SUMMARY OF TENTATIVE

NATIONAL DHL **PICK-UP & DELIVERY** 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 PICK UP & DELIVERY OPERATIONAL SUPPLEMENT

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

PICK UP & DELIVERY OPERATIONAL SUPPLEMENT

NO CHANGE

ARTICLE 1. MAINTENANCE OF STANDARDS

NO CHANGE

ARTICLE 2. PASSENGERS

NO CHANGE

ARTICLE 3. EQUIPMENT, SAFETY AND HEALTH

NO CHANGE

ARTICLE 4. SUBCONTRACTING AND WORK PRESERVATION

Section 1. Work Preservation

NO CHANGE

Section 2. Diversion of Work - Parent or Subsidiary Companies

NO CHANGE

Section 3. Subcontracting

Bargaining unit work shall only be performed by bargaining unit employees except as specifically set forth herein.

Subject to the provisions of this Article, the Employer shall not use non-bargaining unit personnel (i.e. supervisors or third-parties) to perform work of the kind, nature or type currently or previously performed by bargaining unit employees, other than non-recurring unforeseen overflow or emergency work, and then only if all available means to use unit employees have been exhausted including overtime. The employer may not divert work outside the unit to avoid overtime.

Furthermore it is a violation of this Article for the size of the bargaining unit to decrease by attrition and the Employer not replace the employees while using non-unit personnel or third-parties to perform work of the kind, nature, or type previously performed by that bargaining unit or to deny unit employees earning opportunities. Likewise, it is a violation of this Article to use non-bargaining unit personnel or third-parties to perform unit work in order to avoid hiring bargaining unit employees when the work justifies the hiring of such bargaining unit employees.

It shall not be a violation of this Article to subcontract work in accordance with existing established past practices provided the volume of such subcontracting does not increase or result in the layoff of unit employees.

The Employer shall maintain records identifying non unit persons or entities performing unit work as permitted by the Article as well as the specific type and amount of work performed. Said records shall be made available for inspection by the Local Union(s) in the locality affected by such work.

In the event the Union. including a signatory Local Union, requests additional information regarding the subcontracting of bargaining unit work (including claimed diversion of bargaining unit work), the Employer will, within five (5) business days of the information request, provide the Union with responsive information and documentation.

To the extent the Union. including the affected signatory Local Union(s), dispute(s) that the Employer has a right to subcontract bargaining unit work (including alleged diversion of bargaining unit work), the dispute will be subject to the procedures set forth in Article 7 of the Master Agreement. including Article 7, Section 5.

Section 4. Penalty for Supervisors Performing Unit Work

If any supervisor is determined to have performed bargaining unit work in violation of this Agreement, the Company shall pay **to the affected employees as a penalty** double the appropriate unit employee's hourly rate for all such work performed ~~to the affected employees as a penalty~~**with a minimum of two (2) hours**.

ARTICLE 5. MANAGEMENT'S RIGHTS

NO CHANGE

ARTICLE 6. OPERATIONAL CHANGES

NO CHANGE

ARTICLE 7. UNION ACCESS PROCEDURES

NO CHANGE

ARTICLE 8. GENERAL PROVISIONS

Section 1. Fitness Examinations

NO CHANGE

Section 2. Uniforms

IBT Button/Pin - a unit employee may wear up to one (1) authorized IBT pin no larger than a quarter.

The Company has the right to establish and maintain reasonable standards for wearing apparel, personal grooming, and the color and general style of footwear. Where the Company requires a specific color or general style of footwear, the Company shall provide the affected employee with $~~150.00~~**200.00** per year to purchase such footwear, which may be provided in the form of a $~~150.00~~**200.00** reimbursement upon production of a receipt or the provision of a voucher. 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~~ uniform**s** will have the Teamster emblem applied **to the left sleeve**. The current practice of including shorts as part of the uniform option will be continued.

If the Company plans to change the uniform fabric content it shall first meet with representatives of TDHLNNC to discuss the climate appropriateness of the new fabric. If the Company requires steel toed or other safety shoes, it shall negotiate with the union over the application and cost of such shoes.

Section 3. Training

NO CHANGE

ARTICLE 9. SCOPE AND ASSIGNMENT OF UNIT WORK

Section 1. Operations Covered

NO CHANGE

ARTICLE 10. JOB BIDDING AND FILLING OF VACANCIES

NO CHANGE

ARTICLE 11. USE OF AND PERFORMANCE OF BARGAINING UNIT WORK BY PERSONNEL OTHER THAN FULL-TIME SENIORITY EMPLOYEES

NO CHANGE

ARTICLE 12. SICK LEAVE

NO CHANGE

ARTICLE 13. SENIORITY, LAYOFF & RECALL

NO CHANGE

ARTICLE 14. HOURS OF WORK, WORKDAY, WORKWEEK, OVERTIME, AND SCHEDULING

Section 1. Full-Time Employees

NO CHANGE

Section 2. Full-Time Shuttle/Dock Employees at Miami, Los Angeles, Denver, and Dallas

NO CHANGE

Section 3. Part-Time

NO CHANGE

Section 4. Computation of Compensable Work Hours

NO CHANGE

Section 5. Overtime

NO CHANGE

Section 6. Meal Break & Rest Periods

NO CHANGE

Section 7. Assignment of Overtime

Overtime work, if any, that may occur in connection with the performance of a particular route shall stay with that route. Overtime assignments, when necessary to cover employee absences, shall be offered to unit personnel on the basis of seniority in the classification at the work location involved.

When overtime other than in connection with the performance of a route or coverage for an employee absence is necessary, the Employer shall offer the work to available employees in the classification at issue in order of seniority. To be available for overtime, an employee must have completed his work assignment. If no available employee accepts the work, the Employer shall assign the work in reverse order of seniority to the available employee(s) in the classification at issue.

Section 8. Minimum Rules Applicable to Schedule and Related Software Programs

A. With respect to all scheduling, route optimization and related software programs and other technology used by the Company, posted/bid routes shall be in compliance with the negotiated route structures and seniority provisions (and seniority related provisions including overtime preference) as set forth in this Operational Supplement and the applicable local Supplements and Local Riders.

B. Unresolved grievances regarding the application of seniority and seniority-governed provisions (including overtime preference) arising from the Company's use of scheduling, route optimization and other technology may be referred by the applicable state or multistate panel. Regional Joint Area Committee or the National Grievance Committee to a Joint Area Scheduling Committee (JASC), which entities shall be established within sixty (60) days of Ratification of this Agreement.

C. Each JASC shall consist of two (2) members appointed by the Chairman of the TDHLNNC and two (2) appointed members duly appointed by the Company. Each JASC shall establish appropriate rules and procedures for the conduct of the committee's business. including access to information and data and shall permit members and pat1icipants to pat1icipate remotely. Each JASC is authorized to provide the Company and its agents with input regarding the development of schedules as well as modifications of the Company's scheduling system as they pertain to the Company's scheduling, scheduling-related and route optimization programs and other seniority provisions (including overtime preference) under the contract, as well as recommendations for any suggested changes to such provisions. Any such modifications to the contract must be submitted to the JNSC, referenced below, for approval prior to the implementation of those modifications. Unresolved disputes at the JASC shall be submitted to the JNSC for resolution.

D. Within sixty (60) days of Ratification. the Parties will establish a Joint National Scheduling Committee ("JNSC") consisting of three (3) members appointed by the Chairman of TDHLNNC and three (3) members appointed by the Company. The JNSC shall meet no less than quarterly to resolve disputes regarding the application and impact of the Company's scheduling, scheduling-related and route optimization software programs not resolved by a JASC and to approve recommendations involving the

modification or changes to the Agreement pertaining to seniority and seniority-related provisions (including overtime preference) as set forth in this Operational Supplement ruled the applicable local Supplements and Local Riders. JNSC members and participants shall be permitted to participate remotely.

E. The JNSC shall have authority to consider, assist, and resolve disputes presented to it by a JASC relating to the application of the Company's scheduling. scheduling-related and route optimization software programs and other technology. The JNSC shall also have the authority to approve and reject proposed contractual modifications presented to it by a JASC. The JNSC shall also have authority to recommend changes concerning scheduling, scheduling-related and route optimization software programs and other technology it determines are appropriate. provided that any such recommended changes must be mutually agreed upon by the affected JASC before they are formally approved by the JNSC and prior to the implementation of the proposed contract modification. The JNSC may, where it deems appropriate, conditionally approve proposed contractual modifications for a period of time not to exceed two (2) calendar quarters, to determine the efficacy of the modification. and. in such cases, shall retain jurisdiction over the matter during the conditional period.

F. If the JNSC is unable to resolve the dispute within 120 days of the matter being referred to it by the applicable state or multistate panel. Regional Joint Area Committee or the National Grievance Committee. it shall be referred back to that panel/committee. That period may be extended by the mutual agreement of the Company and the Local that filed the grievance.

G. The Parties agree that the Locals, the Union and the Company will not engage in any form of self-help in furtherance of its position in the above related process and any alleged violation of any Parties' commitment under the terms of this provision will be subject to the Parties' Grievance process set forth in Article 7 of the National Master Agreement.

ARTICLE 15. ELIGIBILITY REQUIREMENTS FOR HOLIDAY PAY

NO CHANGE

ARTICLE 16. VACATION

NO CHANGE

ARTICLE 17. STEWARDS

NO CHANGE

ARTICLE 18. DISCIPLINE AND DISCHARGE

Section 1. Discipline

NO CHANGE

Section 2. Investigatory Interviews of Unit Employees by Management and Supervision

NO CHANGE

Section 3. Video Cameras

The Employer may not use video cameras to discipline or discharge an employee for reasons other than theft of property, physical violence or safety violations resulting in a major chargeable vehicular accident. If the information on the video tape is to be used to discipline or discharge an employee, the Employer must provide the Local Union~~,~~ **an opportunity to review the video tape used by the Employer to support the discipline or discharge** prior to **each of** the **meetings and** hearing**s provided for in Article 7 of the Master Agreement**~~, an opportunity to review the video tape used by the Employer to support the discipline or discharge~~.

The Employer shall not install or use video cameras in areas of the Employer's premises that violate the employee's right to privacy such as in bathrooms or places where employees change clothing or provide drug or alcohol testing specimens.

All vehicles may be equipped with cameras. For the duration of this Agreement, any audio recording functionality and driver-facing cameras (including their driver recording and monitoring functionality) will be disabled and rendered inoperable to prevent recording and monitoring of in-cab activities.

Section 4. Use of Other Devices to Monitor Employee Work Activity

NO CHANGE

Section 5. Polygraph Test

NO CHANGE

Section 6. Employee's Bail

NO CHANGE

Section 7. Suspension or Revocation of License

NO CHANGE

ARTICLE 19. WAGES

Section 1. General Wage Increases Full-Time (out of progression)

SEE NATIONAL ECONOMIC PACKAGE

Section 2. General Wage Increases Part-Time (out of progression)

SEE NATIONAL ECONOMIC PACKAGE

Section 3. Part-Time Progression

SEE NATIONAL ECONOMIC PACKAGE

Section 4. General Wage Scale Casuals

NO CHANGE

Section 5. Wage Application for Progressions

NO CHANGE

ARTICLE 20. HEALTH AND WELFARE

With respect to this Agreement and all Supplements and Riders, the Company shall remain in the same health plan(s) that they are currently in**, except as changed through supplements and riders**. The Company shall continue to participate in such plans and will execute all necessary participation agreements and other documents required by the plans.

Section 1. Taft-Hartley Plans

SEE NATIONAL ECONOMIC PACKAGE

Section 2. Company Plans

NO CHANGE

Section 3. Supplemental Contribution

SEE NATIONAL ECONOMIC PACKAGE

ARTICLE 21. PENSION

NO CHANGE

Section 1. Taft-Hartley Plans

Employees in Taft-Hartley multi-employer plans shall remain in said plan, and if necessary to maintain the Health and Welfare and Pension benefits, the Employer shall increase its contribution to all Teamster Health and Welfare and Pension plans, up to $1.00 per year,

unless a fixed rate is negotiated through supplements and riders, to be divided between the applicable Health and Welfare and Pension plans, as follows:

SEE NATIONAL ECONOMIC PACKAGE

Section 2. Company Plans

NO CHANGE

Section 3. Part-Time Employees

NO CHANGE

Economic- PUD, Clerical, National
Tentative Agreement
March 29, 2026

ECONOMIC TENTATIVE AGREEMENT
PUD & CLERICAL & NATIONAL

All wage increases will be applied retroactively to April 1, 2026.

UNION PROPOSAL 1- PUD Article 19 and OC Article 18, Section 1, General Wage Increases Full-Time (out of progression)

T/A ON 3.29.2026 AS FOLLOWS:

Section 1. General Wage Increases Full-Time (out of progression)

a) Effective April 1, 2026: **$3.00 per hour**

b) Effective April 1, 2027: **$1.00 per hour**

c) Effective April 1, 2028: **$1.00 per hour**

d) Effective April 1, 2029: **$1.75 -per hour**

UNION PROPOSAL 2- PUD Article 19 & OC Article 18, Section 2, General Wage Increases Part-Time (out of progression), Section 3, 4, 5

PUD

2. General Wage Increases Part-Time (Out Of Progression):

T/A ON 3.29.2026 AS FOLLOWS:

a) Effective April 1, 2026: **$1.50 per hour***

b) Effective April 1, 2027: **$0.60 per hour**

c) Effective April 1, 2028: **$0.60 per hour**

d) Effective April 1, 2029: **$1.05 per hour**

*An employee out of progression will receive the greater of either the above $1.50 increase or an hourly rate of $21.50 (non-driving) or $23.50 (driving)

3. Part-Time Progression

T/A ON 3.29.2026 AS FOLLOWS:

Part-Time Non-Driving Rate:

Start:	**$20.50**
12 mos:	**$21.00**
24 mos:	**$21.50**

Part-Time Driving Rate:

Start:	**$22.50**
12 mos:	**$23.00**
24 mos:	**$23.50**

If they perform driving duties any portion of the day, they shall receive this drivers' rate for all time worked that day.

CLERICAL

2. General Wage Increases Part-Time (Out Of Progression):

T/A ON 3.29.2026 AS FOLLOWS:

a) Effective April 1, 2026: **$1.50- per hour*** ~~**(inclusive of COLA)**~~

b) Effective April 1, 2027: **$0.60 per hour**

c) Effective April 1, 2028: **$0.60 per hour**

d) Effective April 1, 2029: **$1.05 per hour**

*An employee out of progression will receive the greater of either the above $1.50 -increase or an hourly rate of $21.50.

3. Part-Time Progression

T/A ON 3.29.2026 AS FOLLOWS:

Start:	**$20.50**
12 mos:	**$21.00**
24 mos:	**$21.50**

PUD & CLERICAL

Section 4. General Wage Scale Casuals.

T/A ON 3.19.2026 NO CHANGE

Section 5. Wage Application for Progressions.

T/A ON 3.19.2026 NO CHANGE

UNION PROPOSAL 3- NMA Article 21, Section 2, COLA

T/A ON 3.19.2026 AS FOLLOWS:

All regular employees shall be covered by the provisions of a cost-of living allowance as set forth in this Article.

The amount of the cost-of-living allowance shall be determined as provided below on the basis of the "Consumer Price Index for Urban Wage Earners and Clerical Workers", CPI-W (Revised Series Using 1982-84 Expenditure Patterns), All Items (1982-84=100), published by the Bureau of Labor Statistics, U.S. Department of Labor and referred to herein as the "Index."

Effective April 1, ~~2023~~2027, and every April 1 thereafter during the life of the Agreement, a cost-of-living allowance will be calculated on the basis of the difference between the Index for January, ~~2022~~2026 (published February ~~2022~~2026) and the Index for January, ~~2023~~ 2027(published February ~~2023~~2027) with a similar calculation for every year thereafter, as follows:

For every 0.2 point increase in the Index over and above the base (prior year's) Index plus three percent (3.0%), there will be a one ($0.01) cent increase in the hourly wage rates payable on April 1, ~~2023~~2027, and every April 1 thereafter. These increases shall only be payable if they equal a minimum of five cents ($.05) in a year.

All cost-of-living allowances paid under this agreement will become and remain a fixed part of the base wage rate for all job classifications. A decline in the Index shall not result in the reduction of classification base wage rates.

In the event that the Index shall be revised or discontinued and in the event the Bureau of Labor Statistics, U.S. Department of Labor, does not issue information which would enable the Employer and the Union to know what the Index would have been had it not been revised or discontinued, then the Employer and the Union will meet, negotiate, and agree upon an appropriate substitute for the Index. Upon the failure of the parties to agree within sixty (60) days, thereafter, the issue of an appropriate substitute shall be submitted to an arbitrator for determination. The arbitrator's decision shall be final and binding.

UNION PROPOSAL 4- PUD Article 20. OC Article 19. Health & Welfare:

T/A ON 3.19.2026 AS FOLLOWS:

With respect to this Agreement and all Supplements and Riders, the Company shall remain in the same health plan(s) that they are currently in, except as changed through supplements and riders. The Company shall continue to participate in such plans and will execute all necessary participation agreements and other documents required by the plans.

Section 1. Taft-Hartley Plans

T/A ON 3.29.2026 TO CURRENT BOOK WITH UPDATED DATES

Employees in Taft-Hartley multi-employer plans shall remain in said plan, and if necessary to maintain the Health and Welfare and Pension benefits, the Employer shall increase its contribution to all Teamster Health and Welfare and Pension plans, up to $1.00 per year, to be divided between the applicable Health and Welfare and Pension plans, as follows:

Effective Dates	Increases in Employer Contributions
August 1, ~~2022~~2026	Up to $1.00 per hour
August 1, ~~2023~~2027	Up to an additional $1.00 per hour
August 1, ~~2024~~2028	Up to an additional $1.00 per hour

August 1, ~~2025~~2029	Up to an additional $1.00 per hour

Consistent with past practice, the Supplemental Negotiating Committee will determine the allocation of the negotiated contribution amounts to the appropriate Health and Welfare and/or Pension Funds. Monthly, daily, and/or hourly contributions shall be converted from the hourly contributions schedule in accordance with past practice.

In locations where the local supplement requires maintenance of benefits for a Taft-Hartley health and welfare plan, the increases shall first be utilized to fund the maintenance of benefits to the health and welfare fund, with the balance of the money going to pension. If the health and welfare costs increase and exceed $1.00 per hour for each employee of each year, then maintenance of benefits will apply, and the Employer will pay that amount (even if it exceeds the $1.00), with no additional increase to pension for that year.

Section 2. Company Plans

T/A NO CHANGE

Section 3. Supplemental Contribution

T/A ON 3.29.2026 OF CURRENT BOOK WITH UPDATED DATES

Effective August 1, ~~2022~~2026, the Employer shall allocate up to an additional $0.25 per hour to cover Health and Welfare contribution increases to Taft-Hartley multi-employer plans in the event that the otherwise allocated $1.00 per hour referenced in Articles 20 and 21 of the PUD Operational Supplement and Articles 19 and 20 of the Office Clerical Operational Supplement is insufficient to cover required increases in pension and health and welfare contribution rates necessary to maintain existing health and welfare benefit levels. In the event that the applicable health and welfare fund contribution increase in the benefit year beginning August 1, ~~2022,~~2026 combined with any required pension contribution rate increase in that year, is less than $1.25 per hour, the unused portion of the additional $0.25 per hour shall be banked for use, if necessary, to fund health and welfare increases in the benefit years beginning August 1, ~~2023~~2027, August 1, ~~2024~~2028, and/or August 1, ~~2025~~2029. Alternatively, in those Area Supplements and Local Riders where the Employer is required to participate in the Western Conference of Teamsters Pension Trust, but the Health and Welfare Trust does not need the entire supplemental contribution to fund health and welfare contribution increases, the Local Union may direct the remaining portion of $0.25 supplemental contribution to the pension fund.

Effective August 1,~~2024~~ 2028, the Employer shall allocate up to an additional $0.25 per hour to cover Health and Welfare contribution increases to Taft-Hartley multi-employer plans in the event that the otherwise allocated $1.00 per hour referenced in Articles 20 and 21 of the PUD Operational Supplement and Articles 19 and 20 of the Office Clerical Operational Supplement, combined with any remaining portion of the additional $0.25 allocated on August 1, ~~2022~~2026, and referenced in the previous paragraph, are insufficient to cover required increases in pension and health and welfare contribution rates necessary to maintain existing health and welfare benefit levels during that year. In the event that the applicable health and welfare fund contribution increase in the benefit year beginning August 1, ~~2024~~2028, combined with any required pension contribution rate increase in that year, is less than $1.50 per hour, the unused portion of the additional $0.25 per hour shall be banked for use, if necessary, to fund health and welfare increases in the benefit year beginning August 1, ~~2025~~2029.

In those Area Supplements and Local Riders where the Employer is required to participate in the Western Conference of Teamsters Pension Trust, if the increase in applicable Health and Welfare contribution rates in the benefit years beginning August 1, ~~2024~~2028; or August 1, ~~2025~~2029, is $0.75 per hour or more, the Local Union shall have the option to designate up to $0.25 per hour (or the maximum amount remaining in the additional $0.25 allocations set forth above, whichever is less) to fund additional pension contributions during that year.

UNION PROPOSAL 5- PUD Article 21. OC Article 20. Pension:

T/A ON 3.19.2026 NO CHANGE IN FIRST PARAGRAPH

With respect to this Agreement and all Supplements and Riders, the Company shall remain in the same pension plan(s) that they are currently in. The Company shall continue to participate in such plans and will execute all necessary participation agreements and other documents required by the plans.

Section 1. Taft-Hartley Plans

T/A ON 3.29.2026 TO UPDATED DATES, AND SENTENCE IN FIRST PARAGRAPH AS FOLLOWS:

Employees in Taft-Hartley multi-employer plans shall remain in said plan, and if necessary to maintain the Health and Welfare and Pension benefits, the Employer shall increase its contribution to all Teamster Health and Welfare and Pension plans, up to $1.00 per year, unless a fixed rate is negotiated through supplements and riders.to be divided between the applicable Health and Welfare and Pension plans, as follows:

Effective Dates	Increases in Employer Contributions
August 1, ~~2022~~2026	Up to $1.00 per hour
August 1, ~~2023~~2027	Up to an additional $1.00 per hour
August 1, ~~2024~~2028	Up to an additional $1.00 per hour
August 1, ~~2025~~2029	Up to an additional $1.00 per hour

Consistent with past practice, the Supplemental Negotiating Committee will determine the allocation of the negotiated contribution amounts to the appropriate Health and Welfare and/or Pension Funds. Monthly, daily, and/or hourly contributions shall be converted from the hourly contributions schedule in accordance with past practice.

In locations where the local supplement requires maintenance of benefits for a Taft-Hartley health and welfare plan, the increases shall first be utilized to fund the maintenance of benefits to the health and welfare fund, with the balance of the money going to pension. If the health and welfare costs increase and exceed $1.00 per hour for each employee of each year, then maintenance of benefits will apply, and the Employer will pay that amount (even if it exceeds the $1.00), with no additional increase to pension for that year.

Where the Employer has negotiated a long-term fixed pension rate (i.e., through a transition plan combined with payment of withdrawal liability) applicable during the term of the Agreement, the provision for up to one dollar ($1.00) shall be reduced in accordance with the mutual agreement between the Employer and the Local Unions representing employees covered by the fixed pension rate.

Section 2. Company Plans

T/A ON 3.19.2026 NO CHANGE

Section 3. Part-Time Employees

T/A ON 3.19.2026 NO CHANGE

<u>UNION PROPOSAL 7</u>- Gateway Economics

SEE GATEWAY T/A

<u>UNION PROPOSAL 8</u>- Duration

T/A UNION'S THIRD PROPOSAL ON 3.19.2026 AT 7:10 PM - 4 YEAR TERM

DHL EXPRESS (USA), INC.	TEAMSTERS DHL NATIONAL NEGOTIATING COMMITTEE
By:	By:
Title: SENIOR DIR LABOR RELATION	Title: Chairman Director
Date: 3/30/26	Date: 3-30-26