

TEAMSTERS SOUTHWEST AUTOMOTIVE WORKERS 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~~.

SECTION 1. RECOGNITION OF THE UNION

Existing seniority employee with a seniority date prior to 8/1/1997 who enter the full-time automotive agreement during the life of this agreement only, shall be paid in accordance with the above schedule(s). **Part-time employees who are hired into the automotive agreement and who are currently earning more than the progression entry rate shall have their wage rate frozen for the length of the progression period (thirteen months) and shall be entitled to all negotiated increases thereafter.** All other employees, with a seniority date on or after 8/1/1997, hired into the automotive agreement shall be paid the following wage progression effective 8/1/~~2013~~ 2018.

All current Full-time employees will be paid no less than what they are entitled to in accordance with the wages below:

Classification	Start Rate	Seniority Rate	Seniority Plus 12 Months
	70%	75%	100%
Yard/Shop Cleanup (Janitor)	10.50 <u>16.50</u>	11.25 <u>17.25</u>	15.00 <u>18.50</u>
Car Washer	10.50 <u>16.50</u>	11.25 <u>17.25</u>	15.00 <u>18.50</u>
Tire Service	10.50 <u>16.50</u>	11.25 <u>17.25</u>	15.00 <u>18.50</u>
Stock & Parts Room	10.50 <u>16.50</u>	11.25 <u>17.25</u>	15.00 <u>18.50</u>
Lubrication	10.50 <u>16.50</u>	11.25 <u>17.25</u>	15.00 <u>18.50</u>
Steam Rack	10.50 <u>16.50</u>	11.25 <u>17.25</u>	15.00 <u>18.50</u>
Fueler	10.50 <u>16.50</u>	11.25 <u>17.25</u>	15.00 <u>18.50</u>

After completion of the above progression, employees shall receive the nationally negotiated hourly wage increases each succeeding year as described below:

- August 1, 2013 ————— Seventy cents (\$.70) per hour
- August 1, 2014 ————— Seventy cents (\$.70) per hour
- August 1, 2015 ————— Seventy cents (\$.70) per hour
- August 1, 2016 ————— Forty cents (\$.40) per hour
- February 1, 2017 ————— Forty cents (\$.40) per hour
- August 1, 2017 ————— Fifty cents (\$.50) per hour
- February 1, 2018 ————— Fifty cents (\$.50) per hour

~~August 1, 2018~~ **Seventy cents (\$.70) per hour**

~~August 1, 2019~~ **Seventy-five cents (\$.75) per hour**

~~August 1, 2020~~ **Eighty cents (\$.80) per hour**

~~August 1, 2021~~ **Ninety cents (\$.90) per hour**

~~August 1, 2022~~ **One dollar (\$1.00) per hour**

Full-time employees who enter the automotive agreement as a result of an ADA accommodation shall be paid the pre-8/1/1997 rate if they are at the top rate of their existing classification at the time of the accommodation.

Shifts commencing between 4:00 p.m. and midnight shall be paid twenty cents (20¢) per hour in addition to rates as shown above. Shifts commencing between midnight and 5:30 a.m. shall be paid twenty-five cents (25¢) per hour in addition to rates shown above. Employees working on a shift commencing at or after 12:00 noon shall be paid the regular rate up to 4:00 p.m., and the bonus rate of twenty cents (20¢) additional per hour for all hours worked after 4:00 p.m. Shifts beginning before 12:00 noon will not be paid a premium rate for time worked after 4:00 p.m.

Working foremen shall receive twenty cents (20¢) per hour above the highest paid classification supervised.

Floor scrubbing, forklift operators, sweeping and vacuum machine operators shall receive five cents (5¢) per hour above the regular yard and clean-up (janitor) rates.

If an employee covered under this Agreement is instructed to operate a tow motor, the employee shall receive five cents (5¢) per hour above the regular yard and clean up (janitor) rate.

All classifications may be used to shift new vehicles and vehicles from one location to another for maintenance purposes. Employees shifting such vehicles shall be paid ten cents (10¢) per hour above their regular rates for the driving time only. This does not apply to cars being shifted for washing and cleaning purposes or for fueling.

Any regular employee reporting for work on any day, as directed, shall receive full pay for the employee's regular hours, unless excused at the employee's request.

If a regular full time employee is required to work a combination job and works in a higher paying classification job for more than one (1) hour, that employee shall be paid the higher rate of pay for the entire shift.

Employees who are requested to do painting shall be paid fifteen cents (15¢) per hour above the current lubrication rate for the time spent painting.

Refer to Exhibit "A," attached hereto, for a description of certain job classifications.

SECTION 3. HOLIDAYS AND PERSONAL DAYS

The following holidays shall be granted without reduction in pay:

New Year's Day	Memorial Day
July 4th	Labor Day
Thanksgiving Day	Day after Thanksgiving
Christmas Day	December 31st
Four (4) Floating Holidays	

Each seniority employee shall be granted four (4) floating holidays to be taken each calendar year. Employees hired on or after August 1, 2002 shall be eligible for the above-named holidays after one (1) year seniority with the Company.

Floating holidays and personal days shall be selected in the following manner. Floating holidays and personal days scheduled during the vacation selection process shall be guarantee time off for the employee requesting such days. Those employees not selecting during the vacation selection period may request their floating holidays at any time during the calendar year. Seniority shall prevail when the floating holidays and personal days have been selected at least ten (10) working days prior to the selection dates and time off shall be guaranteed ten (10) working days prior to the dates the floating holidays occur.

Seniority shall prevail when an excessive number of employees have chosen the same day.

The granting of floating and personal holidays may be limited during the month of December.

If the Company decides to shut down its operations in the Southern California area on another day, a floating holiday will be assigned to that day.

When a holiday falls on Sunday, the following Monday will be observed as the same **for employees whose first scheduled work day of the work week falls on Monday.**

The above holidays will be paid, regardless of what day in the week that they may fall.

Employees absent for more than thirty (30) days due to non-industrial illness or in injury will not be eligible for holiday pay. In case of industrial injury, employees absent for more than ninety (90) days will not be eligible for holiday pay.

Except as described above, an employee, to be eligible for holiday pay, must have monies earned during the week in which the holiday falls.

Employees may elect, on their anniversary date, to receive five (5) personal days off (40 straight time hours) or pay in lieu thereof. These five (5) days will be selected, under seniority procedure, by the employee as part of the employee's vacation selection procedure and need not be taken in conjunction with other vacation weeks. Employees hired after August 1, 2002, shall be eligible for the five (5) personal days described above after completion of two (2) years seniority with the Company.

SECTION 4. VACATIONS

All employees covered by this Agreement shall be entitled to one (1) week of vacation with pay after one (1) year's of continuous service with the Company; two (2) weeks of vacation with pay after three (3) years' continuous service with the Company; three (3) weeks of vacation with pay after five (5) years' continuous service with the Company; four (4) weeks of vacation with pay after ten (10) years' continuous service with the Company; five (5) weeks of vacation with pay after twenty (20) years' continuous service with the Company; and six (6) weeks of vacation with pay after twenty-five (25) years continuous service with the Company.

Vacation pay for each week of vacation shall be one-fifty-second (1/52) of the gross annual earnings of the employee during the twelve (12) month period immediately prior to the employee's employment anniversary date. 1/52 shall be defined as all monies paid to an employee for an anniversary year, excluding unused sick pay, pay in lieu of unused vacations or personal days. National negotiated monetary bonus shall be governed by the National Negotiating Committee.

A lapse of more than thirty (30) days per year shall break the continuity of employment for the purpose of vacation eligibility.

Vacation days will be prorated.

VACATION SELECTION PROCEDURE-FOR CHOICE OF VACATION: Once a vacation list is posted, the first full week of January is allowed for the top 25% to select in seniority order; the second week of January for the second 25%; the third week of January for the third 25% to select in seniority order, and the fourth 25% to select the fourth week of January. Those not signing up in their scheduled week shall lose their choice of vacation and must take what is left. In those operating centers where there are part-time and full-time employees, the Company will post separate vacation lists.

Earned vacations, for the vacation period scheduled, shall be paid for during the week prior to the date the vacation is taken.

If vacation is not taken, such earned vacation monies will be paid on the employee's anniversary date of hire. Vacation pay will be paid on a separate check.

When a holiday falls within an employee's vacation period, he/she shall receive one (1) extra day of vacation or pay in lieu thereof by mutual agreement.

Vacations shall be granted between January 1st and December 31st.

By seniority, a minimum of fifteen percent (15%) of the eligible members in each location shall be allowed time off for earned vacation per week during the months of June, July and August. **If the number allowed off for 15% is .5 or greater the Employer will round up to the nearest whole number, anything less than .5 will be round down to the nearest whole number.**

The Employer shall have the right to hire **and use full time** vacation relief employees for the purpose of covering regular employees on vacation during the months of June through August, inclusive, of any year. ~~Vacation replacements~~ **Relief employees** shall not have such time counted towards attaining seniority. ~~Vacation~~ **The** relief period shall be defined as the Tuesday following Memorial Day through the Friday preceding Labor Day.

Vacation weeks earned during the current vacation period, declared for sellback, shall be paid two (2) weeks after the employee's anniversary date of hire. Vacation pay will be paid on a separate check.

Employees who have earned vacation week(s), not selected during the vacation selection period, may elect to sell back those unscheduled weeks at any time.

After one (1) year of employment, vacation allowances will be prorated on a monthly basis and paid in the event of separation from the Company.

An employee who retires from the Company, and is entitled to receive payment for prorated unused vacation, shall also be paid a separate additional cash payment equal to the total pension contributions which the Company would have been required to make on behalf of the employee had the employee utilized all accumulated unused vacation prior to retiring (i.e. the number of prorated unused vacation hours multiplied by the hourly pension contribution rate in effect at the time of payment as illustrated in the following example – 40 hours x \$6.60 per hour = \$264.00).

SECTION 5. HEALTH AND INSURANCE COVERAGE

Employees hired on or after October 1, 1993, and their eligible dependents, shall become eligible for this coverage six (6) months after their seniority date.

For those full-time or part-time employees who have received health and welfare benefits from the Company Health & Welfare Plan, benefits on and after January 1, 2014 will be

provided by Teamsters Western Region and Local 177 Health Care Plan in accordance with the Letter of Agreement on the Teamsters Western Region and Local 177 Health Care Plan dated September 6, 2013. ~~The Company will continue to provide health & welfare benefit coverage under the existing plan through December 31, 2013.~~

For all full-time and part-time employees who receive health and welfare benefits from the Teamsters Western Region and Local 177 Health Care Plan the employer shall make health and welfare contributions for employees who have been injured on the job for a period of one (1) year, and for employees who are ill or have been injured off the job for a period of four (4) weeks, with the Teamsters Western Region and Local 177 Plan covering the remaining weeks up to a maximum of twenty-six (26) weeks.

Any eligible employee covered by this Section who retires effective January 1, 2014 or thereafter shall be provided retiree medical benefits through the Teamsters Western Region and Local 177 Health Care Plan.

SECTION 7. SENIORITY

In the event of a complete building re-alignment, porters covered by this Agreement shall be given the opportunity, in accordance with their seniority, to bid the new defined areas. **All porters covered by this agreement shall be given the opportunity, in accordance with their seniority, to bid on all porter positions by classification within the facility, on an annual basis. The bid will include general job description, hours of work, and workweek.** It is understood that daily work assignments and coverage for disability, vacation, etc., will not be affected by this paragraph.

It is agreed that needs for vacation relief or permanent openings, under this Agreement, will be filled from members on the layoff list, by seniority. Appropriate notice will be given.

SECTION 10. PENSION BENEFITS

Pension contributions payable into the Western Conference of Teamsters Pension Trust Fund, for the account of each full-time employee of the bargaining unit shall be paid for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

For probationary employees hired on or after August 01, 2002, the Employer shall pay an hourly contribution rate of ten cents (\$0.10) (including \$0.01 for PEER/80 for full-time employees) during the probationary period as defined in Article 4 of the WRT/UPS Supplemental Agreement, but in no case for a period longer than the first ninety (90) calendar days from an employee first date of hire. If and when this period is completed, the full standard contribution rate shall apply. Contributions shall be calculated on the same basis as described in this Article.

Effective on the date indicated below, the Employer shall pay total contributions split between amounts for accrual of

benefits and amounts for PEER 80 under the Program for Enhanced Early Retirement (PEER). The contributions require to provide PEER 80 will not be taken into consideration for benefit accrual purposes under the plan. The contributions for PEER 80 must at all times be 16.5% of the basic contributions and cannot be decreased or discontinued at any time.

The following pension contribution rates are applicable to Local Union Nos. 63, 186, 542, 952 and 986.

Effective August 1, ~~2018~~ 2013, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate of ~~\$11.56~~ \$9.85 per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

Effective August 1, ~~2019~~ 2014, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of \$11.96 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2014 contribution rate of \$9.85 per hour.~~

Effective August 1, ~~2020~~ 2015, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of \$12.36 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2015 contribution rate.~~

Effective August 1, ~~2021~~ 2016, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of \$12.76 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2016 contribution rate.~~

Effective August 1, ~~2022~~ 2017, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of \$13.16 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2017 contribution rate.~~

The following pension contribution rates are applicable to Local Union No. 396, 481 and 495.

Effective August 1, ~~2018~~ 2013, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate of ~~\$11.71~~ \$10.00 per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

Effective August 1, ~~2019~~ 2014, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of 12.11 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2014 contribution rate of \$10.00 per hour.~~

Effective August 1, ~~2020~~ 2015, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of \$12.51 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2015 contribution rate.~~

Effective August 1, ~~2021~~ 2016, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of \$12.91 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2016 contribution rate.~~

Effective August 1, ~~2022~~ 2017, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of \$13.31 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2017 contribution rate.~~

SECTION 18

The term of the Automotive Addendum shall be not less than the term negotiated for the National Master United Parcel Service Agreement.

This ADDENDUM shall become effective August 1, ~~2018~~ 2013 and remain in effect through July 31, ~~2023~~ 2018.

All current letters of understanding shall be renewed for the term of the Agreement.

TEAMSTERS SOUTHWEST UTILITY WORKERS 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~~.

SECTION 1. RECOGNITION OF THE UNION

The Company recognizes the Union as the sole collective bargaining agent for utility automotive workers, excluding those in supervisory capacity with authority to hire and discharge.

The Company recognizes that the principles of seniority should be given prime consideration in the everyday operation of the business.

Seniority is defined as the length of an employee's continuous service within the classifications covered by this Addendum, in the location he is domiciled, from the date of hire or his requested transfer.

A temporary employee is one who has been employed by the Company for a period of less than seventy (70) days worked. A new part-time employee shall attain seniority when he/she has worked seventy (70) days within a six (6) consecutive month period. Such employees shall, thirty-one (31) days after their date of employment, pay their regular initiation fee. ~~A seasonal employee is a temporary employee who is hired between October 1 and December 31, inclusive, of any year.~~

SECTION 8. OVERTIME RATES OF PAY

Employees shall work five (5) consecutive days each week. Employees will be assigned regular shifts and will be given five (5) days advance notice in case it is necessary to permanently change the starting time of any shift. When start times are permanently changed more than two (2) hours, the job shall be rebid, excluding employees assigned to vacation relief.

All hours worked in excess of eight (8) hours per day and forty (40) hours per week shall be overtime hours and paid for at one and one half (1½) times the regular rate of pay.

Any employee reporting for work on any day as directed shall be guaranteed full pay for his regular hours, unless excused at the employee's request.

(A) All part-time employees who have attained seniority as of August 1, 2018 ~~2013~~, will receive the following general wage increase **for each contract year, but in no case shall an**

employee receive less than the hourly start rate specified on August 1st, 2018-2022 as set forth in (B) below. The total wage increase for each year will be as follows:

August 1, 2013	Seventy cents (\$.70) per hour
August 1, 2014	Seventy cents (\$.70) per hour
August 1, 2015	Seventy cents (\$.70) per hour
August 1, 2016	Forty cents (\$.40) per hour
February 1, 2017	Forty cents (\$.40) per hour
August 1, 2017	Fifty cents (\$.50) per hour
February 1, 2018	Fifty cents (\$.50) per hour

<u>August 1, 2018</u>	<u>Seventy cents (\$.70) per hour</u>
<u>August 1, 2019</u>	<u>Seventy-five cents (\$.75) per hour</u>
<u>August 1, 2020</u>	<u>Eighty cents (\$.80) per hour</u>
<u>August 1, 2021</u>	<u>Ninety cents (\$.90) per hour</u>
<u>August 1, 2022</u>	<u>One dollar (\$1.00) per hour</u>

(B) Newly Hired Part time Employees:

All part time employees who are hired or reach seniority after August 1, ~~2018~~ 2013 will be paid according to the following wage schedules:

	Utility Workers Hourly Rate
Start	\$11.00
Seniority plus one (1) year	\$11.50
Seniority plus two (2) years	\$12.00
Seniority plus three (3) years	\$13.00
Seniority plus four (4) years	\$13.50
<u>August 1, 2018</u>	<u>\$13.00</u>
<u>August 1, 2019</u>	<u>\$14.00</u>
<u>August 1, 2020</u>	<u>\$14.50</u>
<u>August 1, 2021</u>	<u>\$15.00</u>
<u>August 1, 2022</u>	<u>\$15.50</u>

(C) The wage rates and increases provided in (A) and (B) shall be a minimum.

Part-time employees still in progression on the effective date of this Master Agreement shall receive the above contractual

increase and, will be paid no less than what they are entitled to in accordance with the wage scheduled in Article 22, Section 5 of the National Master United Parcel Service Agreement.

(D) All part time employees governed by this Article shall be provided a minimum daily three and one-half (3½) hour guarantee.

(E) Seniority part-time employees who are receiving an hourly rate higher than set forth above in Section (B), as a result of a Market Rate Adjustment, shall not have their hourly rate reduced due to the implementation of this Article.

SECTION 15. HEALTH INSURANCE COVERAGE:

Employees hired prior to August 1, 2008, and their eligible dependents, shall become eligible for this coverage six (6) months after their seniority date.

In accordance with National Mater United Parcel Service Agreement Article 34, Section 2 ~~(d)(b)~~, (Health & Welfare and Pension — Part-Time Medical Coverage) **individual and dependent/spousal health coverage will be made available to part-time employees on the payroll as of or hired on or after August 1, 2018 after nine (9) months of active employment.** ~~2008 shall become eligible for this coverage after twelve (12) months of active employment and spousal or dependent coverage will be made available to these part-time employees twelve (12) months after their initial date of employment.~~

For those full-time or part-time employees who have received health and welfare benefits from the Company Health & Welfare Plan, benefits on and after January 1, 2014 will be provided by Teamsters Western Region and Local 177 Health Care Plan in accordance with the Letter of Agreement on the Teamsters Western Region and Local 177 Health Care Plan dated September 6, 2013. ~~The Company will continue to provide health & welfare benefit coverage under the existing plan through December 31, 2013.~~

For all full-time and part-time employees who receive health and welfare benefits from the Teamsters Western Region and Local 177 Health Care Plan the employer shall make health and welfare contributions for employees who have been injured on the job for a period of one (1) year, and for employees who are ill or have been injured off the job for a period of four (4) weeks, with the Teamsters Western Region and Local 177 Plan covering the remaining weeks up to a maximum of twenty-six (26) weeks.

Any eligible employee covered by this Section who retires effective January 1, 2014 or thereafter shall be provided retiree medical benefits through the Teamsters Western Region and Local 177 Health Care Plan.

Current retirees who are receiving benefits through a UPS sponsored plan shall receive coverage on and after January 1, 2014 under the terms of the Memorandum Concerning UPS Sponsored Plans, attached to the National Master Agreement.

SECTION 16. PENSION BENEFITS

The Company shall pay into the Western Conference of Teamsters Pension Trust Fund, for the account of each employee working under this Agreement, a monthly sum computed as follows:

Pension contributions payable into the Western Conference of Teamsters Pension Trust Fund on account of each part-time employee of the bargaining unit shall be paid for each hour for

which compensation was paid (all compensable hours) up to a maximum of two thousand eighty (2080) hours per calendar year.

For probationary employees hired on or after August 1, 2002, the Employer shall pay an hourly contribution rate of ten cents (\$.10) (including \$0.01 for PEER/84 for part-time employees) during the probationary period as defined in Section 1 of this agreement, but in no case for a period longer than the first ninety (90) calendar days from an employees first date of hire. If and when this period is completed, the full standard contribution rate shall apply. Contributions shall be calculated on the same basis as described in this Article.

Effective August 1, ~~2013~~ **2018**, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate of ~~\$7.95~~ **\$9.46** per hour for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year.

Effective August 1, ~~2014~~ **2019**, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of \$9.86 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2014 contribution rate of \$7.95 per hour.~~

Effective August 1, ~~2015~~ **2020**, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of \$10.26 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2015 contribution rate.~~

Effective August 1, ~~2016~~ **2021**, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of \$10.66 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2016 contribution rate.~~

Effective August 1, ~~2017~~ **2022**, the Company shall pay into the Western Conference of Teamsters Pension Trust Fund, on account of each employee working under this Agreement an hourly contribution rate ~~of \$11.06 per hour~~ for each hour for which compensation was paid (all compensable hours) up to a maximum of 2080 hours per calendar year. ~~The amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2017 contribution rate.~~

SECTION 25. TERMS OF AGREEMENT

This Agreement shall be effective on August 1, ~~2013~~ **2018** and remain in effect through July 31, ~~2018~~ **2023**.

All current Letters of Understanding shall be renewed for the term of the Agreement