

**Ohio Rider to the  
Central Region  
and  
United Parcel Service  
Supplemental Agreement  
to the  
NATIONAL MASTER  
UNITED PARCEL SERVICE  
AGREEMENT**

**For The Period August 1, ~~2018~~ 2023  
through July 31, ~~2023~~ 2028**



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**Ohio Rider**  
**To the Central Region of Teamsters**  
**UPS**  
**Supplemental Agreement and**  
**National Master UPS**  
**Agreement**  
**August 1, ~~2018~~ 2023**  
**through July 31, ~~2023~~ 2028**

The following Articles and subsections of this Ohio State Rider shall supersede the corresponding Articles and subsections of the Supplemental Agreement and National Master Agreement.

**GRIEVANCES**

**Ohio State Committee**

No change

**VACATIONS**

No change.

**~~HOLIDAYS~~**

~~All new employees shall be entitled to the day after Thanksgiving holiday pay after having seniority one calendar year.~~

**DISCHARGE AND SUSPENSION**

(a). Article 17 of the Central Conference of Teamsters Supplemental Agreement shall apply.

(b). Any employee who fails to report to work for three (3) consecutive working days and does not properly notify the Company at the beginning of their starting time on the third (3) day will be considered

as having quit their job, unless it is proved by the employee that notification was beyond their control.

(c). All warning letters issued by the employer shall be deemed automatically protested by the Local Union on behalf of the employee. Warning letters will be held in abeyance until if and when any subsequent discipline is issued.

	Rate of Pay				
	<u>\$0.70</u>	<u>\$0.75</u>	<u>\$0.80</u>	<u>\$0.90</u>	<u>\$1.00</u>
	<u>\$2.75</u>	<u>\$0.75</u>	<u>\$0.75</u>	<u>\$1.00</u>	<u>\$2.25</u>
Classification	<u>8/1/1823</u>	<u>8/1/1924</u>	<u>8/1/2025</u>	<u>8/1/2126</u>	<u>8/1/2227</u>
Drivers	<u>\$36.99</u>	<u>\$37.74</u>	<u>\$38.54</u>	<u>\$39.44</u>	<u>\$40.44</u>
	<u>\$44.34</u>	<u>\$45.09</u>	<u>\$45.84</u>	<u>\$46.84</u>	<u>\$49.09</u>
T.T. Drivers	<u>\$37.09</u>	<u>\$37.84</u>	<u>\$38.64</u>	<u>\$39.54</u>	<u>\$40.54</u>
	<u>\$44.44</u>	<u>\$45.19</u>	<u>\$45.94</u>	<u>\$46.94</u>	<u>\$49.19</u>
T.T. Dbl Drivers	<u>\$37.54</u>	<u>\$38.29</u>	<u>\$39.09</u>	<u>\$39.99</u>	<u>\$40.99</u>
	<u>\$44.89</u>	<u>\$45.64</u>	<u>\$46.39</u>	<u>\$47.39</u>	<u>\$49.64</u>
T.T. Dbl 40-Train Drivers	<u>\$37.89</u>	<u>\$38.64</u>	<u>\$39.44</u>	<u>\$40.34</u>	<u>\$41.34</u>
	<u>\$45.24</u>	<u>\$45.99</u>	<u>\$46.74</u>	<u>\$47.74</u>	<u>\$49.99</u>
Preloaders	<u>\$35.60</u>	<u>\$36.35</u>	<u>\$37.15</u>	<u>\$38.05</u>	<u>\$39.05</u>
Sorters	<u>\$35.60</u>	<u>\$36.35</u>	<u>\$37.15</u>	<u>\$38.05</u>	<u>\$39.05</u>

All Other Full-Time Inside Employees except for those covered by Article 22, Section 3 of the National Master Agreement.

<u>8/1/1823</u>	<u>8/1/1924</u>	<u>8/1/2025</u>	<u>8/1/2126</u>	<u>8/1/2227</u>
<u>\$35.30</u>	<u>\$36.05</u>	<u>\$36.85</u>	<u>\$37.75</u>	<u>\$38.75</u>
<u>\$42.65</u>	<u>\$43.40</u>	<u>\$44.15</u>	<u>\$45.15</u>	<u>\$47.40</u>

Part-Time Inside Employees Hired Prior to  
7/02/82

<u>8/1/1823</u>	<u>8/1/1924</u>	<u>8/1/2025</u>	<u>8/1/2126</u>	<u>8/1/2227</u>
<u>\$35.30</u>	<u>\$36.05</u>	<u>\$36.85</u>	<u>\$37.75</u>	<u>\$38.75</u>
<u>\$45.84</u>	<u>\$46.59</u>	<u>\$47.34</u>	<u>\$48.34</u>	<u>\$50.59</u>

Full-Time employees hired after 8/1/97, in compliance with Article 22, Section 3, shall comply with the wages outlined in Article 41, Section 3.

### **Scat Trailer**

When an employee pulls a scat trailer, ~~he/she~~ they will be paid an additional ten cents (10 cents) per hour.

Part-time employees' wage schedule as contained in Article 22, Section 5 of the National Master Agreement.

Air employees' wage schedule as contained in Article 40 of the National Master Agreement.

Starting wages for full-time employees as contained in Article 41, Section 2 of the National Master Agreement.

Any employee receiving a "red-circled" rate of pay for a classification listed above shall maintain that rate of pay as long as the employee remains in the same job.

## **LOCAL 407**

The following shall apply exclusively to the Delivery Information Center (D.I.C.) in the Cleveland Office under the jurisdiction of IBT Local 407.

In addition to the current wage rate each employee shall receive the following hourly wage increase on the ~~the~~ effective date.

	<del>8/1/18</del> <u>23</u>	<del>8/1/19</del> <u>24</u>	<del>8/1/20</del> <u>25</u>	<del>8/1/21</del> <u>26</u>	<del>8/1/22</del> <u>27</u>
Group I Clerk Typist	<del>\$0.70</del> <u>\$2.75</u>	<del>\$0.75</del> <u>\$0.75</u>	<del>\$0.80</del> <u>\$0.75</u>	<del>\$0.90</del> <u>\$1.00</u>	<del>\$1.00</del> <u>\$2.25</u>
Group II Clerk	<del>\$0.70</del> <u>\$2.75</u>	<del>\$0.75</del> <u>\$0.75</u>	<del>\$0.80</del> <u>\$0.75</u>	<del>\$0.90</del> <u>\$1.00</u>	<del>\$1.00</del> <u>\$2.25</u>
Teletype Operator	<del>\$0.70</del> <u>\$2.75</u>	<del>\$0.75</del> <u>\$0.75</u>	<del>\$0.80</del> <u>\$0.75</u>	<del>\$0.90</del> <u>\$1.00</u>	<del>\$1.00</del> <u>\$2.25</u>
Group III Tracer	<del>\$0.70</del> <u>\$2.75</u>	<del>\$0.75</del> <u>\$0.75</u>	<del>\$0.80</del> <u>\$0.75</u>	<del>\$0.90</del> <u>\$1.00</u>	<del>\$1.00</del> <u>\$2.25</u>

The “red-circled” rates shall be in accordance with the National Master Agreement.

The Cleveland Local 407 D.I.C. shall be regarded as a separate center in a separate building and shall be governed by the seniority provision described in the Area Agreement.

In cases where the Union alleges excessive discipline notices are being administered to employees, the Union, District Operations Manager, or designee, and District Labor Manager will meet to discuss the matter.

## **OHIO CONFERENCE OF TEAMSTERS**

**Patrick Darrow, Union Chair**

**Carl Snodgrass Co - Chair**

**Paul Wojnar Co – Chair**

**Mark Bresky**

**Tom Croft**

**Bill Davis**

**Kenny Howard**

**Brandon Jackenheimer**

**Rich Sandberg**

**Mark Schmiehausen**

**Scott Wilson**

**John Browning—Rank & File**

**Jim Zolciak—Rank & File**

**UPS**  
**Frank Williams, Company Chair**  
**Tracy Brown**  
**Leslie Gleue**  
**Scott Galchick**  
**Matt Faulstick**  
**Matt Richter**

### **Letter of Understanding**

No change.

**For the Company**

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**Frank Williams**  
**Region Coordinator**

**For the Union**

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**Pat Darrow**  
**Chairman**