



SUMMARY OF THE Teamsters Cartage Services, Inc. (CSI) Tentative Agreement

As a part of the National Master UPS Agreement, CSI employees will receive \$4.15 in increased wages by August 1, 2022. The pension and health and welfare contributions were increased by \$5.00 as of August 1, 2022, for a total monetary increase of \$9.15. The UPS/IBT Pension and the UPS Pension plan for part-timers outlined in Article 34 of the NMUPSA were improved.

The 2018-2023 UPS CSI negotiations focused primarily on addressing the various Local Addenda that were incorporated in the National CSI Supplement in 2005.

The changes to the National CSI Supplement are highlighted below. Please refer to the attached Tentative Agreement for the detailed language changes.

Full-time Jobs—National CSI Supplement Article 11

When UPS purchased Menlo in 2005, most short-haul work was done by subcontractors. In 2008, the union negotiated a provision creating a semi-annual review of these runs with an eye to converting these into union jobs.

It was a top priority for the CSI union committee to protect short-haul runs—that had been converted from subcontracted work to union work—from further review and possible loss. The committee made substantial gains on this issue. We have negotiated a provision in the new agreement that protects twenty-nine (29) such jobs around the country from review for the term of the new agreement. Those jobs and locations are listed in Article 11.

New National CSI Supplement Article 18--Part-Time Non-CDL Dockworker

From the start of negotiations, UPS CSI made it clear to the union committee that a new classification of part-time dockworker was its top proposal. The union committee made it clear to UPS CSI that protecting the ERB runs created under Article 11 was our top need. The CSI national negotiating committee worked hard to put the strongest possible protections and restrictions into the National CSI Supplement on part-time non-CDL dockworkers. We have accomplished that goal. In areas that already allow part-time non-CDL dockworkers, you

keep the language that pertains to that classification; however, several provisions of the new tentative agreement (TA) are superior to some of that existing language and the superior language will prevail. Please note that the Article 11 short-haul run protection and this part-time provision are tied together; they came out of the final hours of negotiations as a package.

The tentative agreement allows for a very limited number of a new classification of non-CDL part-time dockworkers, paid under Article 22.8 of the National Master Agreement.

- The TA restricts the usage to 10% of the total workforce in each facility, with a maximum of five (5) in any facility. The number of current jobs in existence at ratification will be protected and guaranteed in locations that utilize the new classification.
- No employee can be laid off, displaced or reduced to part-time status while any new non-CDL part-time dockworker is working in the building.
- In those Addenda that currently have full-time or part-time non-CDL dockworkers that pays a lesser start rate than that found in the new NMA Article 22.8 wage schedule, those start rates will be increased to equal 22.8 starting August 1, 2018.
- In Addenda that currently have “on-call” non-CDL dockworkers or Freight Handlers, those “on-call” employees must be worked prior to any new non-CDL part-time dockworker. Essentially this will do away with the on-call nature of those jobs if the company utilizes the new classification.
- The new classification will have a four-hour daily guarantee with a five (5) consecutive day work-week in accordance with the local Addenda. In addition, in any Addenda that has a lesser guarantee for current part-time dockworkers, that guarantee would be increased to four hours.
- The new non-CDL dockworker can only perform freight-related duties on the dock, no driving work is allowed.
- The new non-CDL dockworker will enjoy all the benefits as contained in the Addenda, including pension, health and welfare, vacations and paid time off, etc.

TEAMSTERS CARTAGE SERVICES, INC. (CSI) 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~~.

National CSI Supplement Article 11
Short Haul NEW Section 2

National CSI Supplement NEW Article 17
4x10 workweek

The following runs will not be subject to the six (6) month review by the Economic Review Board (ERB) for the length of the 2018-2023 Agreement:

<u>ORIGIN</u>	<u>LINEHAUL</u>
Newark	HWR-HPH-PHL-HWR (PM)
Newark	EWR-PHL-EWR (AM)
Newark	HWR-BDL (Sunday)
New York	JFK-HWR-JFK
New York	HWR-MDT (Sunday)
Dallas	HTX-OKC-HTX (Sunday)
Hartford	BDL-HWR-BDL
Poughkeepsie	POU-HWR-POU
Poughkeepsie	POU-HWR-POU (Sunday)
Greensboro	GSO-HCL-GSO
Greensboro	GSO AM/Shuttle
Greensboro	GSO PM/Shuttle
Greenville	GSP-HCL-GSP
Orlando	HMC-MP-HMC
Charlotte	HMC-JAX-HMC
Charlotte	HCL-GSO-HCL (Sunday)
Charlotte	HCL-GSP-HCL (Sunday)
Charlotte	HCL-CAE-CHS-HCL (AM)
Charlotte	HCL-HCA-GSP-HCL
Charlotte	HCL-RDU-HCL (Sunday)
Milwaukee	MKE-HCI-MKE
Milwaukee	MKE-HRF-MKE
Peoria	PIA-HCI-PIA (Sunday)
Peoria	PIA-HCI-PIA
Detroit	DTW-MP-ORD
Chicago	ORD-MP-DTW
Chicago	ORD-MP-SDF
Louisville	SDF-MP-ORD
Harrisburg	MDT-Williamsport P&D

For Driver/Dockworker positions where existing language allowing four (4) day / ten (10) hour shifts is not already in place, the Company may establish a workweek that consists of four (4) day / ten (10) hour shifts, Monday through Friday. The four (4) day / ten (10) hour workweek shall be limited to ten percent (10%) of the total number of full-time positions.

For any other classification, the Company and the Local Union must mutually agree to establish four (4) day / ten (10) hour shifts.

National CSI Supplement – NEW Article 18
Part-Time Dockworkers

- 1) All newly hired CSI part-time non-CDL dockworkers wages and benefits will be in accordance with NMA Articles 22 and 34, and Article 3 of the National CSI Supplement.
- 2) This article shall only apply to Addenda that do not have language on part-time non-CDL dockworkers. All other Addenda language on the classification shall remain in effect unless specifically addressed in the Article.
- 3) The employees may not drive a vehicle to make deliveries, pickups, drop-offs, recovery of freight, perform sweeps at the airport or perform anything but freight related duties on the dock at the facility.
- 4) All paid time off shall be governed by the local CSI Addenda. Vacations shall be paid at 20 hours, daily paid time off shall be at 4 hours.
- 5) All part-time non-CDL dockworkers governed by this Article shall be provided a minimum daily four (4) hour guarantee. In the event that there are existing part-time dockworkers with less than a four (4) hour daily guarantee, they shall receive a four (4) hour daily guarantee as of August 1, 2018.
- 6) The new non-CDL part-time dockworker will work a five consecutive day work-week in accordance with the local Addenda. If a local Addenda has dockworkers working on an on-call basis, those on-call employees shall be called to work prior to working a new non-CDL part-time dockworker.

- 7) In the event of lay-off, all part-time non-CDL dockworkers hired under this Agreement shall be laid off before any full-time or part-time driver/dockworker or dockworker can be laid off, displaced or, in the case of full-time employees, reduced to part-time status.
- 8) All employees hired under the non-CDL part-time dockworker classification will be maintained on a separate seniority list; however, all dockworker overtime shall be offered off of one combined list of all employees who are available. This also applies to any extra days or bid 6th or 7th days of dock work. The separate dockworker seniority list will be used to determine the dockworker's vacation schedule and optional holidays.
- 9) The number of non-CDL dockworkers shall be limited to ten percent (10%) of the total workforce in the facility, maximum 5.
- 10) The implementation of this classification shall not cause a current full-time or part-time driver/dockworker's start time to change more than one (1) hour.
- 11) Any conditions and benefits not addressed in this Article shall be governed by the current local CSI Addenda.
- 12) The number of jobs existing as of ratification shall be guaranteed in locations that utilize the new part-time non-CDL dockworkers. If an existing job is vacated it will be filled under the conditions in existence as of ratification.
- 13) If a new part-time non-CDL dockworkers' wages under NMUPSA Article 22.8 exceed any existing CSI wage rate, that wage rate will be raised in accordance with 22.8.

Local Addenda to the National CSI Supplement

Local 162 Addenda

Article 2 Section 2

Add: Albany, Lebanon, McMinnville, Newberg, La Center, Washougal, Longview, Kelso to covered areas.

Local 162 Addenda

Article 28 Section 3

Sick leave will be paid to eligible employees beginning on the first working day of absence due to sickness or accident after ninety (90) days of employment. An employee who becomes eligible for sick leave under Section 6 of this Article prior to the ninetieth (90th) day will be paid beginning on the second working day of absence due to sickness or accident.

Local 243 Addenda

Article 5 Vacancies and Annual Bid

A. Vacancies #1

Add: If there are no full-time employees eligible for the open position, a qualified part-time employee may bid on the open position and will be considered to fill the vacancy prior to hiring an employee off the street.

Local 243 Addenda

Article 6 Hours of Work and Overtime

C. Work Week

Add: Employees interested in sixth (6th) or seventh (7th) day work will sign the overtime list, which will be posted on Monday for the sixth (6th) and seventh (7th) day overtime work for the week. The work will be awarded based on seniority from the sign-up sheet.

Local 295 addenda

Add: The parties agree to allow all employees to participate in optional disability plans offered by Local 295. In order to participate in these plans, the employee will need to sign up with the Union, and authorize the Company to make the necessary payroll deductions. The Union will provide the Company with the relevant employee information to make these deductions.

Local 295 addenda

Section 7 Vacations

(C) The employer shall post the vacation schedule no later than ~~March 1~~ December 1 to be effective ~~April 1~~ January 1 of each year, and shall give preference to the senior employees. The Employer shall have the right to schedule the number of employees who shall receive vacations at a particular time. Vacations shall be scheduled on a year round basis according to seniority and classifications, by location.

Local 407 addenda (Locals 243, 413, 406, 710)

Article 3 Probationary Employees

A. Probation Period – A new employee shall work under the provisions of this Agreement, but shall be employed on a ~~ninety (90)~~ forty-five (45) working day trial basis, during which period he or she may be discharged without recourse to the grievance mechanism provided herein. After ~~ninety (90)~~ forty-five (45) working days, the employee shall be placed on the regular seniority list with his or her hire date as his or her seniority date. Upon written notice to the Local Union, the Employer and the Union may mutually agree to extend the probationary period for an additional thirty (30) working day period. The probationary employee shall sign a statement acknowledging that the probationary period has been extended.

Local 667 addenda

Hours of Work & Overtime Section 5 Split shifts

A split shift will be considered any scheduled shift with a break of a minimum of two (2) hour and a maximum of ~~four (4)~~ three (3) hours. There shall be no more than ~~sixty percent (60%)~~ thirty-five percent (35%) of full-time employees eligible for split shifts.

Local 728 addenda

Hours of work & overtime

A split shift is defined as any position with split in excess of one and one half (1.5) hours unpaid time to a maximum of ~~four (4)~~ three (3) hours unpaid time to be scheduled with a minimum shift time of three hours.

Local 776 Addenda

Article 25 Section 1

Add: In the event a bid time start time is changed by one (1) hour or more permanently for thirty (30) consecutive calendar days, the job shall be re-bid.

Local 776 Addenda

Article 2 Section 2 Overtime

Add: The Company shall give a minimum of two (2) hours' notice of mandatory overtime, when possible.

Master Southern Region Addenda

Hours of Work and Overtime, Section 4 – Split Shifts

Split shifts may be performed by no more than ~~fifty percent (50%)~~ thirty-five percent (35%) of full-time employees. A split shift will be considered any scheduled shift with a break of a minimum of one (1) hour and a maximum of ~~four (4)~~ three (3) hours.