

# TEAMSTERS CENTRAL PENNSYLVANIA 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~~.

## ARTICLE 48 – SENIORITY

### Section 1 - Acquisition of Seniority Orientation

(b) New hires attendance or orientation meetings not to extend beyond ten (10) days, five (5) days shall not count towards seniority or qualification. People attending **inside** orientations shall be paid **their regular rate of pay**, ~~a daily rate of sixty five dollars (\$65) for full time and forty (\$40) for part time.~~ **Seniority employees attending NSPT shall be paid \$18.75.** During orientation actual work performed within the classification will be paid at the appropriate contract rate and count toward seniority.

### Section 4

Seniority shall be broken only by the following:

1. Discharge
2. Voluntary quit
3. Layoff for a period of three (3) years from last date of employment
4. Failure to respond to notice of recall
5. Unauthorized leave of absence or unavailable or failure to report for work for ~~five (5)~~ **three (3)** consecutive work days without satisfactory reason
6. Voluntary retirement

An employee who was removed from his/her Employer's seniority list because of a total and permanent disability, and who received total and permanent disability benefits from Social Security and/or the Central Pennsylvania Teamsters Pension Fund, and who recovers within a period of three (3) years from the date of his/her disability as outlined above, and is physically and mentally qualified to perform work of his/her former position with his/her Employer, shall be returned to that position or in the classification of work he/she performed at the beginning of his/her disability and in the seniority he/she held at that time.

### Section 7 – Bidding

(a) Annual Bidding - Full Time Employees

1. In each center a schedule of starting times within each classification shall be posted for bid on the third (3rd) Monday in January and shall remain posted for two (2) weeks.
2. Full time employees in each classification shall in order of their seniority, have the right to select starting times within their own classification from the scheduled posted. The schedule shall include Day/Twilight and Night/Preload jobs in the current hub operations.

3. There shall be area selection for all full time package car drivers on the third Monday in January 2015 19 and every other January for the contractual period of this agreement, which will remain posted for three (3) weeks. Delivery drivers in the order of their seniority shall be permitted the opportunity to select the area of their choice within the center. **Training areas will be indicated on the bid sheet.** The area selection will be put into effect within ninety (90) days after the area selection list is removed.

Absent mutual agreement, if the company fails to place the driver on the route within ninety (90) days, the matter shall be referred to the Company and Union Negotiating Chairman at the next regularly scheduled meeting of the C.P.A.P.G.C.

(g) The Company agrees that Temporary Cover Drivers will be used to cover absences, personal holidays, sick days and vacations. The number of Temporary Cover Drivers will be determined in each center by a review of the absentee record as well as the weekly volume patterns that might require absentee, personal holiday, sick day and vacation coverage. Temporary Cover Driver jobs will be filled by part time employees who wish to transfer to full time driving jobs as outlined in Article 50. **After a Temporary Cover Driver completes the thirty (30) day qualification, he/she cannot disqualify themselves from Temporary Cover driving for eighteen (18) months.** A laid off Temporary Cover Driver may be assigned to displace the least senior part time Local Sort/Twilight employee in the center when no cover work is available. A laid off Temporary Cover Driver shall continue to have the right to displace the least senior part time Local Sort/Twilight employee in the center if seniority dictates. Temporary Cover Drivers shall continue to accrue part time seniority. Seniority part timers shall continue to receive paid for time not worked as a cover driver at their appropriate part time wage rate. The application of seniority among Temporary Cover Drivers in a multi-center building will be subject to review by the labor manager and the Local Union. Unresolved issues would be referred to the grievance committee; if not resolved, it will be referred to the negotiating committee for resolution. After ratification, regular temporary package drivers working in excess of one (1) year, either singularly or in combination, covering for a specific person out on either compensation or disability, will in itself create another full time opening in that classification and will be bid under the appropriate article.

Part-time employees transferring to Temporary Cover Driver positions, whose part-time rate is higher than the TCD start rate

will be red circled at their current rate until such time as the calculated progression rate exceeds that rate.

The first day driving date of a Qualified Temporary Cover Driver shall be **the completion date of NSPT and be** used for the purpose of bidding to a full time package driver job.

If a Temporary Cover Driver successfully bids for regular full time employment, his/her time as a Temporary Cover Driver will count toward the full time driver probationary period and wage progression. The Temporary Cover Driver shall have first preference on all new full time job openings in accordance with Article 50, Section 2.

Full time benefits will begin when he/she successfully transfers to seniority full time status. The Temporary Cover Driver will be guaranteed eight (8) hours when ordered to report to a driving job. The Company agrees to and will maintain the required number of bid delivery runs as required by the Central Pennsylvania Supplemental Agreement Article 48, Section 7(d). The rate of pay will be the starting package driver rate and follow the normal package driver rate progression.

- (h) Part time employees may place their names on a list for Temporary Cover Drivers which the Employer will post for a two (2) week period on the first (1st) Wednesday in January and the first (1st) Wednesday in July of each year.
- ~~(i) Employees will be granted requests for days off between Christmas and New Years in seniority order. Vacation, personal holidays and sick days will be given first preference.~~

#### **ARTICLE 49 – UNIFORMS AND PERSONAL APPEARANCE-N/C**

#### **ARTICLE 50 – PART TIME EMPLOYEES-N/C**

##### **Section 1**

Part time employees are defined as employees who when reporting to work as scheduled shall be guaranteed a minimum of three and one half (3-1/2) hours. Should any part time employee work beyond the fifth (5th) hour, they shall be paid time and one-half (1-1/2) unless they were previously scheduled to work eight (8) hours in which case they shall be guaranteed eight (8) hours straight time pay. All time worked over eight (8) hours will be paid at time and one-half (1-1/2).

Part time employees in order to qualify for their first (1st) week of vacation must:

- 3. Must have worked **six hundred (600)** ~~four hundred (400)~~ hours or more prior to their anniversary date.

##### **Section 3**

Part time employees will work off the part time employee seniority lists at each Center. Only part time employees hired after August 1, 1987 for the hub only, may be required to work a six (6) day operation. Employees may be worked any five (5) days. A standard work week may be established in relative seniority order with a posted day off schedule.

The Employer will fill all vacancies and permanent new jobs for part time employees from the part time selection list in all months except November and December.

Part time employees with six (6) months or more seniority shall have the right to place their name on the list of employees waiting to be moved to a preferred job within their building. Such preferred jobs shall include, but not be limited to: preloader, sorter, clerical, irregular train, designated responder, carwasher, loader unloader,

smalls sorter, smalls bagger, HVD, LVD, box line sorter, primary sorter, trailer sweeper, revenue auditor, SPA, SLAW. Sure Post, ODC/FDC, Data Acquisition and Haz Mat Acceptance Auditor. Employees do not have the right to select any specific unit, load or workstation unless a prior past practice has been established.

A maximum of twenty-five percent (25%) of the employees on a shift shall be allowed to change shifts in any one (1) calendar year. **A shift includes different days of the week.** The employee obtaining the new position shall remain on that shift for at least six (6) months.

#### **ARTICLE 52 – DISCHARGE OR SUSPENSION**

The Employer shall not discharge nor suspend any employee without just cause, but in respect to discharge or suspension shall give at least one (1) warning notice of a complaint against such employee to the employee, in writing, and a copy of the same to the Union, except that no warning notice need be given to an employee before he/she is discharged if the cause of such discharge is dishonesty, drinking alcoholic beverages or being under the influence of drugs or in illegal possession of drugs during the workday (including meal period) or drunkenness, recklessness resulting in serious accident while on duty, or the carrying of unauthorized passengers while on the job or offenses of equal seriousness. Except for serious accidents, a driver will not be removed from the payroll during an investigation of an accident. The driver can be assigned to non-driving work during this period. Before disciplinary action is taken, a meeting shall be held with the employee and the employee shall have the right to choose a Steward who is readily available and on the premises. In the case of discharge for any offense other than the above mentioned, including suspension, the disciplinary action will be held in abeyance for two (2) weeks to give the Local Union the opportunity to intervene prior to the action being taken. The warning notice, suspension or discharge as herein provided shall not remain in effect for a period of more than nine (9) months from the date of said warning notice, suspension or discharge.

Any disciplinary action **must will list the violation(s) and** be by proper written notice to the employee and the Union affected. Disciplinary letters must be issued by the Company within ten (10) working days after the incident. Any employee may request an investigation as to his/her discharge or suspension. Should such investigation prove that an injustice has been done an employee, he/she shall be reinstated. The C.P.A.P.G.C. or the impartial arbitrator shall have the authority to order full, partial or no compensation for time lost. Appeal from discharge or suspension must be taken within ten (10) days by written notice and a decision reached within thirty (30) days from the date of suspension or discharge. An employee shall be given a copy of any Company form or document signed by the employee if requested.

The Company will not use absenteeism or accidents in conjunction with any other disciplinary action.

#### **ARTICLE 54 – PAID FOR TIME**

##### **Section 1 – General**

All employees covered by this Agreement shall be paid for all time spent in the service of the Employer. Rates of pay provided for by this Agreement shall be minimums. Established starting times may be changed from time to time as the nature of the Employer's business requires. The established starting time may be changed by the Employer upon forty-eight (48) hours notice; **with the exception of November 1st until the end of the third (3rd) full week of January. In that period the company would notify the employees twenty-four (24) hours prior to the next report.**

If an employee is called to start work, before his/her scheduled starting time, he/she shall be paid one and one-half (1-1/2) time his/her regular straight time rate for the hours worked before his/her regular scheduled starting time. The above may not apply when an emergency occurs where conditions beyond the Employer's control compel interruptions or delays in operations.

Time shall be computed from the time that the employee is ordered to report for work and registers in and until he/she is effectively released from duty. All time lost due to delays as a result of overloads or certificate violations involving federal, state or city regulations, which occur through no fault of the driver, shall be paid for.

Weekly scheduled start times will be posted for all part-time sorts. The Company is obligated to give as much notice as possible if part time start times are changed, however, notification will be no later than the previous work day prior to the change in start time.

**ARTICLE 55  
WAGES & WORKING CONDITIONS**

**Section 1 - Central Pennsylvania Wage Schedule**

**Central PA wage schedule ~~2013-2018~~ 2018-2023**

Classification	Existing Rate	8/1/2013 <u>18</u>	8/1/2014 <u>19</u>	8/1/2015 <u>20</u>	8/1/2016 <u>21</u>	2/01/2017 <u>22</u>	8/1/2017	2/1/2018
Package driver	32.30	33.00	33.70	34.40	34.80	35.20	35.70	36.20
Package car pups \$.10 additional								
Feeder drivers	32.40	33.10	33.80	34.50	34.90	35.30	35.80	36.30
Doubles	32.90	33.60	34.30	35.00	35.40	35.80	36.30	36.80
Triples	33.05	33.75	34.45	35.15	35.55	35.95	36.45	36.95
Auto mechanic	32.44	33.14	33.84	34.54	34.94	35.34	35.84	36.34
Building mechanic	32.44	33.14	33.84	34.54	34.94	35.34	35.84	36.34
Carwasher, porter	30.48	31.18	31.88	32.58	32.98	33.38	33.88	34.38
Package handler	30.55	31.25	31.94	32.65	33.05	33.45	33.95	34.45
Sorter	32.21	32.91	33.61	34.31	34.71	35.11	35.61	36.11

The definition of the full-time job classification of "Sorter" and part time classification of "Preloader-Sorter" have been specified as follows:

Distributing parcels to lateral belts (four (4) or more), transverse belts (four (4) or more) or any combination of lateral and transverse exceeding four (4), box lines, key entry or voice encoding systems and the sequential loading of parcels in the package delivery vehicles.

The following job categories will be administered as eligible or not eligible under the stated criteria for Preloaders-Sorters.

Job Category	Eligible	
	Yes	No
Unloader		X
Primary Sorter	X	
Secondary Sorter	X	
Boxline Sorter	X	
Irregular Sorter	X	
Smalls Sorter	X	
Key Entry Sorter	X	
Voice Encoding Sorter	X	
Loader		X
Preloader	X	
Smalls Bagger		X
HVD Splitter		X
LVD Splitter		X
Pick Off		X
ODC/FDC	X	
Haz Mat Acc Auditor	X	
Data Acquisition	X	

To remain in the Preloader-Sorter classification an employee must satisfactorily pass the periodic sorter tests or audits for accuracy and quantity. To remain in the sort isle, a sorter must get a score of 95% on the sorter test.

(a) Part Time Employees

All part-time employees who have attained seniority as of August 1, 2013 18 will receive the following general wage increases for each contract year. In the first three (3) years of the contract, the increase will be effective on August 1st. ~~In 2016 and 2017, the increase shall be paid in two (2) equal installments. The first half of the increase shall become effective on August 1 of the specified year. The second half of the increase shall become effective on February 1 of the following calendar year.~~ The total wage increase for each year will be as follows:

2013 <u>18</u>	seventy cents (\$0.70)	<u>seventy cents (\$0.70)</u>
2014 <u>19</u>	seventy cents (\$0.70)	<u>seventy-five cents (\$0.75)</u>
2015 <u>20</u>	seventy cents (\$0.70)	<u>eighty cents (\$0.80)</u>
2016 <u>21</u>	eighty cents (\$0.80)	<u>ninety cents (\$0.90)</u>
2017 <u>22</u>	one dollar (\$1.00)	<u>one dollar (\$1.00)</u>

Part-time employees still in progression on August 1, 2013 18 shall receive the above contractual increases and will be paid no less than what they are entitled to in accordance with the wage schedules in Article 22, Section 5(b) below. The progression set forth in (b) below shall be applied effective August 1, 2013 18.

(b) Newly Hired Part Time Employees

All part time employees who are hired or reach seniority after August 1, 2008 will be paid according to the following wage schedules:

**Part time starting rate will be effective August 1, 2018 \$13.00**

<u>8/1/2019</u>	<u>\$14.00</u>
<u>8/1/2020</u>	<u>\$14.50</u>
<u>8/1/2021</u>	<u>\$15.00</u>
<u>8/1/2022</u>	<u>\$15.50</u>

Hourly Rate	Preloader/Sorter	All Others
Start	\$11.00	\$10.00
Seniority plus one (1) year	\$11.50	\$10.50
Seniority plus two (2) year	\$12.00	\$11.00
Seniority plus three (3) year	\$13.00	\$12.00
Seniority plus four (4) year	\$13.50	\$12.50

Part-time employees currently earning less than \$13.00 per hour will receive an increase to at least \$13.00 per hour on August 1, 2018. If the General Wage Increase (.70) added to the employee's current hourly rate exceeds \$13.00 the employee receives the higher wage.

- (c) The wage rates and increases provided in (a) and (b) shall be a minimum.

In addition, the above wage rates may be further increased under the provisions of Article 33, (Cost of Living) for part time employees who have completed the wage progression schedule.

Starting rate for Package Driver Helpers shall be the same as the starting rate for the lowest paid part time employees.

Starting rate for center clerks will be \$8.50 per hour for employees not in the classification before August 1, 2002.

- (d) Package driver helpers may be used for the time period November 1st until the end of the third (3rd) full week of January.

Beginning the Monday after Thanksgiving through the third full week in January, once all temporary cover drivers who have completed the appropriate package driving progression have been offered work as package car drivers at their regular rate of pay, part time helpers may be used in that same center.

Such helper work will be offered in seniority order first to temporary cover drivers and then, to other part time employees, providing that this work will not interfere with their regularly scheduled duties.

After all seniority part time requests have been honored, the Employer may hire off the street.

Package driver helpers shall be guaranteed three (3) hours per day provided they report at their scheduled start time. If a helper is scheduled to meet a driver and the driver is late at the scheduled meet point, the helper's hours will commence from the scheduled time of the meet. Should there be occasions where the combined hours exceed eight (8) hours, overtime will be paid on all hours worked in excess of eight (8) hours in that day.

Package Driver Helper Rate of Pay:

Employees hired prior to August 1, 1995 and Temporary Cover Drivers - \$12.50 per hour

Employees who had attained seniority prior to ratification of the 1997 Agreement - \$9.00 per hour

Employees who attain seniority after ratification of the 1997 Agreement - \$8.50 per hour

- (e) Apprentice Mechanics. Apprentice rate shall be as follows:

Starting Wage	75 % of Mechanics rate
After 9 months	80 % of Mechanics rate
After 18 months	85 % of Mechanics rate
After 27 months	90% of Mechanics rate
After 36 months	95 % of Mechanics rate
After 48 months	100% of Mechanics rate

- (f) Automotive Mechanics and Building Mechanics shall receive a ~~two hundred seventy dollars (\$270.00)~~ **three hundred ten dollar (\$310.00)** yearly tool allowance the last pay period in 2013, and the ~~two hundred seventy dollars (\$270.00)~~ **three hundred ten dollar (\$310.00)** will increase by ten dollars (\$10.00) each year of the current contract, check payable on the last pay period of the year.

## ARTICLE 58 – HOLIDAYS & SUNDAY WORK

### Section 1

Holidays under this Agreement shall be New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Day, December 31st.

Employees hired after ratification will be eligible for the above named holidays nine (9) months from employee date of hire. **In order to be paid for the holiday, an employee must work the scheduled work day that immediately follows the holiday, except for cases of proven illness or the absence is mutually agreed to.**

There shall be five (5) additional holidays to be known as personal holidays. These days which shall be mutually agreed to by Employer and employee, can be taken up to the Sunday after Thanksgiving. Beginning with the Sunday after Thanksgiving for one (1) week, ~~6% of full time employees and 3% of part time employees will be allowed off for personal holidays,~~ **personal days will be awarded as follows:**

- **Full time package employees 6% Monday, 2% Tuesday to Thursday, 3% Friday**
- **Full time hub and feeder employees 3% Monday to Friday**
- **Part time 3% Monday to Friday**

**Employees will be granted requests for days off between Christmas and New Years in seniority order. Vacation, personal holidays and sick days will be given first preference.**

The Company will also allow a minimum of two percent (2%) or at least one (1) employee per classification per center off per day on Personal Holiday with the exception of Monday and Friday when five percent (5%) of the full time employees will be allowed off, three percent (3%) of part time employees will be allowed off. For all part time employees scheduled to work Sunday through Thursday, the above exceptions will be Sunday and Thursday for the 3% guaranteed off. The 5% and 3% and the 2% provision does not apply in May, June, July and August. The most senior employee in the classification in the center requesting a personal holiday will have the holiday approved or disapproved seven (7) days in advance of the date requested.

An employee may request payment for all unused personal holidays any time during the contract year. An employee shall be paid for any unused personal holidays at the end of the contract year.

In order to receive payment of unused personal holidays the employee must have worked ninety (90) days including holidays and vacation during the contract year.

The provisions of this section are intended to produce five (5) personal holidays per contract year. In order to be eligible for personal holidays as provided for in the article, the employee must be a seniority employee on May 1st of each contract year. A newly hired employee upon gaining seniority shall be entitled to having holidays in the following manner:

~~An employee shall be eligible for a personal holiday after one (1) year seniority, two (2) additional personal holidays after two (2) years seniority and two (2) additional personal holidays after three (3) years seniority.~~

**Seniority plus twelve (12) months-1 personal holiday**  
**Seniority plus eighteen (18) months- 1 personal holiday**  
**Seniority plus twenty-four (24) months-2 personal holidays**  
**Seniority plus thirty-six (36) months- 5 personal holidays**

In order to be eligible for personal holidays as provided for in this Article, the employee must be a seniority employee on May 1st of the contract year.

## Section 7 - Holiday Pay

Employees working job classifications subject to hourly or salaried rates shall receive eight (8) hours pay at the applicable rate of pay even though the employee is not required to work the holiday. Employees working two (2) or more job classifications subject to hourly rates during a week in which a specified holiday occurs shall be paid for the holiday on the basis of the straight time hourly rate applicable for the job on which the greatest number of hours has been worked. Compensation for part time employees who qualify for holiday pay shall be paid four (4) hours per day at their straight time hourly rate. Temporary Cover Drivers shall be paid eight (8) hours per day at their current wage progression rate if they have worked as a Temporary Cover Driver within fifteen (15) days prior to the holiday or worked eight hundred (800) hours as a Temporary Cover Driver in the preceding vacation period. **Temporary cover drivers who have driven 800 hours will be paid off for unused personal days at eight (8) hours at their current progression rate.**

## ARTICLE 59 – VACATIONS

### Section 2 - Qualifications

- (a) An employee in order to qualify for his/her first (1st) week vacation must:
1. Be a regular employee as provided in Article 48, Section
  2. Must have completed one (1) year of employment from his/her established seniority date.
  3. Must have worked **twelve hundred (1200) eight hundred (800)** hours or more prior to his/her anniversary date.

The provisions of Section 3(c) do not apply when there is not sufficient time between the employee's anniversary date and the expiration date of the current vacation period to permit him/her to take a vacation for which he/she has qualified within the vacation period. In this situation he/she shall be permitted to take the vacation for which he/she has qualified partially or entirely in the next vacation period. He/she is additionally qualified for, shall be given and paid for a vacation during the next vacation period if he/she has worked the required **twelve hundred (1200) eight hundred (800)** hours during the vacation period in which his/her anniversary occurs.

- (b) Employees who have worked **twelve hundred (1200) eight hundred (800)** hours or more during the preceding vacation period shall be eligible for vacation. Vacation, holiday and overtime hours, as well as time not worked because of occupational illness or injury, shall count as time worked for the purpose of qualifying for vacation. In the event of merger, purchase, etc., employees with ten (10) or more year's seniority shall be protected from the qualifying provisions of this Article for a period of one (1) year.

Employees who retire and have worked eight hundred (800) hours as required in paragraph (b) during the current vacation period prior to the retirement date is qualified for and shall be paid when he/she retires for the vacation periods for which he/she has qualified. An employee who dies or retires and has worked eight hundred (800) hours as required in this paragraph (b) during the current vacation period shall be paid for the vacation for which he/she has qualified.

(c) When an employee becomes permanently disabled, he/she shall qualify for his/her vacation period only during the vacation period in which such permanent disability occurs.

An employee who is unable to work because of permanent disability or occupational or non-occupational disability shall be paid vacation pay:

1. For the vacation which he/she qualified for in the vacation period preceding the vacation period in which the disability occurred.
2. For the vacation for which he/she qualified for working the **twelve hundred (1200) eight hundred (800)** hours required in paragraph (b) prior to the date of the disability during the vacation period in which the disability occurred.

## Section 3 - Vacation Periods

- (e) The Employer shall determine the number of employees working in each job classification permitted to be on vacation during a work week except the company agrees to increase summer vacations for full time **package drivers employees** during **May, June, July and August** to fifteen percent (15%) per week per center and **twelve percent (12%) for all other full-time employees. The May provision does not apply to the week of Memorial Day. During June, July, and August** ten percent (10%) for **of** part time employees per week per center **will be allowed off on vacation.** Temporary Cover Drivers are not included in the calculation.

The Company will be required to post an additional ten percent (10%) of weeks for vacation for the combining of sick days and personals for vacation purposes.

- (d) Beginning with the Sunday after Thanksgiving for one (1) week, Full Time and Part Time employees will be allowed to schedule vacations with a minimum of one (1) per center. Two percent (2%) of full time employees will be guaranteed off. For part time employees there will be no guaranteed percentage off.

~~As stated in Article 58, Section 1, beginning with the Sunday after Thanksgiving **personal days will be offered as stated in Article 58 Section 1,** for one (1) week, 6% of full time employees and 3% of part time employees will be allowed off for personal holidays.~~

## ARTICLE 64 – HEALTH AND WELFARE FUND FULL TIME EMPLOYEES

### Section 1 - Employer

- (a) The Employer hereby agrees, effective August 1, 2013~~18~~ until and including July 31, 2018~~23~~ to contribute to the Central Pennsylvania Teamsters Health and Welfare Fund or any other appropriate Health and Welfare Fund, the following sum per month, payable in advance, for each eligible employee coming under the jurisdiction of this Agreement, in accordance with the terms of the Trust Agreement and Health and Welfare Plan executed by the Employer:

Effective August 1, 2013~~18~~ - \$1648.80 **\$1,828.67** per employee per month

Effective August 1, 2014~~18~~, August 1, 2015~~19~~, August 1, 2016~~20~~, August 1, 2017~~21~~ and August 1, 2018~~22~~, the Employer contributions to the Health and Welfare and Pension shall be increased a total of one dollar (\$1.00) per hour each year. Allocations shall be determined by the Joint Supplemental Area Negotiating committee, subject to the approval of the Joint National Negotiating Committee.

Monthly contributions for each Eligible Member Employee shall be paid not later than the fifteenth (15th) day of the month.

The Employer shall use the reporting forms required by the Trustees of the Fund (the Trustees) and shall comply with the instructions of the Trustees in filling out such forms.

**ARTICLE 65 – PENSION FUND FULL TIME EMPLOYEES**

**Section 1 - Employer Contributions**

(a) The Employer hereby agrees to contribute to the Central Pennsylvania Teamsters Pension Fund the following monthly contributions, in accordance with the terms of the Trust Agreement and Pension Plan executed by the Employer, subject to the qualifications hereinafter specified:

Effective August 1, 2013~~18~~ \$1395.33 **\$2,087.80** per employee per month.

Effective August 1, 2014~~18~~, August 1, 2015~~19~~, August 1, 2016~~20~~, August 1, 2017~~21~~ and August 1, 2018~~22~~, the Employer contributions to the Health and Welfare and Pension shall be increased a total of one dollar (\$1.00) per hour each year. Allocations between the Health and Welfare Fund and Pension Fund shall be determined by the Joint Supplemental Area Negotiating committee, subject to the approval of the Joint National Negotiating Committee. In addition, allocation between the Defined Benefit Plan and the Retirement Income Plan shall be made by the Joint Supplemental Area Negotiating Committee in the manner determined by the Settlers of the Central Pennsylvania Teamsters Pension Fund, or, to the extent lawful, the Trustees of the Central Pennsylvania Teamsters Pension Fund.

**ARTICLE 68 – SICK LEAVE**

Effective May 1, 1982, eligible employees shall be entitled to five (5) days sick leave with pay during each contract year.

An employee shall receive eight (8) hours pay for each day he/she is scheduled to work but is unable to report to work. Part time employees will be paid four (4) hours for each day he/she is scheduled to work but is unable to report for work.

Temporary Cover Drivers will be paid eight (8) hours at current progression rate if employee has worked as Temporary Cover Driver in the preceding fifteen (15) days.

An employee may combine sick days, personal days for a total of five (5) or ten (10) days and schedule additional weeks vacation in their place. This will only be allowed after all contractual vacation bidding. This shall be construed to mean forty (40) hours per week for full time employees and twenty (20) hours per week for part time employees.

Excluding Temporary Cover Drivers who have not completed progression, employees may accumulate their unused sick days during the life of this Agreement. In the event that sick days are used, payment shall be at the appropriate rate in effect that each sick day was earned. All accumulated sick days will be paid at the earned rate of pay. An employee may request payment of sick days upon retirement or separation of employment. It is agreed that the conditions listed above will not result in abuse or interference with the Employer’s operation. In the event the Union and Company are unable to reach an agreement under this Article at the expiration of the contract, all employees will be paid their accumulated sick days.

An employee may request payment for all unused personal and sick days any time during the contract year.

An employee shall be paid for any unused personal or sick days at the end of the contract year unless he/she elects to accumulate sick days.

An employee hired after the ratification of the Agreement upon gaining seniority shall be entitled to sick leave with pay in the following manner:

Two (2) years after seniority date 2 sick days  
Three (3) years after seniority date 4 sick days  
Four (4) years after seniority date 5 sick days

In order to be eligible for sick days as provided for in this Article, the employee must be a seniority employee on May 1st of the contract year.

In order to receive payment of the unused portion of sick leave the employee must have worked ninety (90) days, including holidays and vacation during the contract year.

**Memo of Understanding**

**For the time frame of November 1 through the third full week of January, seniority part time employees who are required to work a 6th punch will be paid time and one-half (1 ½) for all hours worked provided the employee has worked a minimum of seventeen and one-half (17 ½) hours other five (5) days the current week.**

**Memo of Understanding**

**The parties agree, employees classified as 22.4 full-time combination drivers require one (1) day notice of intended layoff.**

IN WITNESS WHEREOF, the parties hereto, have set their hands and seals this 1st day of August, 2013~~18~~ to be effective as of August 1, 2013~~18~~, except as to those areas where it has been otherwise agreed between the parties.

**NEGOTIATING COMMITTEE**

For the Employees:

CENTRAL PENNSYLVANIA UNION  
NEGOTIATING COMMITTEE  
Patrick D. Connors, Chairman  
Jimmy Little  
Howard Rhinier  
Darrin Fry

For the Employer:

CENTRAL PENNSYLVANIA  
NEGOTIATING COMMITTEE  
Frank Williams, Chairman  
Barb Jaram  
Eric Bringe  
Norm Wynne  
Kim Van Utrecht  
Victor Provenzano  
Darren Pray  
Wayne Foulke  
Jayson Weaver  
Tom Wolfe

IN WITNESS HEREOF, the undersigned do duly execute the UPS Central Pennsylvania Supplemental Agreement which is to become a part of the National Master UPS Agreement.

**FOR THE UNION**

**FOR THE COMPANY**

LOCAL UNION NO. \_\_\_\_\_  
affiliate of the International  
Brotherhood of Teamsters

By: \_\_\_\_\_  
(signed)

It's: \_\_\_\_\_  
(title)

By: \_\_\_\_\_  
(signed)

It's: \_\_\_\_\_  
(title)