SUMMARY OF TENTATIVE <u>NATIONAL</u> MASTER DHL AGREEMENT

- ***The parties reserve the right to correct inadvertent errors and omissions***
- ***Additions and new language are underlined and bold***
- ***Deletions are struck through***
- ***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***

NATIONAL MASTER DHL AGREEMENT
DHL EXPRESS (USA), INC.

For the Period:
April 1, ~~2022~~2026 through March 31, ~~2026~~2030

NO CHANGE

ARTICLE 1. PARTIES TO THE AGREEMENT

NO CHANGE

ARTICLE 2. SCOPE OF AGREEMENT

NO CHANGE

ARTICLE 3. UNION SECURITY AND CHECKOFF

NO CHANGE

ARTICLE 4. UNION STEWARDS, NOTIFICATION, AND ACCESS

NO CHANGE

ARTICLE 5. SENIORITY RIGHTS

NO CHANGE

ARTICLE 6. CONFLICTING AND EXTRA CONTRACT AGREEMENTS

NO CHANGE

ARTICLE 7. GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. Definition

NO CHANGE

***NEW*Section 2. General Rules**

A. Attorneys, other than full-time employees of the Union or Company and who are not employed in their capacities as attorneys, will not be permitted to attend or participate in any step of the grievance/arbitration procedure.

B. All Regional State and Multi-State Grievance Committees established in existence as of the effective date of this Agreement shall have the same jurisdiction that they had as of such date, and shall schedule meetings in accordance with such committees' respective rules and procedures.

C. The Step 3 Regional Joint Area Committees established herein shall conduct and complete their quarterly hearings during the months of January/February, April/May, July/August, and October/November of each calendar year, and such meetings shall be scheduled and, effective calendar year 2027, confirmed no later than July 1 of the preceding calendar year.

D. The National Grievance Committee established herein shall conduct and complete quarterly meetings by during the months of March, June, September, and December of each calendar year, and such meetings shall be scheduled and confirmed no later than August 1 of the preceding calendar year.

E. The parties shall agree to a panel of five (5) permanent arbitrators, who will rotate quarterly, subject to each arbitrator's availability, in the hearing of National Grievance Committee cases arising under this Agreement. Prior to the first meeting the National Grievance Committee shall agree upon the list of standing arbitrators, as well as the procedure for replacing an arbitrator who is no longer available during the term of this Agreement.

Section ~~2~~3. Procedure

Step 1 – With regard to disciplinary matters, a grievance must be filed within ten (10) calendar days of the receipt of discipline. With regard to all other matters, a grievance must be filed within thirty (30) calendar days of when the Union or affected employee(s) should have become aware of the events giving rise to the dispute. The grievance shall be reduced to writing and presented to the Facility Manager or his designee. The Steward, employee(s) involved and the Facility Manager or his designee(s) shall meet within ten (10) calendar days after the grievance is presented to attempt to resolve it. The Facility Manager or his designee shall provide a written answer to the Steward within ~~ten (10~~**seven (7**) calendar days of such meeting.

Step 2 – If the grievance is not resolved at Step 1, then the grievance automatically moves to Step 2. The ~~Facility Manager~~**Company's Labor Relations Representative** and a Business Agent of the Local Union shall meet and attempt to resolve the grievance. The ~~Facility Manager~~**Company's Labor Relations Representative** or his designee shall provide a written answer to the Business Agent within ~~ten (10~~**seven (7**) calendar days of such meeting.

Step 3 – Any grievance unresolved at Step 2 will be docketed to the appropriate Regional Joint Grievance Committee within ten (10) calendar days of receipt of the Step 2 answer. Absent mutual agreement, there shall be no new state or multi-state panels. The Regional Joint Grievance Committee shall be composed of two members designated by the Company and two members designated by the Union, which shall not include any Union designee or representative from the Local Union involved in the dispute or Company designee or representative from the local operations involved in the dispute.

Postponements shall be by mutual written agreement between the Company and the Local Union. The Regional Joint Grievance Committee shall consider all grievances at its next quarterly meeting which are docketed at least ten (10) calendar days prior to the next quarterly meeting. Grievances may be resolved at the Regional Joint Grievance Committee level only by a majority of the members of the committee, and the resolution of any grievance by the Regional Joint Grievance Committee shall be final and binding on the Company, Union and employees. Decisions of the Regional Joint Grievance Committee shall be rendered at the time of the meeting, reduced to writing and signed by members of the Committee who participated in the deliberations and decision-making, and issued within ten (10) calendar days following the meeting at which the grievance was considered. If a majority of the members of the Regional Joint Grievance Committee are unable to reach agreement on the resolution of the grievance, it shall be considered deadlocked. Regional Joint Grievance Committee meetings shall be heard in the same locations and days where the Freight hearings are held, absent mutual agreement between the Parties. Records of the Regional Joint Grievance Committee hearings shall be comprised of a written transcript and exhibits. The Rules and Procedures of the Regional Joint Grievance Committee may be revised by the National Grievance Committee within 60 days of the effective date of this agreement. A fifty dollar docketing fee will be charged for each grievance that is docketed to the Regional Joint Area Committees **(i.e., the Western Region Joint Area Committee (WRJAC), Central Region Joint Area Committee (CRJAC), and the Eastern/Southern Region Joint Area Committee (ESRJAC))**. Such fee will be used solely to offset the cost of the hearing rooms associated with the Regional Joint Area Committees that are actually used for the hearings, including non-refundable deposits for such rooms. The docketing fee shall also apply to grievances advanced from a state panel to the Regional Joint Grievance Committee. The Employer shall establish and maintain a separate account to hold the docketing fees. TDHLNNC shall have the right to audit the account to ensure that such fees are being used solely for the purpose of paying for the hearing rooms used to conduct Regional Joint Grievance Committee hearings. Disbursements from the account are subject to approval by the regional committee co-chairs.

Step 4 –

A. If a grievance is deadlocked at Step 3, it will be advanced to the National Grievance Committee**, sitting with an arbitrator present, for decision in accordance with this, Step 4**. The **record before the** National Grievance Committee shall consist **only** of **the transcript and exhibits from earlier Steps. The fees and expenses of the arbitrator, as well as hearing room and transcript costs, shall be borne by the Company. Each party**

shall be responsible for any costs associated with their representatives.~~an equal number, but no more than four (4), representatives from each party. The National Grievance Committee shall meet quarterly. Any grievance referred to the National Grievance Committee at least ten (10) calendar days before the next quarterly meeting will be considered at such meeting. The deadline for the National Grievance Committee to issue a written decision shall be thirty (30) calendar days after it meets on a case. Grievances can be resolved at Step 4 only by majority decision of the National Grievance Committee in a written decision signed by members of the National Grievance Committee. A decision of the National Grievance Committee shall be final and binding on the Company and Union.~~

i. **Subject to the limitations set forth in Section 2.A., above, Company representatives and Officers, Business Agents and Stewards from the Local Union that processed and presented the grievance at Step 1, Step 2 and Step 3 shall have the right to attend the Step 4 National Grievance Committee hearing sitting with an arbitrator, in which the grievance is being heard, but they shall not be permitted to re-argue the grievance. The arbitrator may ask questions regarding the grievance record, and only the Local Union representative and the representative from the Company who presented the grievance record to the Joint Area Grievance Committee, as well as either Party's National Bargaining Committee members, shall be authorized to answer those questions.**

ii. **The National Grievance Committee shall consist of an equal number, but no more than four (4), representatives from each party.**

iii. **The National Grievance Committee shall meet quarterly. Any grievance referred to the National Grievance Committee at least ten (10) calendar days before the next quarterly meeting will be considered at such meeting.**

iv. **The National Grievance Committee representatives sitting with the neutral arbitrator shall consider and decide each case presented to it no later than the last day of the scheduled quarterly meeting. When a majority of the members of the National Grievance Committee decide a grievance without resort to the neutral arbitrator for decision, their decision must be by majority decision and must be memorialized and signed and dated by all the members of the National Grievance Committee within thirty (30) days.**

v. **All decisions of the National Grievance Committee not decided by the arbitrator shall be final and binding on the Company, Union and employee.**

B. **If the National Grievance Committee does not reach a decision within the time limit set forth in Step 4.A, above, either party may immediately refer the matter to the neutral arbitrator sitting with the Committee. The record before the National Grievance Committee shall consist only of the transcript and**

exhibits from earlier Steps. The fees and expenses of the arbitrator, as well as hearing room and transcript costs, shall be borne by the Company. Each party shall be responsible for any costs associated with their representatives. The neutral arbitrator who shall make then make a concise, final and binding, bench decision before the end of the scheduled quarterly meeting. The arbitrator shall then have up to thirty (30) days from the date of his/her bench decision to memorialize his/her decision.

~~**Section 3. Arbitration**~~

~~A mutually agreed upon arbitrator shall be present with the National Grievance Committee when it considers its cases. If the National Grievance Committee cannot reach a decision, either party may immediately refer the matter to the neutral arbitrator who shall make the decision. The arbitrator shall issue a concise decision on the underlying grievance by bench decision on the date on which the National Grievance Committee considered the matter. The record before the National Grievance Committee shall consist only of the transcript and exhibits from earlier Steps. The fees and expenses of the arbitrator, as well as hearing room and transcript costs, shall be borne by the Company. Each party shall be responsible for any costs associated with their representatives.~~

~~The parties shall agree to a panel of five (5) permanent arbitrators, who will rotate quarterly, subject to each arbitrator's availability, in the hearing of cases arising under this Agreement. Prior to the first meeting the National Grievance Committee shall agree upon the list of standing arbitrators, as well as the procedure for replacing an arbitrator who is no longer available during the term of this Agreement.~~

~~Attorneys, other than full-time employees of the Union or Company and who are not employed in their capacities as attorneys, will not be permitted to attend or participate in any step of the grievance/arbitration procedure.~~

Section 4. Advance Level Filing in the Case of National Disputes

If the parties agree that a timely-filed grievance involves a dispute over the interpretation or application of this National Agreement or any of its Operational Supplements that is not simply local in nature, but involves or could involve more than one facility or Local Union, then the parties may mutually agree to advance the grievance directly to Step 3 so that the appropriate record can be made. Upon completion of the record, the matter will proceed directly to Step 4 (including arbitration if necessary). The Parties agree that the grievance will be presented at the Joint Regional Grievance Committee solely for the purpose of developing the record and a transcript for the National Grievance Committee.

***New* Section 5. Expedited Arbitration of Disputes Alleging Certain Improper Subcontracting or Diversion of Bargaining Unit Work**

Any dispute alleging improper subcontracting of work to third party entities performing bargaining unit work in Company facilities, or alleging improper diversion of bargaining unit work to such third party entities, in violation of this Agreement (including its Operational and Regional Supplements, Local Riders, and other agreements reached by the parties), may be resolved in accordance with the expedited procedures set forth in this Article 7, Section 5. Grievances alleging such claimed violations must be grieved by the Union within thirty (30) calendar days of when the union knew or reasonably should have known of the facts giving rise to the alleged violation in order to be processed to expedited arbitration pursuant to this Section. The burden of proving untimeliness of such grievance shall be on the Company. All grievances processed through this Section shall take place no later than twenty (20) days following the filing of the grievance, and, unless the parties otherwise mutually agree, the hearing shall be completed within forty-eight (48) hours following its commencement. Both parties shall have the right to present witnesses and exhibits in support of their respective positions, and a court reporter shall be present to create a record of the proceedings. The decision of the National Grievance Committee sitting with the neutral arbitrator shall be final and binding. The cost of the hearing, including meeting rooms and the court reporter, shall be borne by the employer unless the grievance is denied, in which case the cost of the arbitration will be split equally between the Local Union and the Company.

Section ~~5~~6. Grievant's Bill of Rights

All employees who file grievances are entitled to have their cases decided fairly and promptly. In order to satisfy these objectives and promote confidence in the integrity of the grievance procedures, all employees who file grievances are entitled to the following rights:

1. A Grievant may attend a Step 1 meeting without loss of pay if it is held during the Grievant's regularly scheduled work hours.

2. Grievants and local stewards shall be informed by their Local Union of the time and place of any Step 3 Regional Joint Grievance Committee hearings in which they are involved.

3. Grievants and local stewards are permitted to attend, at their own expense and on their own time, the hearing at Step 3 before the Regional Joint Grievance Committee in cases in which they are involved.

4. The Employer shall provide any information relevant to a grievance containing specific factual allegations within fifteen (15) calendar days of receipt of a written request by the Local Union, steward or grievant. The Local Union or grievant shall provide any information relevant to such a

grievance within fifteen (15) calendar days of receipt of a written request by the Employer.

5. All cases heard at Step 3 before the Regional Joint Grievance Committee (or at the National Grievance Committee under Section 4 of this Article) shall be transcribed by a certified court reporter or otherwise reliably recorded, except for executive sessions. Transcriptions of those proceedings shall be prepared in response to a written request by the Local Union at the reasonable cost of transcription. No recording devices shall be used in any Regional Joint Grievance Committee hearing except as specifically authorized under the Rules of Procedure of the Regional Joint Grievance Committee or by mutual consent of the co-chairpersons.

6. A grievant or steward may request permission to present evidence or argument in support of their case to the Regional Joint Grievance Committee in addition to the evidence or argument presented by the Local Union.

7. The Regional Joint Grievance Committee shall, upon request, issue a copy of the grievance decision or transcript pages containing the hearing proceedings and the decision to the grievant and/or a Local Union.

8. A copy of the Rules of Procedure of the Regional Joint Grievance Committee, including the Grievant's Bill of Rights, shall be provided, upon request, to the grievant prior to the commencement of the grievance hearing before the Regional Joint Grievance Committee.

Section ~~6~~7. Time Limit for Filing

NO CHANGE

Section ~~7~~8. Authority of Arbitrator

The decision of the arbitrator on any matter which shall have been submitted in accordance with the provisions of this Agreement shall be final and binding on the Employer, Union and the employees**.**~~, and t~~**T**he decision of the ~~Union~~**TDHLNNC** not to proceed to arbitration shall also be binding on the employees. The arbitrator shall have no authority to add to, subtract from or otherwise alter the provisions of this Agreement. **The arbitrator shall have authority to retain jurisdiction over a grievance he/she has ruled on post-decision, for purposes of providing clarification of the decision at the request of the Employer, TDHLNNC, and/or Local Union. This retention of jurisdiction shall not be construed to authorize the arbitrator to consider any facts or evidence that were not part of the specific grievance that was presented to the National Grievance Committee.**

In the event the Employer fails to comply with a decision rendered by a grievance committee, the Local Union shall give the Employer a seventy-two (72) hour (excluding Saturday, Sunday and holidays) prior written notice of the Local Union's authorization of strike action, which notice shall specify the basis for the compliance failure. If the

Employer believes that it is in compliance or that there is a clarification needed in order to comply, the matter of compliance and/or clarification shall be submitted to the grievance committee that decided the case. The question of compliance or clarification shall be determined by the grievance committee within forty-eight (48) hours after receipt of the Employer request. The forty-eight (48) hour period for the grievance committee to determine the question of compliance or clarification shall run concurrently with the seventy-two (72) hour notice prior to a strike. The grievance committee may meet telephonically to consider and decide questions of compliance or clarification.

Section ~~8~~9. Timely Payment of Grievances

NO CHANGE

Section ~~9~~10. No Strike/No Lockout

NO CHANGE

Section ~~10~~11. Union Responsibility in the Event of Unauthorized Strike

NO CHANGE

Section ~~11~~12. Disciplinary Penalties for Violation of No Strike Clause

NO CHANGE

Section ~~12~~13. Delinquent Health & Welfare and Pension Obligations

NO CHANGE

ARTICLE 8. PROTECTION OF RIGHTS

NO CHANGE

ARTICLE 9. LOSS OR DAMAGE

NO CHANGE

ARTICLE 10. BONDS AND INSURANCE

NO CHANGE

ARTICLE 11. WORKERS COMPENSATION

NO CHANGE

ARTICLE 12. MILITARY CLAUSE

NO CHANGE

ARTICLE 13. PAY PERIOD

NO CHANGE

ARTICLE 14. POSTING

NO CHANGE

ARTICLE 15. UNION AND EMPLOYER COOPERATION

NO CHANGE

ARTICLE 16. UNION ACTIVITIES

NO CHANGE

ARTICLE 17. SEPARATION OF EMPLOYMENT

NO CHANGE

ARTICLE 18. EMPLOYER AND EMPLOYEE IDENTIFICATION

NO CHANGE

ARTICLE 19. SEPARABILITY (SAVINGS CLAUSE)

NO CHANGE

ARTICLE 20. EMERGENCY REOPENING

NO CHANGE

ARTICLE 21. WAGES

NO CHANGE

Section 1. No Reduction in Pay

NO CHANGE

Section 2. COLA

SEE NATIONAL ECONOMIC SUMMARY

Section 3. Tuition Assistance

NO CHANGE

ARTICLE 22. SPECIAL LICENSES AND DRUG/ALCOHOL TESTING

NO CHANGE

ARTICLE 23. NON-DISCRIMINATION

NO CHANGE

ARTICLE 24. LEAVES OF ABSENCE

NO CHANGE

ARTICLE 25. HOLIDAYS

NO CHANGE

ARTICLE 26. VACATIONS

NO CHANGE

<u>NEW ARTICLE ARTICLE 27. TECHNOLOGY</u>

<u>**When the Employer makes technological changes. as it deems necessary, such as but not limited to the introduction of automated machinery, the Employer will notify the Union.**</u>

explain the nature and effect of such changes. and train the bargaining unit employees. If the technological changes replace present work and results in remaining unit work that can be performed by the bargaining unit. it will remain bargaining unit work.

Additionally. the Company agrees that there shall be no use of autonomous trucks/vans without a driver through March 31, 2030.

ARTICLE 2~~7~~**8**. DURATION

Section 1. Term of Agreement

This Agreement shall be effective April 1, ~~2022~~**2026** and shall continue in full force and effect, without reopening of any kind, except as expressly provided herein, to and including twelve (12) midnight on March 31, ~~2026~~**2030**.

Section 2. Notification Requirements

Either party desiring to modify, change, or terminate this Agreement shall notify the other, in writing, not more than ninety (90) calendar days and not less than sixty (60) calendar days prior to the expiration date of this Agreement. In the absence of such notice, this Agreement shall continue from year to year thereafter unless written notice of the desire to modify, change, or terminate this Agreement is served by either party upon the other not more than ninety (90) calendar days and not less than sixty (60) calendar days prior to March 31, ~~2026~~**2030** or March 31st of any subsequent contract year.

Should the parties fail to reach an agreement on proposed modifications by the expiration date after timely notice of a desire to modify, change or terminate this Agreement has been provided, this Agreement shall terminate, unless extended in writing by the mutual consent of authorized representatives of the parties hereto.

APPENDIX A. SCOPE

UPDATE UPON RATIFICATION

APPENDIX B. MEMORANDUM OF UNDERSTANDING: ANTI-HARASSMENT POLICY

NO CHANGE

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

UNION PROPOSAL 7- Gateway Economics

SEE GATEWAY T/A

UNION PROPOSAL 8- 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: [signature]	**By:** [signature]
Title: SENIOR DIR LABOR RELATION	**Title:** Chairman Director
Date: 3/30/26	**Date:** 3-30-26

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