

STANDARD FORWARDING FREIGHT LLC

OFFICE CLERICAL SUPPLEMENTAL CONTRACT ADDENDUM



EFFECTIVE UPON ACQUISITION
THROUGH NOVEMBER 1, 2029

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**STANDARD FORWARDING FREIGHT, LLC
OFFICE CLERICAL SUPPLEMENTAL ADDENDUM**

FOR THE PERIOD OF First day of operation THROUGH NOVEMBER 1, 2029

The parties agree to be bound by all the terms and conditions of the Standard Forwarding Freight LLC Master Freight Agreement except for the modifications hereinafter provided in this agreement.

ARTICLE 1

SCOPE OF AGREEMENT

The execution of this Agreement on the part of the Employer shall cover all office and clerical employees, excluding customer service personnel (dispatch assistants), payroll, log techs, accounts payable, confidential employees and other salaried, supervisory, administrative and professional employees. The aforesaid exclusions shall be governed by the same duties commonly and regularly performed by employees and shall not depend upon mere title.

ARTICLE 2

SENIORITY AND JOB BIDDING

SECTION 1

Seniority for office clerical employees shall be separate and distinct from any other group within the company. Scheduling of work shall be according to seniority, capability and job bidding agreement. All overtime hours shall be assigned first to the employee, who normally performs the work, then by seniority and qualifications.

SECTION 2

When a regular position becomes vacant or a new one is created, it shall be posted for a period of three (3) days. Employees on the seniority roster shall have the right to bid for such vacant or new position in accordance with their seniority. All starting times and positions shall be posted for bid once a year before April 1st.

SECTION 3

When a position is abolished or a reduction in the force occurs, the displaced employees shall have the right to take any position held by an employee with lesser seniority, provided such employee makes application to do so within three (3) days and is qualified to hold such position.

SECTION 4

An employee who successfully bids a posted position shall have thirty (30) working days in which to qualify. If the employee is disqualified by the Company after thirty (30) days, or if the employee is dissatisfied with his/her new position within thirty (30) days, he/she may return to their old job. After the expiration of the bidding period specified herein, a notice shall be placed on the bulletin board giving the name of the Successful bidder. The appointment will be effective not later than two (2) weeks from the date the bidding closes, or on the first day the position is actually vacant, whichever comes later.

ARTICLE 3 SUBCONTRACTING

For the purpose of preserving work and job opportunities for the employees covered by this Agreement, the employer agrees that no work or service presently performed or hereafter permanently assigned to the collective bargaining unit will be subcontracted for the purpose of evading this Agreement.

ARTICLE 4

WAGES WORKDAY AND WORKWEEK

SECTION 1

Work shall be scheduled for 5 consecutive days, Sunday through Thursday, Monday through Friday, or Tuesday through Saturday. All regular full-time employees shall be guaranteed forty (40) hours of straight time each workweek.

SECTION 2

All regular full-time employees covered by this Agreement who report for work shall be guaranteed not less than eight (8) hours of work or its equivalent in pay on any one day.

SECTION 3

All hours worked in excess of eight (8) hours per day and or forty (40) hours in any one (1) week shall be paid at the rate of time and one (1 ½) the regular hourly rate
Overtime shall not be pyramided.

SECTION 4

A regular full-time shall forfeit his/her daily or weekly guarantee in any week in which he/she is absent for all or any part of a regularly scheduled workday either resulting from his/her own initiative or discharge for cause; however, such an employee shall not forfeit his/her daily guarantee on the same day an injury is incurred on the job.

SECTION 5

Daily overtime, Sunday or Holiday work shall not be used to offset the weekly guarantee of hours.

SECTION 6

All employees shall take a minimum of thirty (30) minutes and a maximum one (1) hour without pay for a meal period between the 4th and 6th hour after their starting time.

SECTION 7

Forced overtime shall be announced at least one (1) hour before the end of the shift.

ARTICLE 5

OFFICE JOB CLASSIFICATION

Current clerical jobs and duties are as follows but not limited to: Accounts Receivable, OS&D Clerk, Tracing Clerk, Billing and Manifest Clerk, Mail or Filing Clerk, & Receptionist.

It is agreed that the employer shall not be obligated to fill each of the jobs herein before provided and the persons now employed performing within any or all of said jobs shall continue to perform the same work as performed prior to the execution of this Agreement.

ARTICLE 6 SCALE OF WAGES

EFFECTIVE	11/1/2024	11/1/2025	11/1/2026	11/1/2027	11/1/2028
	\$26.8600	\$29.2200	\$31.7200	\$32.4700	\$33.4700

ARTICLE 7. REST PERIOD

There shall be one (1) rest period within the first four (4) hours of each workday of not more than fifteen (15) minute duration and there shall be one (1) rest period within the second four (4) hours of each workday of not more than fifteen (15) minute duration.

ARTICLE 8. HOLIDAYS

All regular employees shall receive eight (8) hours pay for each of the following holidays not worked:

- | | |
|------------------------|----------------------------|
| New Year’s Day | Thanksgiving Day |
| Martin Luther King Day | The Day after Thanksgiving |
| Memorial Day | Christmas Eve Day |
| Independence Day | Christmas Day |
| Labor Day | |

ARTICLE 9.

HEALTH AND WELFARE BENEFITS (Weekly Rates)

The employer agrees to pay TEAMCARE M-9 contributions (including R-4 retiree coverage) to the Central States Health and Welfare Fund for the full term of the agreement. Health and Welfare rates will be as established by the fund Trustees so as to maintain existing benefits and coverage levels as follows:

Effective 11/1/2024	\$479.60
Effective 11/1/2025	\$479.60
Effective 11/1/2026	\$498.80 (not to exceed)
Effective 11/1/2027	TBD by Fund Trustees
Effective 11/1/2028	TBD by Fund Trustees

ARTICLE 10.

PENSION

Effective on the date of the beginning of operations and for the duration of the Agreement the Employer shall contribute to the Central States, Southeast and Southwest Areas Hybrid Pension Fund the sum of fifty-one dollars and fifty cents (\$51.50) per day or tour of duty either worked or

compensated, to a maximum of two hundred fifty-seven dollars (\$257.50) per week, for each regular employee covered by the Agreement who has been on the payroll forty-five (45) days or more. The daily pension rates that have been scheduled are:

ARTICLE 11.

401(K)

Employer will make available to regular seniority employees a 401(k) Tax Deferred Savings Plan. (No matching Employer contributions) The Employer agrees to pay any administrative costs of the Plan During the term of this Agreement, employees will have the option, on an individual basis, to transfer from the Standard Forwarding LLC 401(k) plan to the Teamsters-National 401 (k) Savings Plan.

ARTICLE 12. TRANSFERABILITY

SECTION 1

The Employer agrees to honor Article 8 Section 6 of the M.F.A. for all office clerical employees.

ARTICLE 13. SICK LEAVE

Effective November 1, 2024 and thereafter, the Employer shall provide for a minimum of five (5) days or forty (40) hours of sick leave per contract year. Effective November 1, 2027, the Employer shall provide a minimum of seven (7) days or fifty-six (56) hours of sick leave per contract year.

ARTICLE 14. PREGNANCY

A female employee shall be granted a maternity leave of absence at such time as her medical doctor certifies in writing to the Employer that such leave is necessary. Such leave shall count as weeks of leave under the Family Medical Leave Act, if applicable, and shall not exceed the 12 weeks allowed under that act unless medical evidence is provided that she cannot perform the full range of regular job duties.

If not covered under FMLA, 12 weeks' maximum will be allowed unless medical evidence is provided that she cannot perform the full range of regular job duties.

ARTICLE 15.

NEW HIRE WAGE PROGRESSION

The probationary period for new hires will be ninety (90) days. Once a new hire has completed ninety (90) day probationary period, Health & Welfare and Pension payments will be made after the thirtieth (30th) day of such probationary period. All new hires will be required to meet the minimum requirements of billing/rate clerk.

All Clerical shall receive the following rates of pay:

Effective first day of employment: 90% of the current driver rate

Effective first day of employment plus 3 years: 100% of the current driver rate

Any Employees in wage progression at the time of contract ratification will be moved to full scale.

ARTICLE 16. VACATION

Vacation paid under the following schedule:

One year of employment	One Week
Two years or more	Two Weeks
Eight years or more	Three Weeks
Fifteen years or more	Four Weeks
Twenty years or more	Five Weeks
Thirty years or more	Six Weeks

Full pay shall mean forty-five (45) hours of straight-time pay per week. There shall be no forfeiture of any vacation entitlement Which was fully earned and accrued prior to March 6, 2015. A minimum of twelve percent (12%) of the total number of the active employees shall be permitted to go on vacation on anyone (1) day as provided in the M.F.A. All weeks' of vacation may be taken one (1) day at a time. The employer will send an annual report to the employee's home verifying vacation accrued.

If possible and at the Companies' discretion, they will allow days above the twelve percent (12%) to be taken. This will be done without setting precedent.

At the employee's request, and on a voluntary basis only, the employee will have the sole option to receive compensation for all earned vacation that he or she is eligible for (applies to full vacation weeks only).

ARTICLE 17. OTHER

A. Article 19 of the MFA applies with the exception that no glass bulletin boards will be mandated.

B. Article 14, Section 3 MFA shall read:

The employer will provide a weekend emergency phone number for any employee that has an undisputed pay claim concerning the established state workers' compensation amount required by law. The Employer's workers' compensation manager will have authority to make immediate payment Monday through Friday during normal business hours. The pay shortage will be reconciled by direct deposit or alternative method of payment within twenty-four (24) hours of the call or on Tuesday if the call takes place on the weekend. If the disputed pay is not received within this time frame, an eight (8) hour penalty will be paid to the employee for every day until the pay is received.

C. Article 33, Section 4 NMFA – COLA applies to this Supplement.

D. Article 39 Discharge or Suspension:
The Employer shall be allowed to send disciplinary letters to the employees by either emailing it or having the employees' sign for the notice with a steward present.

ARTICLE 18. TERMINATION CLAUSE

The termination of this Addendum is subject to and controlled by all of the provisions of the Duration Article of the Master Freight Agreement between the parties hereto.

ARTICLE 19. DURATION

This Agreement shall be in full force and effect on first day of acquisition and expires on November 1, 2029.

IN WITNESS WHEREOF, the undersigned duly executes the Master Freight Agreement and Supplemental Agreement set forth herein.

TEAMSTERS NATIONAL STANDARD FORWARDING
NEGOTIATING COMMITTEE

Sean M. O'Brien, Chairman
John A. Murphy, Co-Chairman

Bob Warnock, LU 364
Bill Wedebrand, LU 120

Mike Gerads, City Driver, LU 120
John Kunze, City Driver, LU 200

David O'Brien Suetholz, General Counsel, IBT
Ed Gleason, IBT Outside Counsel

Standard Forwarding NATIONAL
NEGOTIATING COMMITTEE

Sarah Amico, Chairman
Terry Brennan, Co-Chairman

Dan Thomas
Tim Haitz

Tim McKinstry