

**STANDARD FORWARDING FREIGHT LLC
MECHANICS' MAINTENANCE SUPPLEMENTAL
CONTRACT ADDENDUM**



**EFFECTIVE UPON ACQUISITION
THROUGH NOVEMBER 1, 2029**

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STANDARD FORWARDING FREIGHT LLC

**MECHANICS' MAINTENANCE
SUPPLEMENTAL CONTRACT ADDENDUM**

FOR THE PERIOD First day of Acquisition 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 Addendum.

ARTICLE 1. SCOPE OF AGREEMENT

The execution of this Agreement on the part of the Employer shall cover all Mechanic and Maintenance employees, excluding, salaried, supervisory, administrative employees.

ARTICLE 2. SENIORITY AND BIDDING

SECTION 1

Seniority for those employees working under the Mechanics and Maintenance Supplement Contract Addendum, shall be one board separate and distinct from any other group working with the Company. Scheduling of work must be according to seniority and capability.

SECTION 2

Bidding will be by classification. No crossover will be allowed without proof of qualification and or capability on the new classification and with Management approval. No current people as of the ratification date of this agreement would see any negative impact in regards to compensation.

SECTION 3

The company will bid semiannually each year, once on January 1st and again on July 1st.

ARTICLE 3. JOB CLASSIFICATION

SECTION 1

All parties agree to the attached classification language.

SECTION 2

It is agreed between the Union and the Company that a leadsman's' position will include the general control and supervision of the work. However, it is also agreed that a leadman will not have any authority or responsibilities in disciplining any of the employees.

ARTICLE 4. WAGE SCALES

LEADMAN

EFFECTIVE	11/1/2024	11/1/2025	11/1/2026	11/1/2027	11/1/2028
	\$ 30.68	\$ 33.04	\$ 35.54	\$ 36.29	\$ 37.29

MASTER TECHNICIAN

EFFECTIVE	11/1/2024	11/1/2025	11/1/2026	11/1/2027	11/1/2028
	\$ 29.43	\$ 31.79	\$ 34.29	\$ 35.04	\$ 36.04

TECHNICIAN

EFFECTIVE	11/1/2024	11/1/2025	11/1/2026	11/1/2027	11/1/2028
	\$ 26.30	\$ 28.66	\$ 31.16	\$ 31.91	\$ 32.91

SHIFT PREMIUM

There will be a shift premium of \$.50/hour over the current rate for the 2nd and 3rd shift start times.

Effective upon ratification of this agreement, all mechanics hired on or after ratification shall receive the following hourly rates of pay.

- A. Effective first day of employment - 95% of the current rate.
- B. Effective first day of employment plus 2 years - 100% of the current rate.

ARTICLE 5. CLOTHING & TOOLS

SECTION 1

All parties have agreed to the attached basic tool list requirements.

SECTION 2

The Employer shall furnish and maintain the following:

- (a) Rain gear for outside employees, same conditions as provided for by the Local Cartage Contract.
- (b) Adequate supply of shop towels.
- (c) Fire and theft insurance for employees' tools in the event of a proven loss by fire or in the event of theft by proven forcible entry into the Company premises. The declared value shall be the actual value, not to exceed a maximum of fifteen thousand dollars (\$15,000). It is also understood that each employee must submit an inventory of tools fifteen (15) days after ratification of the agreement, and every (six) 6 months thereafter at bid time.
- (d) Company will provide communication phones to all mechanic employees required to go out on service calls or parts runs.

SECTION 3

The Employer agrees to provide uniforms to the mechanics at no charge to the employee. It is agreed to that pants, shirts and jacket will be encompassed as part of the uniform.

ARTICLE 6.

SECTION 1 SUBCONTRACTING

For preserving work and job opportunities for the employees covered by this agreement. The Employer agrees that no work or services presently performed or hereafter assigned to the collective bargaining unit will be subcontracted for the purpose of evading this agreement.

SECTION 2 NEW OR LEASED EQUIPMENT

Nothing in this agreement shall prohibit the employer from taking advantage of manufacturer of lease provider warranty's or adjustment on equipment, or from having work performed at points enroute as needed. The employer shall not be required to perform the type of work in its shop which has not been performed in the past by its shop employees. Any warranty or extended service policy, purchased in excess of the standard furnished by the manufacturer or lease provider shall be performed by the manufacturer or lease provider. All proof of equipment warranty will be provided to the union when requested by the local union

or steward.

ARTICLE 7. 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 week shall be paid at the rate of time and one half (1 ½) the regular hourly rate.

ARTICLE 8. TRANSFERABILITY

SECTION 1

Qualified mechanics who have been on letter of layoff in E Moline, IL, for more than (30) thirty days shall be given the opportunity to relocate to a permanent position (prior to the employment of new hires), occurring at domiciles of the Employer who has union mechanics. The employee must notify the employer and local union in writing of their interest in a relocation opportunity. The offer of relocation will be made in order of applicable seniority of the laid off employees at E Moline, IL. The employer shall be required to make additional offers of relocation to an employee who has previously rejected a relocation opportunity provided the employee again notifies the employer of their continued interest in additional relocation opportunities. However, the employer will only be required to make one relocation offer in any six (6) calendar month period. Any employee accepting such offer shall be paid at the employee's applicable rate of pay and shall be placed at the bottom of the seniority board for bidding and layoff purposes but shall retain company seniority for fringe benefits only. A relocating employee shall pay their own moving expenses and shall, upon reporting to such new domicile, be deemed to have relinquished their right to return with seniority to the domicile from which they relocated.

SECTION 2

The employer agrees to maintain the wages and benefits negotiated in this contract for any employee taking a transfer to a non-union terminal for the duration of this contract.

ARTICLE 9. VACATIONS

One year 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.

A minimum of twelve percent (12%) of the total number of the active employees shall be permitted to go on vacation on any one (1) day as provided in the NMFA. Two weeks' vacation may be taken one (1) day at a time, per the NMFA. The employer will send an annual report to the employee's home verifying vacation accrued.

At the employees' request, and on a voluntary basis only, the employee shall 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 10. 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 11. 401 (K)

Company 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 previous Standard Forwarding LLC 401(K) Plan to the Teamsters National 401(K) Savings Plan.

ARTICLE 12. HOLIDAYS

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

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

ARTICLE 13. 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 14. 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.

ARTICLE 15. PROGRESSION CLAUSE

Company reserves the right to bump the progression in any group at their discretion without affecting the other groups.

ARTICLE 16. OTHER

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

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

ARTICLE 17. PROBATIONARY EMPLOYEES'

The parties agree the probationary period for new hires will be forty-five (45) days effective at ratification of the agreement. Under no circumstances shall any extension of the probationary period cause any employee to lose benefits that she/he would be otherwise able to enjoy under the previous probationary period.

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 National Master Freight Agreement between the parties hereto.

ARTICLE 19. DURATION

This agreement shall be in full force and effect on upon first day of operation and expire on November 1, 2029.

**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 FREIGHT NATIONAL
NEGOTIATING COMMITTEE**

Sarah Amico, Chairman
Terry Brennan, Co-Chairman

Dan Thomas
Tim Haitz

Tim McKinstry

Job Descriptions

Leadman:

It is agreed between the Union and the Company that a leadmans position will includethe general control and supervision of normal day to day work. However, it is also agreed that a leadman will not have any authority or responsibility in disciplining any employees. But when the manager in not present the leadman will be required to make sure all safety sensitive repairs (396.17 to 396.23) are performed correctly and completed fully before returning these assets to service. Each leadman will be responsible: for all paperwork to be completed by each technician at the end of each shift with labor hours and parts displayed legible for management to process into the shop maintenance system, conducting training activities for subordinates and DVIR reconciliation. Leadmen (Exclude Trailer Lead) during every shift must have a CDL license so that he can perform test drives of all equipment.

Master Technician:

Tractor technicians shall be able to diagnose and repair/overhaul vehicle deficiencies on all tractor, trailer and forklifts (Electronics/ECM/ECU, Engine, Transmission, Brakes,Emission Systems, Axles, Tire & Rim, Frame, wiring and Body/Body Systems).

Master/Diesel Technicians will perform all preventive maintenance inspections on all Standard Forwarding Freight equipment. They will determine vehicle condition by conducting inspections and diagnostic tests; identifying worn and damaged parts. All master technicians will be able to comply with federal and state vehicle requirements by testing engine, safety, and combustion control standards.

Master Technicians will also have to use diagnostic laptop computers and diagnosticsto analyze on-board computers and other systems.

Routine servicing and overhauling of all large and small diesel/propane engines. Maintaining records of servicing and asset repairs.

Leading a team of subordinates and delegating work if leadman is not available. Conducting training activities for subordinates.

Proficient in the use of all testing and repair tools.

Maintain forklifts and make repairs as needed areas such as: Drives and motors, servodrives, electronic instrumentation, discrete logic controls as well as hydraulic and pneumatic controls.

Technician:

Diesel Technicians shall be able to diagnose power equipment and perform PM (Preventive Maintenance) inspections and repair/replace defects found during these inspections ie: R&R starters, batteries, brake shoe/disk assemblies, tires, engine accessories, 5th wheel assemblies, frame parts and other components found on Standard Forwarding Freight equipment.

Technicians shall be able to diagnose issues with trailers and must be able to repair issues found during PM (Preventive Maintenance) inspections on Tractors, Trailers and Forklifts i.e.: R&R starters, batteries, brake shoe/disk assemblies, tires, engine accessories, 5th wheel assemblies, frame parts and other components found on Standard Forwarding Freight equipment.

Technicians will work in needed areas as assigned by leadman and/or managers at Standard Forwarding Freight.

This position will be broke down into 3 areas: Trailer repair, Tire repair & Technician helper/safety-check lane.

All technicians must update their job knowledge by participating in educational opportunities; reading technical and regulation publications. This will enhance maintenance department and the organizations reputation by accepting ownership for accomplishing new and different requests; exploring opportunities to add value to job accomplishments.

It is agreed that all technician employees must be able to work in all lower group areas when needed as determined by managers at Standard Forwarding Freight. Any changes in group assignments will adhere to seniority rules. All job descriptions can be modified because of technology changes and Standard Forwarding Freight needs at each location. All technicians must be able to complete handwritten work orders at the end of each shift.

Training for Technicians:

Basic Electrical Theory and Diagnostics

Advanced Computer/ECU Electronic & Multi-Plexing/Electrical System Training
Air Brake & Ant-lock Brake Systems

Drive Train/Clutch & Suspension PM Training/Inspection Training
Air Conditioning
Advanced Engine Training both Systems/Diagnostics & Overhaul

The employer agrees to provide ongoing formal classroom and on the job training. If any technician does not retain a passing grade for any OEM paid training. Standard Forwarding Freight managers have the right to pull said technician out of the designated training. Such training shall be determined on a need basis as determined by management of Standard Forwarding Freight and must fall within

an annual training budget. Standard Forwarding Freight shall appraise the training needs within set budget.

Tool List Basic Required Items:

- Set of jumper wires with alligator clips for electrical troubleshooting
- 1/4" drive socket set, standard depth with sockets up to 1/2". Include ratchet, breakerbar and extensions
- 1/4" drive socket set, standard depth, up to 13mm
- 3/8" drive sockets, 6 or 12 pt., standard depth, 3/8 to 3/4"
- 3/8" drive sockets, 6 or 12 pt., standard depth, 10 to 19mm
- 3/8" drive ratchet, breaker bar, and extensions (number and lengths optional), universal joint
- 1/2" drive sockets, 6 or 12 pt., standard depth, 7/16 to 1-1/8"
- 1/2" drive sockets, 6 or 12 pt., standard depth, 12 to 30 mm
- 1/2" drive ratchet, breaker bar, and extensions (number and lengths optional), universal joint
- 3/8" drive sockets, 6 or 12 pt., deep, 3/8 to 3/4"
- 1/2" drive sockets, 6 or 12 pt., deep, 7/16 to 1-1/8"
- 3/8" drive torque wrench, approx. 100-600 inch-pounds
- 1/2" drive torque wrench, approx. 50-250 foot-pounds
- Adapter, 3/4" male to 1/2" female, for adjusting wheel bearings
- Combination wrenches, 3/8 to 1-1/8"
- Combination wrenches, 8 to 24 mm
- Adjustable wrenches (e.g. Crescent), optional sizes (6 to 24"), must have at least one 12"
- Assorted screwdrivers, both flat and phillips tip, student choice
- Torx drivers
- Gasket scraper, hand powered
- Battery service tools (post scrapers, pliers, and pullers)
- Assorted pliers, minimum of one slip jaw and one side cutters
- Needle nose pliers
- Locking pliers (e.g. Vise Grips & 8482) minimum of two standard sizes
- Assortment of snap ring pliers, for both internal and external snap rings
- Minimum 20' tape measure, English/Metric preferred
- Hacksaw
 - Flashlight
- Telescoping mirror
- Telescoping magnet
- Ball peen hammers, 8 to 32 oz., tech choice
- Punch and chisel set; including tapered, pin, and cold chisels; assorted sizes
- Set of round and flat files
- Set of heel or pry bars (tapered tip)
- English and Metric thread pitch gauges / feeler gauges
- 0-6" dial or digital calipers with depth attachment
- Hex wrenches, assorted standard and metric sizes, either fold up or ratchet drive

type 1/4 to 1-1/8" and metric 8mm to 24mm

- Wire strippers and crimping tools
- Air blowgun
- Tool storage unit/box of sufficient capacity to hold all tools above
- Flare nut wrenches to 3/4" and 18mm metric
- Crowsfoot wrenches, both standard (to 1") and flare nut (to 3/4")
- Dead blow hammer(s), soft face, minimum 16 oz.
- Prybars, rolling head on one end, tapered tip on the other
- Standard "flat" prybars
- 3/8" drive impact sockets to 15/16"
- 1/2" drive impact sockets to 1-1/8"
- Stud extractors
- O-ring picks
- Gasket scraper, hand or air powered
- Battery service tools (post scrapers, pliers, and pullers)
- Socket drive adaptors (e.g. 1/4 to 3/8 to 1/2, etc.)
- Angle head & open-end wrenches 1/4 to 1-1/8" English & 8mm to 24mm metric