	ток
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Article 35 Drivery White pay each year. Employees with have earned at least three (3) weeks vacation of declaring that they want to spit one (1) of the available weeks of vacation (5) ingle days. CSI Local 100 Union LOU Subjects with have earned at least three (3) weeks vacation will have option of that they want to spit one (1) of the available weeks of vacation will have option of that they want to spit one (1) of the available weeks of vacation will have option of that they want to spit one (1) of the available weeks of vacation will have option of that they want to spit one (1) of the available weeks of vacation will have option of that they want to spit one (1) of the available weeks of vacation will have option of that they want to spit one (1) of the available weeks of vacation will have option of that they want to spit one (1) of the available weeks of vacation will have option of that they want to spit one (1) of the available weeks of vacation will have option of that they want to spit one (1) of the available weeks of vacation will have option of that they want to spit one (1) of the available weeks of vacation will have option of that they want to spit one (1) of the available weeks of vacation will have option of the vacation of the available weeks of vacation will have option of the vacation of the vacat	CSI	Local 025	Union	Article 14 Drivers	Addition of Martin Luther King Day. Full-time employees hired prior to August 1, 2023 - Personal Day.
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Vord walf be assigned to the bargaining unit if it can be performed at equal or less the bargaining unit if it can be perfor	CSI	Local 100	Union	Article 5/ Section B	Added rough geographical area to bid
CSI Local 162 Union Article 15 Section 3 (CSI) Local 174 Union Article 15 Section 16 Section 17 Section 18 Sectio	CSI	Local 162	Union	Cover page	Change dates of the contract
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CSI Local 174 Union Article 3 Section 3.01* CSI Local 174 Union Article 4.10 Article 4.10 Article 4.10 Article 4.10 Article 4.10 Article 1.174 Union Article 1.175 CSI Local 175 Union Article 1.175 CSI Local 176 Union Article 1.175 CSI Local 243-Detroit Union Article 1.175 CSI Local 243-Detroit Union Article 9.18 Article 8.18 Article 8.19 Article 9.18 Article 9.18 Article 9.19 CSI Local 243-Detroit Union Article 9.18 Article 9.18 Article 9.18 Article 9.18 Article 9.18 Article 9.18 CSI Local 243-Detroit Union Article 9.14 Article 9.18 CSI Local 243-Detroit Union Article 1.47 Article 1.47 Article 9.18 Article 9.	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
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