



# SUMMARY OF THE

## Teamsters Local 344 State of Wisconsin

### Tentative Agreement

#### **RIDER ARTICLE 1**

##### **Section 3**

C) This new language streamlines inside full-time job bidding by limiting the number of moves for each opening to three (3). The second improvement in this section limits full-time inside job opening bids to part-time employees only, after the first two steps in the process are completed.

##### **Section 5**

###### **A. Area 1 Feeders**

4. b) The new language here allows a laid-off feeder driver to bump into any center in their area as opposed to only their assigned domicile, which is the current practice.

9. This new language allows a feeder driver to follow a transferred run using their full-time seniority as opposed to their bid seniority, which is the current practice.

###### **B. Extended Areas 2-5**

2. a) This new language clears up the current practice of holding bid run vacancies that occur during one of the tri-annual bids. This serves two purposes: 1) to avoid any confusion with a late addition to the tri-annual bid process and 2) to maintain the ability for a domicile transfer associated with the vacancy.

4. d) This language improvement allows a laid-off feeder driver to bump into any center in their area as opposed to only their assigned domicile, which is the current practice.

7. This new language allows a feeder driver to follow a transferred run using their full-time seniority as opposed to their bid seniority, which is the current practice.

#### **Section 11. Training Routes**

The significant improvement with this language is that it gives a training route bid holder the ability to go into bid coverage and select available routes by seniority immediately upon being displaced from his/her training route instead of having to wait 29 days. Larger package centers will also have the ability to add additional training routes so training route bid holders will get bumped less frequently. Finally, in the event the number of training routes are insufficient, the company may add additional temporary training routes subject to the union's approval.

#### **RIDER ARTICLE 3**

##### **Section 1, Section 3.**

This new language incorporates nationally negotiated improvements to Health and Welfare contributions.

#### **RIDER ARTICLE 4**

##### **Section 5.**

This new language incorporates nationally negotiated improvements to pension contributions.

#### **RIDER ARTICLE 6**

G. This language change is meant to prevent the company from hiring excessive vacation replacement drivers when they should be hiring permanent employees.

New language for part-time employees who sign up for vacation replacement driving. They will be offered work prior to outside vacation replacement hires.

# TEAMSTERS LOCAL 344 STATE OF WISCONSIN TENTATIVE AGREEMENT

For the Period:

August 1, ~~2013~~ 2018 through July 31, ~~2018~~ 2023

covering:

The parties reserve the right to correct inadvertent errors and omissions. Where no reference is made to a specific Article or Section thereof, such Article and Section are to continue as in the current Agreement, as applied and interpreted during the life of such Agreement. Additions and new language are **bold and underlined**. Language from the prior Agreement that is being deleted is ~~struck through~~.

## RIDER ARTICLE 1.

### SENIORITY, LAYOFF, POSTING, TRANSFERS

Seniority of the Central Region of Teamsters Supplemental Agreement to the National Master United Parcel Service Agreement shall apply except for Article 3, Section 5, 8, and 13. In addition, the following conditions shall apply to the Teamster Local 344, Wisconsin Jurisdiction.

#### Section 3. Package Driver, Delivery Area, Posting, and other Full-time Jobs.

(C) Any new full-time job in existence for thirty (30) calendar days or any permanent vacancy other than package and feeder jobs, shall be posted the following Tuesday to all full-time employees within the classification in the building. **The filling of each opening in this manner shall be limited to three (3) changes as follows: The original opening, and the next two resulting vacancies.** A letter of transfer will fill the resulting vacancy from full-time employees. If no letters of transfer are on file, it shall be bid by ~~total Company~~ seniority to all **part-time** employees in the building. The employee awarded the bid must stay in that position for six (6) months, before being eligible to bid in that classification again. Any new full-time job created during the peak season shall be considered temporary.

#### Section 5. Bid Feeder Runs

##### A. Area 1 Feeders

4.
  - b) For layoffs of one (1) week or more (when driver cannot use options outlined in point 5 below), the following shall apply: When a driver is forced out of his/her area, the driver so displaced may bump the junior driver within the state on the following Monday using company seniority. This driver will retain his/her original area designation and must return to the original area when work is restored. Restoration includes expansion in the original area due to vacation relief requirements, extended illness, etc., on a weekly basis. Article 3, Section 6, of the CRT Supplement also applies. **A laid off feeder driver bumping pursuant to this Article and CRT Article 3, Section 6 may choose to bump any domicile in his/her area.**
9. When a feeder run is transferred, the driver shall have the right to follow the transferred run. Should such driver elect not to follow the transferred run, the driver shall follow procedures outlined in either Subsection 4 or 5 of this Section. Any driver in that area, by bid **full-time** seniority, has a right to bid to follow the transferred run. The transferred run then becomes a new run for bidding purposes in the new area as outlined in the extended area portion of Section 5 of this Article.

##### B. Extended Areas 2-5

2.
  - (a) **Notwithstanding the provisions of subsection 3 below, all existing runs shall be bid three (3) times per year, two (2) weeks in advance of the following dates which will serve as implementation dates:**
    - Third (3rd) Monday in February
    - First (1st) Monday in June
    - Third (3rd) Monday in October

The annual bidding of sleeper team runs shall be completed two (2) weeks prior to the February bid process.

3. Any new run, which adds an additional job to a center, shall be considered a permanent opening if the run exists for thirty (30) calendar days. Such runs must be posted by the thirtieth (30th) day in all centers within the area. Any opening due to transfer or retirement etc., shall be considered a permanent opening and will be posted on the Tuesday following the vacancy, **or the Tuesday following the completion of a tri-annual bid if the opening occurs during the tri-annual bid process.** Any driver within the area of the bid, may post for said permanent run, which shall be awarded by bidding seniority. Any openings that are subsequently created as a result of the above bidding process will also be bid throughout the entire area.
4.
  - d) When a driver is scheduled to be laid off in his/her area, the driver so displaced, as a first option will fill any open run within the State or exercise rights under Article 3 section 6 of the Central Region Supplement, then may bump the junior driver within the state on the following Monday, using company seniority. This driver will retain his/her original area designation and must return to original area when work is restored. Restoration includes expansion in original area due to vacation relief requirements, extended illness, etc., on a weekly basis. **A driver exercising rights pursuant to Article 3 Section 6 of the Central Region Supplement may choose to work at any domicile in his/her area.**
7. When a feeder run is transferred, the driver shall have the right to follow the transferred run. Should said driver elect not to follow the transferred run, the driver shall follow the procedure outlined in Subsection 4(b) of the extended area portion of this Section. Any driver in that area, by bid **full-time** seniority, shall have the right to bid to follow the transferred run.

**Section 11. Training Routes**

In order to provide for more favorable training for new employees, the company shall designate certain areas in each center to be used as training areas. These training areas will be bid in each center. The individuals holding these particular bids will work as assigned when the Employer is training on their area. Vacation replacement drivers, with no previous driving experience, will be allowed to stay on these training routes for up to seventy-five (75) working days. Seasonal drivers, with no previous driving experience, will be allowed to stay on these training routes for up to forty-five (45) working days. Training routes will be posted on the center's bulletin board. Employees who presently hold bid areas will not lose their bids as a result of this provision. The individuals holding these particular bids will work as coverage drivers in accordance with Article 3 section 18 of the C.R.T. when the Employer is training on their area after being displaced ~~twenty-nine (29) working days.~~ These training routes shall be used on a rotating basis.

The following shall be the maximum number of **bid** training routes allowed in a center:

1-15 Package car drivers	2 Training area
16-30 Package car drivers	3 Training areas
31-45 Package car drivers	4 Training areas
46-60 Package car drivers	56 Training areas
61-80 Package car drivers	68 Training areas
81-100 Package car drivers	79 Training areas

**Additional temporary training routes will be mutually agreed upon by the Union and the Company.**

**RIDER ARTICLE 3. HEALTH AND WELFARE**

**Section 1.**

Effective the first (1st) day of August ~~2012~~ **2017**, at 12:01 a.m., the Employer agrees to contribute to the Milwaukee Drivers Health and Welfare Trust Fund the sum of ~~Three Hundred Thirty-Six Dollars and Twenty-Eight Cents (\$336.28)~~ **Four Hundred Forty Six Dollars and Forty Two Cents (\$446.42)** per week for health and welfare benefits, including dental benefits, or such other sum as shall be provided for in accordance with Section 2 of this Article, for each employee defined as follows:

**Section 3.**

Effective August 1, ~~2013~~ **2018**, and on each subsequent August 1st during the life of this agreement, the Employer agrees to contribute an additional Forty Dollars (\$40.00) per week for combined weekly health and welfare and pension contributions which shall be allocated amongst the respective Trust Funds as apportioned by the Local Union. These contributions provide for any additional increases in premiums to maintain the present benefits and/or provide for additional coverage under the health and welfare, dental insurance, or improvements in the pension plan.

**RIDER ARTICLE 4. PENSION**

**Section 5.**

Effective the first (1st) day of August, ~~2012~~ **2017**, at 12:01 a.m., the Employer agrees to contribute to the Milwaukee Drivers Pension Trust Fund the sum of ~~Three Hundred Thirty-Six Dollars and Twenty-Eight Cents (\$336.28)~~ **Four Hundred Forty Nine Dollars and Twenty Eight Cents (\$449.28)** per week or such other sum as shall be provided for in the collective bargaining agreement which is in effect from time to time between the Employer and the Union for each employee as defined below.

Effective August 1, ~~2013~~ **2018**, and on each subsequent August 1st during the life of this agreement, the Employer agrees to contribute an additional Forty Dollars (\$40.00) per week for combined weekly health and welfare and pension contributions which shall be allocated amongst the respective Trust Funds as apportioned by the Local Union. These contributions provide for any additional increases in premiums to maintain the present benefits and/or provide for additional coverage under the health and welfare, dental insurance, or improvements in the pension plan.

**RIDER ARTICLE 6. VACATIONS**

Maintenance of standards shall apply for those Local Unions whose present vacation schedule may exceed the Central Region of Teamsters Supplemental Agreement. Article 16 of the CRT will be used as a guideline for the administration of vacations. (January through November)

(G) The last paragraph of Article 16 of the CRT Supplement is amended to read as follows:

The Employer shall have the right to hire vacation replacements, and shall notify the Local Union of these employees and have these employees sign a vacation replacement form. **The number of vacation replacements scheduled shall not exceed the additional number of employees off during May, June, July and August on respective vacation schedules.** Vacation replacements hired in May, June, July and August shall not gain seniority unless they are retained after Labor Day or rehired during the month of September. Those employees shall have their time worked prior to Labor Day count toward acquisition of seniority as provided for elsewhere in this agreement, however, their seniority dates shall be the first (1st) day worked after Labor Day. If the Employer recalls these employees, it must continue to comply with the part-time, 6-for-1 ratio, (does not apply to feeder department), as provided for elsewhere in the agreement. Upon agreement of the Local Union, part-time employees may work as full-time vacation replacements under the terms of this provision and shall retain their seniority as part-time employees. Qualified part-time employees will be permitted to work as temporary vacation replacement tractor-trailer drivers **or package drivers** on a minimum one (1) for one (1) ratio, (one (1) part-time employee to every one (1) outside hire). **These part-time employees will be offered work prior to any outside hire.**

**RIDER ARTICLE 8 WAGE SCHEDULE - PER HOUR**

FULL-TIME EMPLOYEES Classification	WAGE SCHEDULE - PER HOUR					
	2/1/2018	8/1/2018	8/1/2019	8/1/2020	8/1/2021	8/1/2022
	\$0.70	\$0.75	\$0.80	\$0.90	\$1.00	
		+ COLA	+ COLA	+ COLA	+ COLA	+ COLA
Tractor Trailer Driver *A						
Extended Area.....	\$36.44	\$37.14	\$37.89	\$38.69	\$39.59	\$40.59
Local Area.....	\$36.49	\$37.19	\$37.94	\$38.74	\$39.64	\$40.64
Double Bottoms - Additional \$0.45						
Double Forty-foot trailers & trains - additional \$0.80						
Delivery, Pick-up, Feeder Drivers *A						
Extended Area.....	\$36.34	\$37.04	\$37.79	\$38.59	\$39.49	\$40.49
Local Area.....	\$36.39	\$37.09	\$37.84	\$38.64	\$39.54	\$40.54
<b>22.4 Combination Driver</b>	<b>\$30.64</b>	<b>\$31.34</b>	<b>\$32.09</b>	<b>\$32.89</b>	<b>\$33.79</b>	<b>\$34.79</b>
Building Maintenance *A						
Journeyman Mechanics...	\$36.42	\$37.12	\$37.87	\$38.67	\$39.57	\$40.57
<b>FULL-TIME EMPLOYEES</b>						
Classification	\$0.70	\$0.75	\$0.80	\$0.90	\$1.00	
		+ COLA	+ COLA	+ COLA	+ COLA	+ COLA
Inside Employees Full-Time						
Hired Prior to 12/1/73						
DIC Employees.....	\$35.98	\$36.68	\$37.430	\$38.23	\$39.130	\$40.130
Porters.....	\$36.14	\$36.84	\$37.590	\$38.39	\$39.290	\$40.290
All DIC Employees, Porters, Receiving Counter Clerks						
hired after 11/30/73 *B	\$34.60	\$35.30	\$36.050	\$36.85	\$37.750	\$38.750
<b>PART-TIME EMPLOYEES *C</b>						
	\$0.70	\$0.75	\$0.80	\$0.90	\$1.00	
		+ COLA	+ COLA	+ COLA	+ COLA	+ COLA
Sorters and Preloaders Hired after 11/30/73						
and before 7/3/82....	\$34.90	\$35.60	\$36.35	\$37.15	\$38.05	\$39.05
All Other Part-Time Hired after 11/30/73						
and before 7/3/82....	\$34.60	\$35.30	\$36.05	\$36.85	\$37.75	\$38.75

\*A. For Starting Rates for all full-time employees, see Article 41 of the National Master United Parcel Service Agreement.  
 \*B. Any full-time employee who bids into a full-time inside classification under Article 1, section 7 of this Agreement or any full-time driver who is deemed medically disqualified from driving with a seniority date after 11/30/73, shall receive the stated rate.  
 Full-time drivers who are deemed medically disqualified with a full-time seniority date prior to December 1, 1973, shall receive the rate of pay for inside employees hired prior to December 1, 1973  
 \*C. For starting rates for all part-time employees, see Article 22 of the National Master United Parcel Service Agreement.