

SUMMARY OF TENTATIVE

NATIONAL DHL GATEWAY

OPERATIONAL SUPPLEMENT



- *The parties reserve the right to correct inadvertent errors and omissions*
- *Additions and new language are underlined and bold*
- *Deletions are struckthrough*
- *Where no reference is made to a specific Article or Section, thereof, such Article and Section are to continue as in the current Agreement or Supplement, as applied and interpreted during the life of such Agreement.*

SUMMARY OF TENTATIVE GATEWAY OPERATIONAL SUPPLEMENT

**For the Period of
April 1, ~~2022~~2026 Through March 31, ~~2026~~2030**

GATEWAY OPERATIONAL SUPPLEMENT

NO CHANGE

ARTICLE 1. DEPARTMENTAL STRUCTURE

NO CHANGE

ARTICLE 2. PROBATIONARY EMPLOYEES

NO CHANGE

ARTICLE 3. STEWARDS

Section 1. Stewards

NO CHANGE

ARTICLE 4. LEAD PERSONNEL

NO CHANGE

ARTICLE 5. USE OF AND PERFORMANCE OF BARGAINING UNIT WORK BY PERSONNEL OTHER THAN REGULAR EMPLOYEES

Section 1. Unit Work

NO CHANGE

Section 2. Subcontracting and Temporary Workers

NO CHANGE

ARTICLE 6. MANAGEMENT RIGHTS

NO CHANGE

ARTICLE 7. SENIORITY

Section 1. Posting Seniority List

NO CHANGE

Section 2. Employee Address and Phone Number

NO CHANGE

Section 3. Loss of Seniority Termination of Employment

NO CHANGE

ARTICLE 8. DISCIPLINE AND DISCHARGE

NO CHANGE, EXCEPT AS FOLLOWS:

The Employer shall not discharge, suspend or take any other disciplinary action against any non-probationary employee without just cause. With respect to discharge or suspension without pay, the Employer shall give at least one (1) warning notice to the employee in writing by personal delivery and/or certified mail with a copy of same to the Union. It is recognized that certain serious or multiple acts of misconduct may result in immediate termination, including but not limited to:

- dishonesty;
- theft;
- use or possession of weapons on Company property or while on duty;
- possession, using or being under the influence of alcoholic beverages, narcotics or other drugs while on duty (including while on lunch break);
- failure to submit to a sobriety/drug test in accordance with the substance abuse testing provisions of this Agreement, upon request, if the employee appears to be under such influence, or tampering with such testing procedures;
- carrying or permitting the carrying of drugs or narcotics on the employee's person or equipment that is prohibited by local, state or federal law;
- a serious preventable accident while on duty caused by the employee's **gross** negligence;
- the carrying of unauthorized passengers on Company vehicles/equipment;
- the failure to report an accident of which the employee was aware;
- violation of the no-strike provisions of this Agreement;
- committing any error in the weight and balance and/or load verification process, discovered after an aircraft has taken off;
- falsification of Company documents;
- malicious tampering with the Employer's or co-worker's property;
- willful damage or destruction of Company property or equipment;
- engaging in physical violence while on Company property or on duty, except in justifiable self-defense;
- gross insubordination;
- sleeping on the job;
- recklessness while on duty;

- being convicted of a felony;

ARTICLE 9. SCOPE OF BARGAINING

NO CHANGE, EXCEPT AS FOLLOWS:

A. The Employer and the Union acknowledge that during the negotiations which resulted in this Agreement, each party had and exercised the unlimited right and opportunity to make demands and proposals with respect to any and all lawful and proper subjects of collective bargaining. ~~This Agreement fully and completely incorporates all such understandings and agreements between the parties and supersedes all prior agreements, understandings and past practices, oral or written, express or implied. Accordingly, this Agreement (together with the National Agreement and any Local Rider) alone shall govern the entire relationship between the parties and shall be the sole source of any and all rights which may be asserted in arbitration hereunder or otherwise with regard to employees covered by this operational supplement.~~

***NEW ARTICLE* ARTICLE 10. MAINTENANCE OF STANDARDS**

Section 1. Definitions

The Employer agrees, subject to the following provisions, that all conditions of employment in his/her individual operation relating to wages, hours of work, overtime differentials and general working conditions shall be maintained at not less than the highest standards in effect at the time of the signing of this Agreement except as specifically limited elsewhere in this Agreement, and the conditions of employment shall be improved whenever specific provisions for improvement are made elsewhere in this Agreement.

Section 2. Local Standards

The Local Unions shall within one hundred eighty (180) days following ratification of this Agreement, identify and reduce to writing, and submit to the appropriate Regional Joint Grievance Committee, those specific local standards and conditions practiced under this Article. Such standards and conditions when submitted in accordance with this Section shall be currently dated. Those specific local standards and conditions previously practiced hereunder which are not so submitted shall be deemed to have expired. The appropriate Regional Joint Grievance Committee shall provide to the parties the opportunity to present their views and shall determine the disposition of the submitted local standards and conditions. Failing such determination, the submitted local standards and conditions may be appealed through the remainder of the Grievance Procedure beyond the Regional Joint Grievance Committees to see if the standard exists.

ARTICLE 10~~1~~. UNIFORMS

The Company has the right to establish and maintain reasonable standards for wearing apparel and personal grooming. Socks and appropriate footwear must be worn at all times.

If any employee is required to wear a uniform as a condition of his/her employment, such uniform shall be furnished by the Company at no cost to the employee and at the standard required by the

Company. Any required uniform shall be provided in sufficient number for a full work week, allowing for a daily change of uniform pants/shorts and shirt. Newly issued The uniforms will have the Teamster emblem applied to the left sleeve. ~~within six months of the new contract ratification date.~~

ARTICLE 142. WAGES

The wage progression and wage increases set forth in the revised applicable Local Riders will apply. Overtime: Employees shall receive double time (2x) for all hours worked over 12 in one day.

ARTICLE 3. STEWARDS

Section 1. Stewards

T/A ON 3.27.2026 NO CHANGE

ARTICLE 4. LEAD PERSONNEL

T/A ON 3.27.2026 NO CHANGE

A. The Employer may, in its sole discretion, select a unit employee(s) to serve in a lead capacity, as hereinafter defined, in any of the classifications and/or departments covered by this Agreement in accordance with the operational needs of the business.

B. The number of unit individuals selected to serve in a lead capacity, if any; the specific unit classifications and/or departments in which such lead personnel may be selected to serve; and the selection process and criteria utilized in that regard, as well as the actual duration of the lead assignment (i.e., 1 or more days, weeks or months or combination thereof), shall be vested solely and exclusively with the Employer. Any and all disagreements between the parties with respect to the foregoing shall not be subject to Article 7 (Grievance and Arbitration Procedure) of the National Agreement, and the Union may not take any action in connection therewith in violation of Article 7, Section 9 (No Strike) of the National Agreement.

C. Lead personnel, if any, shall serve at the behest of management in a non-supervisory capacity only. As such, they shall act under and pursuant to supervisory direction and written operational policies, and provide assistance to a supervisor in the routine preparation of reports, training and direction of fellow unit employees in the proper performance of their work duties, and other duties as assigned. Leads may not discipline employees under the discipline provisions of the Agreement, and may not, under any circumstances, countermand an instruction or direction issued by management/supervision.

ARTICLE 5. USE OF AND PERFORMANCE OF BARGAINING UNIT WORK BY PERSONNEL OTHER THAN REGULAR EMPLOYEES

Section 1. Unit Work

T/A ON 3.27.2026 NO CHANGE

A. As used herein and elsewhere in this Operational Supplement, the generic term “unit work” refers to the specific work duties, functions and responsibilities regularly and customarily performed on behalf of the Employer by employees within the classifications and departments covered by this Operational Supplement.

B. In this regard, it is expressly understood and agreed that employees may be directed to, and they shall, perform any unit tasks of any and all covered classifications and departments hereunder for which the Employer deems them qualified.

C. Although as a general rule unit work, as defined herein, shall continue to be performed primarily by employees covered by this Agreement, non-unit personnel (i.e., those not covered by this Agreement) may perform such unit work under the circumstances and conditions set forth in Local Riders.

D. Moreover, the training of unit employees in the proper performance of their job functions, duties and responsibilities, shall not constitute or, in any way, be deemed to constitute bargaining unit work.

Section 2. Subcontracting and Temporary Workers

T/A ON 3.27.2026 NO CHANGE

ARTICLE 6. MANAGEMENT RIGHTS

T/A ON 3.27.2026 NO CHANGE

ARTICLE 7. SENIORITY

Section 1. Posting Seniority List

T/A ON 3.27.2026 NO CHANGE

Section 2. Employee Address and Phone Number

T/A ON 3.27.2026 NO CHANGE

Section 3. Loss of Seniority Termination of Employment

T/A ON 3.27.2026 NO CHANGE

ARTICLE 8. DISCIPLINE AND DISCHARGE

T/A ON 3.27.2026 AS FOLLOWS:

The Employer shall not discharge, suspend or take any other disciplinary action against any non-probationary employee without just cause. With respect to discharge or suspension without pay, the Employer shall give at least one (1) warning notice to the employee in writing by personal delivery and/or certified mail with a copy of same to the Union. It is recognized that certain serious or multiple acts of misconduct may result in immediate termination, including but not limited to:

- dishonesty;

If any employee is required to wear a uniform as a condition of his/her employment, such uniform shall be furnished by the Company at no cost to the employee and at the standard required by the Company. Any required uniform shall be provided in sufficient number for a full work week, allowing for a daily change of uniform pants/shorts and shirt. Newly issued ~~The uniforms~~ will have the Teamster emblem applied to the left sleeve. ~~within six months of the new contract ratification date.~~

ARTICLE 11: WAGES

TA ON 3.29.2026 NO CHANGE

IN WITNESS WHEREOF

TEAMSTERS DHL NATIONAL NEGOTIATING COMMITTEE:

Bill Hamilton, Co-Chairman: _____

DHL EXPRESS (USA), INC.

Joe Yates, Chairperson: _____

DHL EXPRESS (USA), INC.

By: _____

Title: SENIOR DIR LABOUR RELATIONS

Date: 3/30/26

**TEAMSTERS DHL NATIONAL
NEGOTIATING COMMITTEE**

By: Bill Hamilton

Title: Chairman Director

Date: 3-30-26

**ECONOMIC TENTATIVE AGREEMENT
GATEWAY OPERATIONAL SUPPLEMENT**

1) ARTICLE 11. WAGES

T/A ON 3.29.2026 AS FOLLOWS:

Full-time employees above the progression will receive the annual full-time wage increases contained in the PUD Operational Supplement.

Part-time employees above the progression will receive the annual part-time wage increases contained in the PUD Operational Supplement.

Full-time employees still in progression as of the date of ratification will receive the greater of the rate under the new progression or the annual full-time wage increases contained in the PUD Operational Supplement.

Part-time employees still in progression as of the date of ratification will receive the greater of the rate under the new progression or the annual part-time wage increases contained in the PUD Operational Supplement.

Local 986 Gateway Local Rider (Los Angeles)

T/A ON 3.29.2026 REGARDING 986 RIDER INCREASES AS FOLLOWS:

Effective April 1, 2026, the following wage progression shall apply to all employees covered under the Local 986 Gateway Local Rider (Los Angeles).

New Hire	\$23.00
12 Mos	\$23.50
18 Mos	\$24.00

Local 769 Gateway Clerical Rider & Local 769 Hub Rider (Operations & Control) (Miami)

T/A ON 3.29.2026 REGARDING LOCAL 769 GATEWAY CLERICAL RIDER & LOCAL 769 HUB RIDER (OPERATIONS & CONTROL CENTER EMPLOYEES) AS FOLLOWS:

Effective April 1, 2026, the following wage progression shall apply to all employees covered under the Local 769 Gateway Clerical Rider and all Operations & Control Center employees covered under the Local 769 Hub Rider (Miami).

New Hire	\$21.00
6 Mos	\$21.50
12 Mos	\$22.00
18 Mos	\$22.50

Local 769 Hub Rider (Mechanics) (Miami)

T/A ON 3.29.2026 REGARDING LOCAL 769 HUB RIDER (MECHANICS) INCREASES AS FOLLOWS:

Effective April 1, 2026, the following wage progression shall apply to all Mechanics covered under the Local 769 Hub Rider (Miami).

New Hire	\$25.50
6 Mos	\$26.00
12 Mos	\$26.50
18 Mos	\$27.00

ARTICLE 12. PENSION

T/A ON 3.29.2026 REGARDING PENSION INCREASES AS FOLLOWS:

The Company will increase its contributions to the pension funds covered under the Local 986 Gateway Local Rider, Local 769 Gateway Clerical Rider, and Local 769 Hub Rider each year of this contract by the following amounts.

Effective Dates	Increases in Employer Contributions
August 1, 2026	\$0.50 per hour
August 1, 2027	\$0.50 per hour
August 1, 2028	\$0.50 per hour
August 1, 2029	\$0.75 per hour

DHL EXPRESS (USA), INC.

By: 

Title: SR DIR LABOR RELATIONS

Date: 3/30/26

**TEAMSTERS DHL NATIONAL
NEGOTIATING COMMITTEE**

By: 

Title: Chairman - Director

Date: 3-30-26