

**NATIONAL MASTER
UNITED PARCEL SERVICE
AGREEMENT
and
WESTERN REGION
Supplemental Agreement
and
J.C. 28 RIDER**



**For The Period:
August 1, 2023
through July 31, 2028**

**JOINT COUNCIL OF TEAMSTERS NO.28
RIDER**

to the

**NATIONAL MASTER
UNITED PARCEL SERVICE AGREEMENT**

and

**THE WESTERN CONFERENCE OF TEAMSTERS
SUPPLEMENTAL AGREEMENT**

BETWEEN

**TEAMSTER LOCAL UNION NOS.
38, 58, 174, 231, 252, 313, 589, 690, 760 AND 839**

AND

UNITED PARCEL SERVICE

For The Period

August 1, 2023 through July 31, 2028

All Part-Time Provisions Not Provided For In This Rider, Are Provided In The Joint Council Of Teamsters No. 28 Sort Addendum, The National Master United Parcel Service Agreement Or The Western Region Supplemental Agreement.

Full-Time Provisions Not Found In This Rider Are Provided In Either The National Master United Parcel Service Agreement Or The Western Region Supplemental Agreement.

TABLE OF CONTENTS

	Page
ARTICLE I. HOURS OF WORK- OVERTIME- AREA OPENINGS- JOB OPENINGS-SENIORITY	270
ARTICLE II. CHANGE OF OPERATIONS	288
ARTICLE III. WORK ASSIGNMENTS	288
ARTICLE IV. PROTECTION OF RIGHTS	289
ARTICLE V. LAYOFF AND RECALL.....	290
ARTICLE VI. BEREAVEMENT LEAVE	290
ARTICLE VII. JURY DUTY	290
ARTICLE VIII. SICK LEAVE, WORKERS COMPENSATION AND DISABILITY	291
ARTICLE IX. VACATIONS.....	294
ARTICLE X. HOLIDAYS	298
ARTICLE XI. SUSPENSIONS AND DISCHARGES	300
ARTICLE XII. HEALTH & WELFARE, DENTAL & VISION BENEFITS, RETIREES' HEALTH & WELFARE	301
ARTICLE XIII. PENSION	304
ARTICLE XIV. SAVINGS	307
ARTICLE XV. LEGAL SERVICES TRUST FUND	308
ARTICLE XVI. NEW CUSTOMER COUNTER CLERKS AS OF NOV. 19, 1998	309
ARTICLE XVII. CLASSIFICATIONS SCALE OF WAGES....	312

UNITED PARCEL SERVICE
JOINT COUNCIL OF TEAMSTERS NO. 28
RIDER

Term of Agreement
August 1, 2023 through July 31, 2028

The execution of this RIDER AGREEMENT to the Western States Supplement and the National Master UNITED PARCEL SERVICE AGREEMENT on the part of the Employer shall cover all operations of the Employer in, Joint Council No. 28, as listed below, and shall have application to the work performed within the classifications defined and set forth herein and/or the appropriate Addenda hereto.

Nos. 38, 58, 174, 231, 252, 313, 589, 690, 760, and 839

EQUIPMENT SALE

No employer shall sell any trucks, tractors, or trailers to any of its employees except for personal use and/or in another industry.

INSPECTION PRIVILEGES

The Union has a right to inspect and copy payroll records pertaining to employees performing bargained for unit work in relation to wages, overtime, holidays, vacations and all other fringe items.

Employees shall have access to the Personnel Files and Evaluation Forms before or after working hours. Exception would be when a Business Agent is involved in adjusting a grievance.

Employees will be given a copy of any message communicated through the DIAD or IVIS at the time of request. If not received when requested the Employer shall not use any related messages in any disciplinary action.

ARTICLE I—HOURS OF WORK—OVERTIME— AREA OPENINGS—JOB OPENINGS—SENIORITY

Section 1. FULL TIME

A. Employees are guaranteed a full week's work. Regular full-time package car drivers (RPCD's) working a Monday through Friday or Tuesday through Saturday schedule, shall be guaranteed five consecutive days of eight (8) consecutive hours per report and forty (40) straight time hours of straight time pay each week, if reporting each day as scheduled, as long as work is available. Employees performing Feeder Driver work for an hour or more shall receive Feeder Driver scale for the entire shift.

B. (1) Starting times shall not be before 6:00 A.M. (except as noted in B3 and B4 below) and quitting times shall not be after 6:00 P.M. All work before posted starting and after regular quitting times shall be time-and-a-half (1-1/2). Starting time restrictions do not apply to Driver-Tractor. Employees are guaranteed an eight (8) hour workday and, except Feeder Drivers, within the hours of 6:00 A.M. and 6:00 P.M.

(2) During the months of November and December a starting time of 10:00 A.M. may be utilized for non-seniority employees only.

(3) When it is necessary to schedule a qualified full-time employee on the previous Friday to cover a part-time job assignment, the first eight (8) hours of work will be at the straight time rate. This work shall be bid voluntarily by seniority and the employee shall have the option of finishing out their normal shift or punching out after eight (8) hours. If an employee is forced in, they shall be paid at the appropriate overtime rate.

(4) When it is necessary to meet our customers' specific requirements, each center may schedule up to two (2) regular package car drivers with start times after 9:00 A.M. but prior to 12:00 NOON and the first eight (8) hours will be at the straight time rate. These routes shall be bid by seniority with a route description including start times.

C. Employees reporting for work pursuant to instructions, but not worked, are guaranteed eight (8) hours at the appropriate rate. All hours of work on Saturday shall be time and one-half (1-1/2) if shift starts on Saturday, unless on a Tuesday through Saturday schedule. Sunday shall be double-time (2X) if prior to 9:00 P.M.

There will be a minimum of eight (8) hours pay for full-time employees for Saturday, Sunday, sixth day, seventh day and Holidays worked.

D. Full-time employees shall receive a one (1) hour unpaid meal period. Full-time employees must be at least two (2) hours into the shift before the meal period can start. In addition, the meal period cannot start more than five (5) hours after the beginning of the shift. (i.e. start work time of 9:00 A.M., meal commences no earlier than 11:00 A.M. and may not commence later than 1:59 P.M.) The Employer may require or permit a full-time employee to take a one-half (1/2) hour lunch period. A request for a half-hour lunch shall be given full and reasonable consideration and shall not be denied unless there is a specific service issue for regular package car drivers. For all other full-time employees, a request for a half-hour lunch shall be given full and reasonable consideration and shall not be denied unless there is a specific operational need. It is agreed there are no specific restrictions to the number of half hour lunches allowed.

It is understood both the Employer and employee have obligations, thus all lunch periods will be established prior to the beginning of the employee's workday and an employee's request for a change of a lunch period will not be unreasonably denied, providing the operational needs of the Employer are met. The Employer and an employee may mutually waive meal periods.

Two (2) ten (10) minute paid rest breaks shall be permitted for full-time employees each day and shall be taken during the first half of the third (3rd) hour worked and the first half of the seventh (7th) hour worked. Employees shall be entitled to a third ten minute paid rest break no later than three (3) hours after the second rest break.

E. A regular seniority employee shall be guaranteed eight (8) hours at the appropriate rate of pay.

Section 2. OVERTIME

Overtime shall be computed and paid for actual time worked. No pyramiding.

Section 3. NEW HIRES

All newly hired full-time employees shall be compensated at the applicable hourly rate while attending “new employee orientation” (this includes part-time to full-time). Such time shall count towards seniority.

Section 4. DELIVERY AREA OPENINGS IN PACKAGE CENTERS

SELECTION OF VACANCIES

A. A package car area permanently vacated, or newly established area, excluding those areas established during December, shall be posted within five (5) days for five (5) working days, during which time drivers shall be afforded the opportunity to bid such vacated or new areas. A posted vacancy or new area shall include geographical descriptions, including area boundaries, loop designation, current package car size and whether the area is a designated training area. The successful bidder shall be awarded the posted vacancy or new area the Monday following the expiration of the five (5) day posting period. If the bid is not awarded as outlined above the case may be referred to the Union and Company Chairpersons of the Western Region Grievance Panel or their designees, who will have the discretion to issue an immediate remedy. A permanent vacancy shall be described as an area that is delivered three (3) days a week for a thirty (30) day period, excluding those extra areas established during peak season.

Vacancies created as a result of this bidding procedure shall be posted and bid in accordance with the provisions set forth herein.

Within the first (15) days of accepting a new bid package car area a driver may request, and the Company will print and provide to the

driver, either the ORION screenshot, a Telematics screenshot, or any successor technology, of each of the first five (5) days worked on all newly awarded bid package car areas as follows:

If the driver makes the request on the actual day of any of the first five (5) days, the Company will provide the ORION screenshot.

If the driver makes the request for any of the first five (5) days after the actual day has passed, the Company will provide a copy of the Telematics screenshot for each day requested.

When a driver's area is split to the extent of creating an additional new area, the affected driver shall be allowed to select either of these areas, prior to posting the other area for bid.

When a driver's assigned delivery area is permanently changed by fifty percent (50%) or more of its delivery stops, said driver shall have the right to follow the major portion of the original delivery area. When more than one (1) driver's delivery area is affected, those affected drivers shall be afforded the opportunity amongst themselves to bid the areas affected in accordance with their seniority.

When a driver's bid delivery area is temporarily changed on a given day by fifty percent (50%) or more of its delivery stops, said driver shall have the right to:

1. Follow the major portion of the delivery stops, if seniority allows.
 2. Work as an unassigned driver with seniority rights recognized.
 3. Take the day off if staffing allows.
- B. After successfully bidding and being assigned the bid route an employee shall not be pulled off their route to cover other routes, unless the Employer and employee mutually agree. Mutual agreement may only be used if no other cover driver has area knowledge.

WEEKEND WORK SCHEDULES FOR PACKAGE DRIVERS

- (1) As outlined in Article 11 Section 1 (a) of the NMUPS Agreement, the Company shall complete the initial workweek selection bid within forty-two (42) days upon ratification. All seniority drivers shall be allowed to bid a Monday through Friday or Tuesday through Saturday workweek as outlined in Article I Section 1A, based on seniority.
- (2) The workweek does not dictate the route bid. Routes will continue to be bid as Monday through Friday routes with the understanding that on Monday and Saturday the open routes will be covered as any other vacancy.
- (3) The Company will post an interest list indicating the number of Monday through Friday and Tuesday through Saturday drivers needed. Drivers that were hired as RPCD's before August 1, 2019, will have the first opportunity to select their desired schedule in seniority order. Any Tuesday through Saturday positions not filled by this offer will then be offered, in seniority order, to the remaining drivers hired as RPCD's after August 1, 2019, and then to any drivers previously classified as a 22.4(b) driver in seniority order. If the Tuesday through Saturday scheduling needs are still not met then any driver hired as a RPCD after August 1, 2019, or any previously classified 22.4(b) driver shall be scheduled in reverse seniority order to fulfill the needs of the operation. If the Tuesday through Saturday scheduling needs are still not met, the parties will meet per the process outlined in Article 11. If the interest list process is completed and there is an excess number of drivers on the Tuesday through Saturday schedule, the Tuesday through Saturday drivers will be afforded the opportunity to go to a Monday through Friday schedule in seniority order.
- (4) After completion of this bid any driver who selected a Tuesday through Saturday workweek and subsequently desires to return to a Monday through Friday workweek, and has the seniority to do so, must give at least thirty (30) days advance notice of the change. In exercising this option there must be an RPCD, hired after August 1, 2019, working a Monday through Friday workweek, who would then, after the thirty (30) day notice, be moved to the Tuesday through Saturday workweek, by inverse seniority.

- (5) Effective upon ratification, all 22.4 drivers converted to RPCD will have a seniority date in the RPCD classification based on Article I Section 8A of the Joint Council 28 Rider.

GEOGRAPHIC TRANSFER

In cases of certified medical hardship, a geographic transfer within the jurisdiction of this JC 28 Rider may be granted on a case-by-case basis. The transferee shall be end-tailed for the purpose of lay-off, vacation selection, routes, etc. However they shall maintain company seniority for all benefits including earned vacation and sick leave.

PERMANENT NEW JOBS OR DELIVERY AREA ROUTES

A permanent new job for the purpose of this Article shall be one that has been in existence for a period of thirty (30) working days.

TRAINING AREAS

Training routes allowed pursuant to the Western Region Supplemental Agreement, Article 8 will be based on the number of drivers on the seniority list in each center.

Section 5. FEEDER DRIVERS

A. Prior to implementing a four (4) ten (10) hour workweek, the employer shall meet jointly with the Local Union to negotiate the terms under which a four (4) ten (10) hour workweek may be implemented, subject to ratification of the affected feeder drivers.

B. Except as provided in the Western Region Supplement Article 20, Section 1, all hours worked on Saturday shall be paid for at the rate of time and one-half (1-1/2), except where the regularly scheduled hours of work starts on Friday and ends on Saturday. Additionally, Saturday work shall first be offered on a volunteer basis to any regular full-time feeder driver or full-time back up feeder driver who has worked thirty-two (32) straight time hours or less in the current calendar week, with an eight (8) hour guarantee at the straight time rate of pay. If an insufficient number of employees should volunteer, then the work will be offered on a seniority basis

at the overtime rate of pay. (For Sundays, see Article 1, Section 1C of the Agreement.)

C. The Employer may delay the start time of feeder drivers due to inclement weather; earthquakes and/or floods that result in delaying the arrival of ground packages, provided the affected employees are notified at least two (2) hours in advance of their scheduled start times.

1. The Employer shall notify feeder drivers at least two (2) hours ahead of normal starting time of any delay of their normal starting time as provided in Article 21 of the Western Region Supplemental Agreement. In the event, subsequent to the first (1st) notification of change of starting time, another change is necessary, the feeder starting time for pay purposes shall be that of the initial changed starting time.

When a Friday night shift is delayed because of other conditions beyond the Employers control, feeder drivers Friday night start time may not be delayed more than two (2) hours.

D. Feeder Drivers, irrespective of domicile, shall work as directed, including, but not limited to loading, unloading, and sorting as directed, in any operating location of the Employer.

E. Feeder Drivers shall be allowed two paid ten (10) minute rest periods in which one (1) will be taken in conjunction with their daily safety check. Employees that work eleven (11) hours are entitled to a third (3rd) paid ten (10) minute rest period. The Employer will schedule a rest period for each feeder movement.

F. When a full-time employee is required to spend more than one (1) hour in a job classification providing a higher rate of pay, they shall receive eight (8) hours guaranteed at the higher rate.

Section 6. BACKUP FEEDER DRIVERS

A. The Employer shall maintain a Backup Feeder Drivers list of drivers that have been qualified to perform feeder driver's work in a backup capacity. Upon successful completion of training, the

backup feeder list shall be maintained in numerical order as of the first date that the driver was, or should have been, scheduled to begin training for feeder work (effective August 1, 1993). Additionally, as any runs are to be filled from the backup list, the driver shall be allowed to bid the opening from the backup list, as they are put on the list in numerical order and not according to their original employment anniversary date with the Employer.

B. As backup feeder drivers are needed in center locations, and notification is given to the Local Union, the Employer shall post for bid, the position at the affected locations. The senior eligible full-time employee signing the bid will be trained and awarded the position.

The date used to determine eligibility rights to be trained and placed on the back-up feeder driver list for full-time employees is the company seniority date.

In each center or hub, the Employer will maintain a minimum back-up list of: one (1) for three (3) feeder drivers; two (2) for five (5) feeder drivers; three (3) for nine (9) feeder drivers; and one (1) for each three (3) feeder drivers thereafter.

C. Only when there is no full-time employee making a request would the backup position be offered to the senior part-time employee who must meet the Employer eligibility requirements and qualifications for the position.

D. Employees bidding the backup position or new employees hired for the position will be obligated to maintain the position for a minimum of three (3) years from the date the position was awarded.

E. After the three (3) year period, a backup feeder driver desiring to be relieved of the duties of the backup feeder driver must give written notice to the Employer.

F. The Employer must post the position as described above. Should no current employee desire the position of backup feeder driver, the Employer will not be required to hire from the outside for the back-up position, but will be required when hiring the next full-time per-

son, to inform and qualify that person as the backup feeder driver thus releasing the employee who has requested to be removed as the backup feeder driver.

G. The following language applies to Locals 174, 231, 313, and 690: Upon completion of the bidding process in (A.) above, any vacant run will be assigned to the number one (1) backup feeder driver.

H. The following language applies to all other Locals: If a backup feeder driver passes their bid for a full-time feeder opening, they shall not be disqualified from the backup feeder position.

I. Regular package car drivers who move to a back-up feeder position shall maintain their bid route until they become a bid feeder driver. The bid route the back-up feeder driver vacates shall be posted for a conditional bid with the understanding that the back-up feeder driver will be placed back on their bid area whenever they return to the package car classification. The successful bidder understands they forfeit their current bid route.

J. Part-time employees who work as backup feeder drivers for three (3) or more days during the week of a holiday shall receive eight (8) hours of holiday pay for each holiday of that workweek as if they were a full-time backup feeder driver.

Section 7. AIR OPERATION EMPLOYEES

Employees involved in Next Day Air Operations shall be covered under the same conditions as all other employees, both full-time and part-time, with the following exceptions:

(1) The Employer shall notify Next Day Air employees at least one (1) hour ahead of normal starting time. In the event, subsequent to the first notification of change of starting time, if another change is necessary, the Next Day Air employees starting time for pay purposes shall be that of initial changed starting time, except for inclement weather conditions.

(2) Holidays: For Full-time Next Day Air employees who are required to work on any holiday, the employee may by mutual agree-

ment with the Employer, schedule another day during the week or the following week to be observed as the holiday.

Section 8. SENIORITY

There shall be separate seniority lists by classification, namely:

A list for tractor-trailer feeder drivers; a list for regular full-time package car drivers (RPCD's); a list for full-time 22.3/40 combination employees; (where there are both full-time and part-time car washers in an area) a list for full-time car washers, a list for regular part-time employees (e.g. loaders/unloaders, sorters, preloaders, clerks and car washers). When a full-time employee moves from one (1) seniority list to another separate seniority list within the same classification, then the seniority date for layoff, rehire, and bidding, shall be the classification seniority date. When an employee moves from one (1) seniority list to another separate seniority list, then the seniority date for layoff, rehire, and bidding, if appropriately on the list to which they transferred, shall be the date that they transferred to the new position. All other benefits to apply as per company seniority. Effective August 1, 1993, an employee who moves from one full-time seniority list to a different full-time seniority list or from one part-time seniority list to a different part-time seniority list because of a medically certified reason shall be dove-tailed into the appropriate seniority list.

A. Full-time and part-time employees hold separate seniority. Feeder drivers enjoy separate seniority for operational purposes. Center/Sort operation seniority prevails for full-time and part-time employees. Drivers laid off from feeder work have the right to return according to order of layoff.

B. Operating Center Seniority shall control except as otherwise provided in this Rider. Employees shall work off separate seniority lists for each operating center under this Agreement. Package Drivers in multiple center buildings shall have the right to bid any vacancy in any other center within their building. At this point any remaining vacancy resulting from the original bid shall be bid in accordance with JC 28 Rider, Article 1 Section 4.

The successful bidder shall be dovetailed into the new center seniority list.

The successful bidders moving to the new centers release their rights to their selected vacation if it causes excess time off during the current vacation year. All other benefits are to apply as per company seniority.

In buildings with multiple centers, the Employer shall have the right to balance the staffing between the centers. The permanent movement of drivers will be offered first to the list of unassigned drivers in seniority order in the overstaffed center(s) and then drivers will be forced from the bottom of the same unassigned driver list(s). Only those drivers who attain package car seniority after ratification may be forced to another center. Any driver forced to another Center shall have the right to return to their original Center prior to any New Hire for the next six (6) months.

No driver shall be forced to work in another Center or Building in another Local Union's jurisdiction. No driver shall be allowed to voluntarily work in another Center or Building in another Local Union's jurisdiction without prior mutual agreement of the Local Unions involved.

In the event all parties involved mutually agree the Company shall immediately notify the shop steward in the affected Local Unions. Failure to notify the affected shop stewards in each Local Union shall void any mutual agreement.

Any Driver who volunteers or is forced to work in another Center or building within a Local Union's jurisdiction shall receive time and one-half for all hours worked that day.

Any work covered by this section shall be offered in seniority order and guaranteed a minimum of eight (8) consecutive hours work or pay.

C. Full-time employees who are laid off in a building that contains more than one (1) operating center shall be allowed to exercise their classification seniority to replace the least senior employee within the same classification within any operational center in such building.

After a seniority package driver has been laid off at least five (5) days within the calendar year, and unable to drive in another center, they may elect to displace the least senior part-time employee(s) in the building in which they have seniority. If the employee elects to perform part-time work, they may choose to displace one (1) or two (2) part-time employees, if available.

In any case, the employees must be qualified to perform the work, have more company seniority than the displaced employee(s), and if it is a temporary layoff (less than 5 working days), be available for their next regularly scheduled shift. Any laid off driver choosing to perform part-time work shall receive the part-time daily guarantee and be paid the appropriate part-time wage rate in accordance with their company seniority but maintain their full-time benefits for all other purposes.

D. The Employer recognizes that the principles of seniority shall be given prime consideration for extra work.

E. Extra employees without seniority shall not work an overtime shift when regulars are available. This includes Saturday, Sunday and Holiday work.

F. All employees with seniority standing shall be given an opportunity for preferential job assignments; provided, such employees are able to do the work. If any dispute arises, as to whether the person is qualified to do the work or handle equipment, the Employer shall grant the employee a trial period under supervision to determine their qualification. If judged to be not qualified for the job, the Employer will provide the employee with another opportunity to meet the qualification.

G. Employees failing to call or report to work as scheduled will be given seventy-two (72) hour notice to their last known address or by a verified telephone call exclusive of Saturday, Sunday or Holidays. If the employee fails to report to work within the seventy-two (72) hours, a notice by registered mail, or certified mail will be sent to the employee and the Union removing them from the seniority list, thus terminating their employment.

H. An employee disabled due to illness, disease/or injury shall not lose seniority for three (3) years from date of disability. Also, the reasonableness of continuing such seniority may be arbitrated should same extend beyond three (3) years.

I. Full-time car washers will be dove-tailed by company seniority onto the building sign-up sheets in accordance with Article 3, Section 1B (3) of the JC 28 Sort addendum for the purpose of advancing to full-time package driver work.

J. Effective 8-1-97, the following Seniority Tie Breaker list will be used to resolve seniority issues:

- | | |
|------------------------|----------------------|
| 1. Date of Hire | 3. Date of Interview |
| 2. Date of Application | 4. Drawing of Lots |

K. The Employer will provide to the Union a complete, current, and accurate seniority list for each operation in the Local Unions jurisdiction, on a quarterly basis, or as requested, after a quarterly review determining the accuracy of the respective seniority list has taken place between the operations management team and shop steward(s).

An employee shall still have the right to protest the accuracy of their seniority date and/or their relative standing on that seniority list by filing a timely grievance.

JURISDICTIONAL TRANSFER

Prior to exercising the Transfer language in NMUPS Article 22 Section 6 and /or WRSA Article 6 Section 6, employees requesting in writing to the Employer and Union to transfer from one building to another within the Local's jurisdiction for permanent job vacancies or openings, within their classification, will be placed on a list in seniority order. Such transfers shall be endtailed to the bottom of the new respective seniority list for the purpose of job bidding, vacation selection, and layoff. The transferee releases their rights to their selected vacations if it causes excess time off during the year of the transfer.

The transfer is limited to two (2) full-time and two (2) part-time employees (excluding feeder driver) from each building, each calendar year and does not apply during peak season.

Section 9. FULL TIME COMBINATION JOBS

HOURS OF WORK

The regular scheduled workday/workweek for Full Time Combination employees shall consist of five (5) consecutive days of eight (8) consecutive hours Monday through Friday or Tuesday through Saturday, or four (4) consecutive days of ten (10) consecutive hours Monday through Friday, with an established start time.

The parties must mutually agree on any alternative workweeks.

Employees who are ordered to report for work prior to said scheduled starting times shall receive time and one-half ($1\frac{1}{2}$) for all hours worked prior to their regular starting time. Employees who are ordered to report for work later than their scheduled starting time shall receive time and one-half ($1\frac{1}{2}$) for the number of hours equal to the number of hours called into work after their scheduled start time.

NEWLY CREATED JOBS

A. Part-time and 22.3/40 combination employees will be offered newly created Article 22.3/40 combination jobs by company seniority in accordance with Article 3 Section 1(B) of the Sort Addendum. Employees who are awarded these jobs will remain on the list to maintain their eligibility for the purpose of filling other full-time opportunities using their part-time seniority date.

The current number of jobs as well as any newly created job within a Local Union's jurisdiction shall be maintained and shall remain in that Local Union's jurisdiction.

In the event a Sort or Operation is eliminated or if there is a decrease in volume or a change in the operation that results in a reduction of work, the Employer may reduce the required number of 22.3/40 combination jobs covered under this Section as it pertains to only those employees affected in each specific Sort or Operation.

VACATED JOBS

- B. The vacated job will be offered in this order.
 - 1. Any existing Article 22.3/40 combination job permanently vacated shall be offered to employees on the “bench” within the Local Union where the vacancy occurs.
 - 2. Jobs not filled in B.1 above will be posted for bid to all current Article 22.3/40 bargaining unit employees within the building where the vacancy occurred by company seniority.
 - 3. Jobs not filled in B.2 above will be posted for bid to all part-time employees as outlined in Article 3 Section 1B(3) of the Sort Addendum and all other full-time employees (excluding feeder drivers with less than five (5) years feeder seniority) within the building, regardless of classification, by Company seniority.

The current practice in Local 174 shall continue to include Local wide jurisdiction for part-time employees.

Full-time drivers taking a 22.3/40 combination job must remain in the 22.3/40 classification for ninety (90) calendar days.

- 4. Jobs not filled in B.3. above to Locals other than Local 174 will be offered in accordance with Article 3 Section 1 B(3) of the Sort Addendum to all part-time employees within the Local’s jurisdiction, by Company seniority.
- 5. In the event the Employer is proven, through the Grievance procedure, to have caused a delay in violation of the timelines set out in Article 1 Section 9C of this Agreement, there shall be a monetary penalty from the first day of delay.

POSTING AND BIDDING

- C. All jobs will be posted with a description of the workday, work-week, daily start time, and a description of the type of work involved. The posting shall be signed and dated by a steward and

management person (or their designee) on the day of posting and the day of removal to ensure accuracy of the posted job(s).

All newly created or vacated jobs in A and B above shall be posted within ten (10) days for ten (10) working days and all postings for steps 2 through 4 in B above shall be immediately posted at the end of the previous posting for an additional ten (10) working days.

The successful bidder shall be awarded the job the Monday following the expiration of the ten (10) day posting period, or following the acceptance of the job by a 22.3/40 combination employee.

D. Article 6, Section 5, and Article 7 of the Western Region Supplemental Agreement shall apply to all employees who are awarded full-time combination jobs.

E. Any employee who has selected and remained on an Article 22.3/40 combination job for 30 days shall be eligible to exercise their company seniority to select a preferred job from the part-time selection list for either portion of their job.

F. Coverage for all vacations, holidays or absences of 22.3/40 combination employees, scheduled or unscheduled, shall be at the Employer discretion in seniority order.

G. Employees who are working in full-time Article 22.3/40 combination jobs shall not be eligible for double shifting until all other part-time employees have been offered the work in seniority order from the extra work sign up list.

H. Full-time combination employees shall be offered overtime work on their shifts, using their company seniority date. This does not apply to Utility or Setup work.

I. Full-time Article 22.3/40 combination employees shall be allowed to sign up for extra work on Saturday, Sunday and Holidays using their company seniority date, and shall receive the part-time daily guarantee and overtime provisions. This shall not apply to

Saturday Air Driving, or any work deemed in conflict with Article 40 of the NMUPSA.

J. Any full-time Article 22.3/40 combination employee whose workday is reduced to a partial day due to holiday scheduling, shall have the following options:

1. Decline the work and take the day off if mutually agreed.
2. Accept the partial day's work and fall under the part-time daily guarantee and overtime provisions.

K. Any full-time Article 22.3/40 combination employee who is forced into work for a partial workday shall receive their guarantee and overtime provisions.

L. Any full-time Article 22.3/40 combination employee whose workday or work assignment is fully or partially eliminated, shall have the following options:

1. The affected employee shall be allowed to exercise their seniority to bump any lower senior employee on their seniority list. The employee who is bumped shall follow the same bumping procedure for up to the next three (3) moves thus ending the bumping process. The last displaced employee shall have the option to bump the least senior employee on their seniority list or exercise the options below. Any employee choosing this option may not displace a shifter or hazmat responder unless they have been previously qualified to perform the duties associated with the selection.
2. Dovetail into their original seniority list at their full-time wage rate and part-time benefit package. If going back to a Full-Time Driver Seniority list, the employee dovetails into the cover driver list and is restored to their appropriate driver rate of pay and benefits package.
3. The affected employee shall be afforded the opportunity to displace the least senior part-time employee on any sort within their facility. In this case, the employee shall receive the appropriate

part-time daily guarantee at the appropriate full-time rate of pay in accordance with their seniority in addition to maintaining their appropriate part-time benefits.

4. The affected employee shall be afforded the opportunity to displace the least senior part-time employee on any two (2) separate sorts within their facility. Once selected, the employee must remain on the two sorts for a period of three (3) consecutive months. In this case, the employee shall receive the appropriate part-time guarantees for each shift at the appropriate full-time rate of pay in accordance with their seniority in addition to maintaining their appropriate full-time benefits. At the conclusion of the three (3) month period this employee will have the opportunity to move to option two (2) or three (3) above.

Any such employee shall have the first opportunity to select the next vacated or newly created Article 22.3/40 combination job.

The provisions in Section L(4) shall also apply to those employees currently on the bench. Employees exercising their rights under this provision who subsequently choose option two (2) or three (3) shall only have that right one (1) time and shall remain with their choice until and unless a fulltime 22.3 opportunity arises.

Employees who are on the “Bench” as of the ratification of this Agreement and who are subsequently offered a 22.3 position that mirrored their previous hours of work in their previous building and who pass on that opportunity shall be returned to part-time status at the appropriate rate and benefits package as a part-time employee with their years of service.

M. For benefit purposes, part-time employees moving to a full-time Article 22.3/40 combination job classification are to be treated the same as a part-time employee moving to a full-time package driving classification.

N. All full-time Article 22.3/40 combination employees will be compensated as outlined in Article 41 Section 3 of the National Master United Parcel Service Agreement. No Article 22.3/40 com-

bination employee receiving a higher rate of pay shall suffer a reduction of the hourly rate as a result of transferring to another full-time job. They will receive increases as provided in the classifications scale of wages, Article XVII.

O. Article 22.3/40 full-time combination employees in the classification for at least one year shall be afforded the opportunity to be returned to part-time status. Any such employee must request the status change in writing to both the Employer and the Local Union. The request shall be granted as soon as operationally feasible. Employees returning to part-time status under this provision shall be dovetailed onto a requested part-time list within their building at the appropriate part-time rate of pay (in accordance with seniority) and shall receive the appropriate part-time health & welfare and pension benefits. Employees returning to part-time status under this provision will not be permitted to bid on a full-time Article 22.3/40 combination job for twenty-four (24) months from the date of return to part-time status. No part-time employee shall be displaced as a result of this provision.

Section 10. FULL TIME JOB POSTINGS

All jobs that are posted shall be signed and dated by a steward and management person (or their designee) on the day of posting and the day of removal to ensure accuracy of the posted job(s).

ARTICLE II. CHANGE OF OPERATIONS

Refer to Article 38. Change of Operations of the NMUPSA

ARTICLE III. WORK ASSIGNMENTS

Section 1.

A. The Employer agrees that work now performed by or hereafter assigned to members of the bargaining unit will not subsequently be performed by non-unit employees. This shall include all handling of high value packages.

B. (1) The Employer agrees that the function of supervisors is the supervision of employees and not the performance of the work of the employees they supervise. The Union agrees that the Employer must train employees and must prevent service failures. In such cases the Employer shall follow Article 1, Section 8 D of this agreement and/or Article 2 Section 4C of the JC 28 Sort Addendum, whichever is applicable. In either case the Employer shall verify to the Union that they have fulfilled their obligation under this provision.

(2) Accordingly, the parties agree that supervisors will not perform the work of the employees they supervise except during training, demonstration and safety education; and supervisors will not perform Union members work until all reasonable efforts have been exhausted to have the work covered by Union employees of United Parcel Service. When applicable, reasonable efforts shall be defined by fulfilling the provisions of Section B (1) above. The Employer shall make every reasonable effort to maintain a sufficient workforce to staff its operations with bargaining unit employees.

C. No employee shall perform garage or repair work except in cases of emergency when it becomes necessary to make minor repairs or change tires in order to keep rolling. No employee shall perform janitor work.

ARTICLE IV. PROTECTION OF RIGHTS

Section 1. PICKET LINES

A. It shall not be a violation of this Agreement, nor shall it be cause for discharge or permanent replacement of an employee or disciplinary action of any kind if an employee refuses to breach a primary picket line or to cross or work behind a legal primary picket line, approved by the Union party to this Agreement, including picket lines at the Employer's place of business.

ARTICLE V. LAYOFF AND RECALL

Section 1. NOTICE OF TEMPORARY LAYOFF

- A. A written notice of temporary layoff must be given an employee if the employer contemplates a layoff longer than five (5) working days. The Friday posting of start times shall satisfy written notice.
- B. Written Notice of Temporary layoff shall not apply during an emergency beyond the employer's control, provided notification is given to the employee one (1) hour ahead of normal starting time.

Section 2.

- A. An employee shall notify the Employer and the appropriate Local Union after the first thirty (30) working days of lay off and each thirty (30) days thereafter as to their status regarding ability to return to employment.

ARTICLE VI. BEREAVEMENT LEAVE

Section 1. IMMEDIATE FAMILY

- A. Sister-in-law and brother-in-law shall be recognized as immediate family and shall be in addition to immediate family as defined in the Western Region Supplemental Agreement or the National Master United Parcel Service Agreement.

ARTICLE VII. JURY DUTY

Section 1. JURY DUTY AND COURT SERVICE

Refer to Article 29, Section 1. Jury Duty, NMUPSA

Section 2. Subpoena

An employee answering a subpoena as an Employer witness or as a witness to an issue that happened while on the clock shall be kept whole in relation to lost work and expenditures. This does not apply to employees who are involved in litigation against UPS or involving the grievance process. The Employee is to supply the Employer the subpoena requiring their presence away from work. When the

employee is excused, either temporarily or permanently, on a scheduled workday, the employee shall report for work as soon as reasonably possible, and complete any remaining hours of their scheduled workday.

ARTICLE VIII. SICK LEAVE, WORKERS COMPENSATION AND DISABILITY

PREAMBLE

Nothing contained in this Article shall be construed as to deny any superior benefit under the Washington State, “Paid Sick Time” Law or the Seattle “Paid Safe and Sick Time” Ordinance.

Section 1. SICK LEAVE

A. Employees with seniority shall accumulate forty (40) hours of sick leave benefits a year, three and one-third (3-1/3) hours per month. Employees with the minimum required hours, at least eight (8) or ten (10), will receive sick pay from the first day of a bona fide illness or injury. Sick leave is not to be paid when employee is receiving normal hourly compensation or is on a holiday or is actually on vacation. (Effective January 1, 2024 this language shall no longer be in effect)

Employees shall begin to accumulate sick leave hours at time of hire and shall be eligible to utilize on the ninetieth (90th) calendar day of employment.

Effective January 1, 2024, and each January thereafter, full-time employees shall receive a frontloaded sick leave bank of forty (40) hours on January 1 each year. Employees hired after January 1 and employees who surpass their frontloaded bank shall earn one (1) hour of sick leave for every forty (40) hours worked (one (1) hour for every thirty (30) hours worked in Seattle) during the calendar year (January 1—December 31). Any sick leave hours earned in excess of the frontloaded amount during the calendar year shall be added to the frontloaded sick leave bank.

Effective at the end of business December 31st of each calendar year, employees unused hours shall roll into their safe and sick leave bank and shall be available for future use. Employees that use safe and sick leave for legitimate reasons may not receive an occurrence for the time that is designated as safe and sick time.

Benefits shall be payable for bona fide absences caused by illness, injury or accident of the employee or their family members, or other reasons as required by law, commencing the first scheduled working day. Sick leave is not to be paid for holidays.

B. Effective December 31, 2023, a new “safe and sick leave bank” will be established for each employee. The new bank will consist of their existing Paid Sick Leave bank or their contractual bank, whichever is greater. Unused sick leave shall accumulate up to four hundred eighty (480) hours into this new bank and it shall be the only bank going forward. Bank shall be available for future use with all banked hours treated as “protected leave”. Sick leave shall be deducted from the bank in increments consistent with the Employer’s payroll system and practices.

C. Employees who have accrued four hundred eighty (480) hours into their sick leave bank shall continue to accrue hours into their sick leave bank on an annual basis and shall be entitled to receive pay or defer as a pretax deduction into the “Teamster/UPS 401K Plan” for any unused accrued hours above four hundred eighty (480) hours, on the fourth pay period following August 1, of each contract year. Eligible employees who want to defer the unused sick leave into the “Teamster/UPS 401K Plan will be responsible to contact the administrator of the Plan prior to July 15th of each year. If no intention to defer to the Plan is made, the money shall be received as pay.

D. Employees who retire from the Employer shall receive one hundred percent (100%) payoff for their bank hours as pay upon separation. Employees separated from employment shall receive seventy five (75%) of their bank hours as pay upon separation. If deceased, the value shall go to their estate.

E. Employees discharged under Article 28, Section 2A of the Western Region Supplemental Agreement, will not be entitled to provisions of sub-section D.

F. Employees scheduled to work in a higher classification during the week of a sick leave claim shall be paid the higher rate of pay for that claim.

G. With prior notification before returning to work, a doctors' slip may be required for all absences of five (5) or more consecutive days.

H. Employees shall be entitled to cash in accumulated sick hours for purposes of donating the proceeds to any UPS employee who has been off work one (1) year or less. The request must be made in writing and must identify the employee who shall receive the donated funds.

Section 2. WORKERS' COMPENSATION

A. Employees collecting Workman's Compensation temporary disability benefits may not receive sick leave as herein provided; however, if Workman's Compensation benefits on a daily basis are less than the amount of sick leave otherwise available, employees shall, in addition to Workman's Compensation benefits, receive sick leave benefits sufficient to equal the amount of sick leave that would otherwise have been received by deducting from the bank the hours required to make up the difference. Sick leave benefits are to be coordinated with health and welfare time loss benefits so as to equal forty (40) hours pay a week at the employee's option.

B. Sick leave benefits will be paid for the first day off for an "on the job injury" to be coordinated with workers compensation benefits as requested by the employee.

C. The Employer will abide by RCW51.48 in Washington State and all other applicable laws governing workers compensation and disability.

Section 3. NOTIFICATION TO THE EMPLOYER

A. The employee shall notify the Employer of their status regarding ability to return to employment after each doctor's visit with a documented change of status and every other week thereafter. On known long-term workers compensation or disability the frequency of notification shall be at the request of the Business Manager. In the event an employee is sent a 72-hour notice and does not respond within 72-hours but subsequently reports when released from their doctor they shall remain on active status until the resolution of the grievance procedure.

B. Employees requesting parental leave of absence must do so in writing.

ARTICLE IX. VACATIONS

Section 1.

A. All regular employees who have been in the service of the Employer continuously for one (1) year shall be granted one (1) week of vacation with pay.

Two (2) years or over, two (2) weeks of vacation with pay.

Seven (7) years or over, three (3) weeks of vacation with pay.

Ten (10) years or over, four (4) weeks of vacation with pay.

Twenty (20) years or over, five (5) weeks of vacation with pay.

Effective 8-1-90: Employees with twenty-five (25) years or over, six (6) weeks of vacation with pay.

In order to be eligible for vacation as described above, and in Section 2, an employee must celebrate their anniversary each year and must take their earned vacation in the following anniversary year. Those vacations not taken each anniversary year will be cashed out on the employees second (2nd) pay period following their anniversary.

Employees eligible for statutory leave (i.e. FMLA, Washington Family Leave Laws) shall use all accrued paid leave available concurrent with any claimed statutory leave, except workers compen-

sation. At the employees' option, they shall retain up to eighty (80) hours of accrued leave.

Vacation schedules will be posted in each center by classification of work by January 1st of each year for selection purposes and shall remain posted until the last day of February. The newly posted schedule shall show the number of employees who may be off on vacation in each classification during each week. Any vacation not selected by the last day of February will be selected by mutual agreement between management and the employee.

The selection period shall be January 1st to the last day of February each year. The vacation year shall begin March 1st and continue until the last day of February of the following year.

B. Vacations shall be taken according to seniority and seniority list shall be posted. SELECTION PROCEDURE: For choice of vacation, once a vacation list is posted, the first full week is allowed for the top 15% to select in seniority order; the second week, the second 15%; the third week, the third 15% and continuing until complete. Those employees not signing up in their scheduled week shall lose their choice of vacation during that scheduled week, but may choose any vacant week in subsequent bid weeks.

C. Vacations shall be granted between January 1st and the week of Thanksgiving and the last week of December. (The last week of December begins with the Monday following December 24th.) Vacations shall be taken consecutively by center seniority, unless otherwise agreed to by mutual agreement by the Employer and the Employee.

D. All regular employees shall receive prorated vacations and prorated option week after nine (9) months of service at the rate of one twelfth (1/12th) of the determined vacation pay for each month of service, upon separation from employment.

E. Any employee who shall have been absent from work for provable illness for a total not to exceed sixty (60) calendar days shall be considered for determining vacation privileges, as having been

continuously employed. After sixty (60) days, vacations may be prorated at the rate of one twelfth (1/12th) of the determined vacation pay for each month of service. Any employee, who shall have been absent from work because of an industrial injury for a period not to exceed one hundred eighty (180) calendar days, shall be considered for determining vacation privileges, as having been continuously employed. After one hundred eighty (180) days, vacations may be prorated at the rate of one twelfth (1/12th) of the determined vacation pay for each month of service.

F. A minimum of ten percent (10%) per week will be allowed off in each Center. In extended Centers except as outlined in paragraph I. below, the ten percent (10%) would include both package drivers and feeder drivers and they will select their vacation by seniority. Additional drivers will be allowed to select vacations as follows: for Centers with one (1) to fourteen (14) drivers—no additional drivers off; for Centers with fifteen (15) to fifty-five (55) drivers—one (1) additional driver off; for Centers with more than fifty-five (55) drivers—two (2) additional drivers off. From May 1st through September 30th; Centers with seventy (70) or more drivers—three (3) additional drivers off.

In operations where the total number of accrued vacation weeks is in excess of the available number of weeks allowed, the Employer shall provide additional weeks May 1st through September 30th. These additional weeks will be posted at the time the vacation selection period commences.

If conditions allow, the Employer may grant more than the minimums established above.

EXCEPTION: During the first two (2) full weeks of January the vacation allowance shall be a minimum of five percent (5%) excluding Centers with fourteen (14) or less drivers.

Full-time employees have first rights to all full-time work within their classification.

A utility driver may be assigned by seniority to vacation coverage. These vacation cover utility drivers would be released from their in-

side position when assigned to a center for vacation cover and scheduled on a weekly basis provided work is available, and shall have rights to return to their previous position when this duty is ended. A utility driver assigned by seniority to vacation coverage during May 1st through September 30th would be released from their inside position when assigned to a center for vacation cover and scheduled on a monthly basis provided work is available, and shall have rights to return to their previous position when this duty is ended.

G. Effective August 1, 1990, for full-time employees weeks of vacations earned as described in Section 1 A will be paid for at the rate of forty-five (45) hours per week.

H. Effective January 1, 1994, after completion of one (1) year, in the backup feeder driver position, vacation pay will be at the feeder rate until removed from all feeder work.

I. Within Locals 38, 231 and 313, a separate seniority list will be established for feeder drivers. Vacation list and selection will include the back-up feeder drivers and coordinated to meet the minimum ten percent (10%) off per week. Regular feeder drivers will select according to their full-time feeder date and the back-up drivers will select according to their back-up feeder date. Those back-up drivers will be excluded from the package vacation list for determining the number of package drivers off per week.

J. (1) Employees have the option of taking all vacation earned, rolling vacation weeks into the following year and receiving forty-five (45) hours vacation pay for each week or working and receiving pay for forty-five (45) hours straight time in addition to hours worked, according to the following schedule.

EARNED VACATION WEEKS	WEEKS
3	1
4, or more	2

(2) Employees choosing to work during their vacation shall indicate that option at their vacation selection time. Once an employee chooses to work a vacation week they must work the full week.

Such weeks shall not be considered toward the calculation of the percentage of employees allowed off during that week.

Section 2. OPTIONAL WEEK

A. EFFECTIVE January 1, 1980, eligible employees have the option of an additional week of vacation or an additional week's pay (forty (40) hours).

ARTICLE X. HOLIDAYS

Section 1.

A. The following are paid holidays:

January 1st	Thanksgiving Day
MLK Day	Day After Thanksgiving
Memorial Day	Christmas Day
July 4th	December 31st
Labor Day	(5) Floating Holidays

B. An employee may choose any day of their preference for two (2) of their floating holidays by giving the Employer at least ten (10) calendar days written notice prior to the day of their choice. The three (3) remaining floating holidays shall be observed by mutual agreement. Floating holidays shall not be taken from December 1st thru December 25th. The Employer shall grant the employee the day of their choice.

C. All seniority employees shall be paid for all holidays regardless of when they occur, except holidays falling after sixty (60) continuous days off for sickness or accident.

D. (1) When a holiday falls on Sunday, the next following normal day of work shall be the holiday.

(2) Work performed on holidays shall be compensated at time and one-half (1-1/2), plus holiday pay. Employees with regular shifts overlapping a holiday shall have holidays advanced or delayed and, in either case, same shall be celebrated and paid as a holiday.

No employee shall be called to work on a holiday for less than a full day's work.

(3) If a holiday occurs during an employee's vacation, the employee shall receive holiday pay in addition to vacation pay. In these cases, the employee may select an unpaid day by mutual agreement. If a holiday occurs during an employee's sick leave, the employee shall receive holiday pay in lieu of sick leave pay.

E. Floating Holidays shall be granted in order of seniority. When the request is made more than thirty (30) working days prior to the requested day off, the employee will fill out and submit the proper form for selection of the holiday and management will return the form to the employee within five (5) days of receipt, acknowledging the request. Management must respond thirty (30) working days prior to the requested holiday. If there is no response, the employee may request from their full-time manager or designee whether the holiday request has been approved, and Management must respond by the end of the next scheduled working day, or the request will be considered granted. When conditions allow, the Employer may grant more than one (1) employee off (in each center or operation) at a time.

F. If the request is made inside thirty (30) working days, the employee will fill out and submit the proper form for selection of the holiday and management will return the form to the employee by the end of the next scheduled working day.

G. Once approved, if the employee is required to work, the employee shall be paid time and one-half for all hours worked that day plus the eight (8) hours for the holiday and shall receive another mutually agreed to unpaid day off in the future.

H. Employees must work their last scheduled day before a holiday and their first scheduled day after a holiday to receive holiday pay. This shall not apply to employees on approved leave (e.g., vacation, or other holidays or to employees who are on illness or injury that is verified by Doctor's statement) or for employees who use sick leave under Article VIII Section 1.

I. Employees working in a higher classification the week of a holiday shall be paid the higher rate of pay for that holiday.

J. All employees shall be eligible for the five (5) Personal holidays listed in Section 1 of this Article after their first year Anniversary and each Anniversary thereafter.

K. Except as provided in Section 2A, holidays are to be taken within each anniversary year. Those not taken will be paid off in conjunction with the pay period in which the employee's anniversary date occurs.

L. The Employer shall grant a minimum of one (1) employee off, for every twenty-five (25) employees or portion thereof, on each respective seniority list(s) (in each center or operation) at a time.

Section 2. HOLIDAY WEEK OPTION

A. Upon the employees' Company Anniversary Date, the employees may elect at their option to:

(1) Combine their five (5) Floating holidays together as an optional holiday week to be selected at the vacation selection period. The additional week may not be taken during the months of June, July, August and September each year, (This optional week to be paid at forty (40) hours), or;

(2) Take the holidays, or;

(3) be paid for the holidays (at the employee's option) at anytime of the year.

ARTICLE XI. SUSPENSIONS AND DISCHARGES

Refer to Article 28, Section 2 of the Western Region Supplemental Agreement.

ARTICLE XII. HEALTH & WELFARE, DENTAL & VISION BENEFITS, RETIREES' HEALTH & WELFARE

Section 1.

A. EFFECTIVE August 1, 2023, the employer shall pay into the Washington Teamsters Welfare Trust for every employee covered by this Agreement, who was compensated for forty (40) hours in the previous month, the following:

(1) Health and Welfare—the sum of one thousand eight hundred eighty-nine dollars and ninety-five cents (\$1,889.95) per month for benefits under “The JC-28 XL Plan,” plus options of:

An additional nine (9) month waiver (for a total of 12 months)	\$ 11.40
An additional \$30,000 Employee Life/AD&D and Dependent Life	\$ 8.60
An additional \$500/Week Time Loss	\$ 30.00
For a TOTAL of	\$1,939.95

(2) Dental—The sum of one hundred twenty dollars and fifty cents (\$120.50) per month for benefits under “Plan A”.

(3) Vision—the sum of seventeen dollars and ten cents (\$17.10) per month for benefits under “The NBN Vision Extended Plan.”

(4) The above provisions do not apply to employees hired during the period of October through December.

For a TOTAL of	\$2,077.55
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(5) EFFECTIVE August 1, 2024, the employer shall pay into the Washington Teamsters Welfare Trust for every employee covered by this Agreement, who was compensated for forty (40) hours in the previous month a total monthly contribution rate of \$2,120.80 for the benefits defined in this Section.

(5.1) EFFECTIVE August 1, 2025, the employer shall pay into the Washington Teamsters Welfare Trust for every employee covered by this Agreement, who was compensated for forty (40) hours in the previous month a total monthly contribution rate of \$2,164.05 for the benefits defined in this Section.

(5.2) EFFECTIVE August 1, 2026, the employer shall pay into the Washington Teamsters Welfare Trust for every employee covered by this Agreement, who was compensated for forty (40) hours in the previous month a total monthly contribution rate of \$2,207.30 for the benefits defined in this Section.

(5.3) EFFECTIVE August 1, 2027, the employer shall pay into the Washington Teamsters Welfare Trust for every employee covered by this Agreement, who was compensated for forty (40) hours in the previous month a total monthly contribution rate of \$2,250.55 for the benefits defined in this Section.

(5.4) If the Washington Teamsters Welfare Trust decides in any year that an increase is required beyond that specified in this Section, then the increases allocated to the Western Conference of Teamsters Pension Fund, as set forth in Article XIII below, shall first be reallocated to satisfy such increased Health & Welfare contribution as specified in NMUPS Article 34.

(6) Part-time employees transferring to full-time employment will have contributions made on compensated hours paid after gaining full-time seniority. The Employer will continue to provide contributions to the Teamsters Western Region & Local 177 Health Care Plan for the Part-timers going full-time until they work enough hours to qualify under the Washington Teamsters Welfare Trust after gaining seniority.

Section 2.

A. Effective August 1, 2023, the employer shall pay into the Washington Teamster Retirees Welfare Trust for every employee doing bargaining unit work, who was compensated for eighty (80) hours in the previous month, the following:

(1) Retirees Health and Welfare—Effective August 1, 2023 the sum of three hundred forty seven dollars and eighty-seven cents (\$347.87) and each January thereafter the premium shall be adjusted by an additional amount per month per year as determined by the Trustees of the Plan of this agreement for benefits under “RWT PLUS XL” Plan.

(2) The above provisions apply to all Full-time employees year round.

(3) The Letter of Agreement between the parties is hereby incorporated into this Section.

LETTER OF AGREEMENT

United Parcel Service Inc. (“UPS” or “Employer”) and Teamsters Joint Council 28 (“Union”) agree to the following in connection with the negotiation of the 2018—2023 UPS Joint Council of Teamsters No. 28 Rider:

1. Effective August 1, 2018, the parties agree that in addition to the increased contributions provided in Article 34, Section 1 of the 2018—2023 National Master Agreement (NMA), the Employer agrees to provide the additional seventy-five cents (\$0.75) per hour per eligible employee to the Retirees Welfare Trust Fund for benefits under the RWT Plus “XL” Plan as follows:

8-1-18	8-1-19
\$0.50	\$0.25

2. The hourly increases in contributions provided in paragraph 1 above shall be applied in accordance with Article XII of the UPS Joint Council of Teamsters No. 28 Rider and shall be allocated in 2018 and 2019 as follows:

Effective August 1, 2018—the sum of one dollar and twenty-one cents (\$1.21) per hour to the RWT Plus “XL” Plan.

Effective August 1, 2018—the sum of thirty-four cents (\$0.34) per hour to the Western Conference of Teamsters Pension Trust, including the five cents (\$0.05) per hour from the Legal Services Trust Savings.

Effective August 1, 2019—the sum of fifty (\$0.50) cents per hour to the Washington Teamsters Welfare Trust.

Effective August 1, 2019—the sum of seventy-five (\$0.75) cents per hour to the Western Conference of Teamsters Pension Trust.

Section 3.

A. Payments required under the foregoing provisions shall be made on or before the tenth (10th) day of the month. Upon Union request, the Employer shall furnish copies of transmittals pertaining to benefits.

B. If the Employer is delinquent in payments, the Employer shall be liable for the payment of any claims incurred by employees or dependents during such delinquency, if claims would have been covered but for the delinquency. If delinquent, Employer may be notified by Union and thereafter, shall have five (5) days to correct delinquency. If payment is not made by end of five (5) days, the Union may, without liability therefore, implement any economic persuasion deemed expedient and such shall not be a violation of this Agreement.

C. The Health and Welfare Trust Agreement is, by this reference, incorporated herein and deemed a part hereof as though fully set forth. The Retirees' Health & Welfare Trust Agreement is, by this reference, incorporated herein as though fully set forth. The Employer agrees to abide by the terms of any successor Trusts.

D. The Employer agrees to execute the necessary Trust forms and maintain above benefits, and new benefits, consistent with uniform Trust directives.

ARTICLE XIII. PENSION

Section 1.

A. Effective August 1, 2023, the Pension contribution rates for full-time employees shall increase as follows:

(1) Effective August 1, 2023, the Employer shall pay a total of fourteen dollars and ninety-five cents (\$14.95), including PEER/80 per hour into the Western Conference of Teamsters Pension Trust Fund for each member of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand and eighty (2080) hours per calendar year.

Base	PEER	Total
\$12.83	\$2.12	\$14.95

(2) Effective August 1, 2024, the Employer shall pay a total of fifteen dollars and twenty cents (\$15.20), including PEER/80 per hour into the Western Conference of Teamsters Pension Trust Fund for each member of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand and eighty (2080) hours per calendar year.

Base	PEER	Total
\$13.05	\$2.15	\$15.20

(3) Effective August 1, 2025, the Employer shall pay a total of fifteen dollars and forty-five cents (\$15.45), including PEER/80 per hour into the Western Conference of Teamsters Pension Trust Fund for each member of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand and eighty (2080) hours per calendar year.

Base	PEER	Total
\$13.26	\$2.19	\$15.45

(4) Effective August 1, 2026, the Employer shall pay a total of fifteen dollars and seventy cents (\$15.70), including PEER/80 per hour into the Western Conference of Teamsters Pension Trust Fund for each member of the bargaining unit and those probationary em-

ployees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand and eighty (2080) hours per calendar year.

Base	PEER	Total
\$13.48	\$2.22	\$15.70

(5) Effective August 1, 2027, the Employer shall pay a total of fifteen dollars and ninety-five cents (\$15.95), including PEER/80 per hour into the Western Conference of Teamsters Pension Trust Fund for each member of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand and eighty (2080) hours per calendar year.

Base	PEER	Total
\$13.69	\$2.26	\$15.95

B. The Employer shall pay the amount specified in Section 1A, above, into the Western Conference of Teamsters Pension Trust Fund on account of each member of the bargaining unit for every hour for which compensation is paid, not to exceed two thousand and eighty (2080) hours per calendar year.

C. Full-time employees who qualify for worker's compensation, state disability compensation or short term disability under their respective health and welfare plan shall have pension contributions remitted on their behalf for a maximum of three (3) months in a calendar year. Such contributions shall be remitted for a period(s) of absence immediately following contributions for active employment. It is understood that contributions for employees on probation shall be paid at the \$0.10 rate for a period not longer than ninety (90) calendar days from an employee's hire date.

In those cases where the three (3) month maximum carries over into the next calendar year, contributions will continue until the three (3) month maximum is met. Any carry-over shall not count toward the maximum for the current calendar year.

This provision does not permit contributions to exceed two thousand eighty (2080) hours in any calendar year. Contributions during periods of disability absence shall be paid at eight (8) hours per work day missed.

Section 2.

- A. The total amount due each month shall be remitted in a lump sum not later than ten (10) days after the last business day of the month. If the Employer fails to make contributions as required, such shall be deemed a breach and the Union may implement any economic action deemed expedient and such shall not be in violation of this Agreement.
- B. Employer agrees to execute all necessary Trust forms and abide by the rules established by the Trustees to facilitate accurate determination of hours, contributions and collections. Upon Union request, the Employer shall furnish a copy of pension transmittals.

ARTICLE XIV. SAVINGS

- A. EFFECTIVE August 1, 2008, based on July hours, UPS shall make contributions at the rate of ten cents (\$.10) per compensable hour into the Pacific Coast Benefits Trust Fund on behalf of all employees covered by this agreement, beginning on the earlier of the employee's achievement of seniority or the employee's completion of six hundred (600) hours of employment (or reemployment) within twelve (12) consecutive calendar months, such contributions to be made retroactively for all compensable hours in the twelve (12) consecutive months immediately preceding achievement of seniority or the completion of six hundred (600) hours of employment (or reemployment) as the case may be. Provided, however, that UPS shall contribute the first two thousand and eighty (2080) hours per year for each covered employee. The total amount due for each calendar month shall be remitted in a lump sum not later than the tenth (10th) day of the following month.

UPS acknowledges that it has received a true copy of the Trust documents and shall be considered a party thereto. It is understood

and agreed that UPS accepts the terms and conditions of this Trust and agrees that the Employer Trustees named pursuant to the Trust are its representatives and consents to be bound by the actions and determinations of the Trustees.

UPS further agrees to abide by such rules as may be established by the Trustees of said trust to facilitate the audit of hours for which contributions are due, and the accurate recording of such hours.

ARTICLE XV. LEGAL SERVICES TRUST FUND

A. The Employer agrees to pay into the Western Conference of Teamsters Legal Services Trust Fund the sum of seventeen dollars and thirty cents (\$17.30) per month on all eligible full-time seniority employees and based on prior months' hours UPS shall pay into the Western Conference of Teamsters Legal Service Trust Fund the sum of ten cents (\$.10) per compensable hour up to a maximum seventeen dollars and thirty cents (\$17.30) per month for each seniority part-time employee. The total amount due for each calendar month shall be remitted in a lump sum not later than ten (10) days after the last business day of each month.

UPS agrees to abide by such rules as may be established by the Trustees of said Trust to facilitate the determination of the hours for which contributions are due, the prompt and orderly collection of such amounts and accurate recording of such hours and such amounts paid on behalf of each such full-time and part-time seniority employee covered by the Agreement.

UPS hereby further acknowledges that it has received a true copy of the Agreement and Declaration of Trust of the Western Conference of Teamsters Legal Service Trust and it is understood and agreed that UPS accepts the terms and conditions of this Trust and shall be considered a party thereto. UPS further agrees that the Employer Trustee named pursuant to the Trust is its representative and consents to be bound by the actions and determinations of the Trustee.

ARTICLE XVI. NEW CUSTOMER COUNTER CLERKS AS OF NOV. 19, 1998

EMPLOYEES COVERED

Subject: Washington District Customer Counter Clerks covered by the NLRB certification of November 19, 1998.

All terms and conditions outlined in the National Master United Parcel Service Agreement, Western Regional Supplemental Agreement and the JC 28 Rider and Sort Addendum shall apply unless modified herein.

SENIORITY

It is hereby agreed that each Local Union shall designate which retroactive seniority date (a. or b.) shall apply to their Customer Counter Clerks that were on the payroll as of November 19, 1998 (hereinafter "effected Customer Counter Clerks"). The application of this seniority date shall not be cause for a contract violation prior to or after the signing date of the Letter of Understanding and shall become effective on the signing date of the Letter of Understanding.

- a. The seniority date for those effected Customer Counter Clerks who were on the payroll and a United Parcel Service employee on November 19, 1998 shall have their seniority date be retroactive to December 5, 1995 or their actual date of hire, whichever is more recent. This language applies to these Locals of JC #28: Locals #174, 313, 589, 690 and the Local 252 locations formerly represented by Local 378.
- b. The seniority date for those effected Customer Counter Clerks who were on the payroll and a United Parcel Service employee on November 19, 1998 shall have their seniority date be retroactive to November 19, 1998.

This language applies to these Locals of JC #28: Locals #38, 58 and the Local 760 locations formerly represented by Local 524

c. Those Customer Counter Clerks hired after November 19, 1998 shall have a seniority date of their first day worked upon gaining seniority.

Seniority for all contractual purposes will be the date applicable in #1 a b or c above, except as provided in # 5 below.

Vacation accrual for those effected Customer Counter Clerks will be their original hire date at United Parcel Service. For the vacation period of 2000, all effected Customer Counter Clerks will receive those weeks of vacation they would have received as a Customer Counter Associate. For the remainder of the current collective bargaining agreement, those effected Customer Counter Clerks will receive the number of weeks from Article IX of the United Parcel Service Joint Council of Teamsters No. 28 Rider or Article 6 of the Sort Addendum.

The scheduling of vacations for the Customer Counter Clerks will be determined by their area practice.

Only for the purpose of bidding Article 22.3 full-time inside jobs or if displacement occurs these Customer Counter Clerks will be allowed to utilize their Employer hire date.

WAGES AND BENEFITS

1. All affected Customer Counter Clerks shall be “red circled” at their currently hourly rate.

2. (a) All Part-Time Customer Counter Clerks, in addition to their “red circle” hourly rate will receive the general wage increases as outlined in Article 22, Section 5, Item A of the National Master United Parcel Service Agreement. All Full-Time Customer Counter Clerks, in addition to their “Red Circle” hourly rate will receive the general wage increases as outlined in Article 41, Section 1, of the National Master United Parcel Service Agreement.

(b) All Customer Counter Clerks hired after November 19, 1998 will be paid in accordance with Article 22, Section 5, Item B of the National Master United Parcel Service Agreement.

Western Conference of Teamsters pension contributions and savings account in Article 9 of the JC 28 Sort Addendum for these effected Customer Counter Clerks will begin on November 19, 1998 or date of hire as a UPS employee for those hired after November 19, 1998.

The Employer will waive all preexisting waiting periods providing the effected Customer Counter Clerks qualify for Health & Welfare coverage from the current plan to the new plan in the current Collective Bargaining Agreement.

5. All Part-time Customer Counter Clerks are to be classified and paid as all others, as outlined in Article 22 of the National Master United Parcel Service Agreement. All Full-time Customer Counter Clerks are to be paid as outlined in Article 41 of the National Master United Parcel Service Agreement.

ARTICLE XVII. CLASSIFICATIONS SCALE OF WAGES

Section 1. FULL TIME EMPLOYEES

EFFECTIVE AUGUST 1, 2022

CURRENT PER HOUR

Drivers, Feeders (Tractor Trailer) \$42.425

	Start Rate	1-Year Rate	2-Year Rate	3-Year Rate	4-Year Top Rate
8/1/23	\$22.94	\$23.94	\$24.94	\$30.69	\$45.175
8/1/24	\$22.94	\$23.94	\$24.94	\$30.69	\$45.925
8/1/25	\$22.94	\$23.94	\$24.94	\$30.69	\$46.675
8/1/26	\$22.94	\$23.94	\$24.94	\$30.69	\$47.675
8/1/27	\$22.94	\$23.94	\$24.94	\$30.69	\$49.925

Drivers, Package \$42.20

	Start Rate	1-Year Rate	2-Year Rate	3-Year Rate	4-Year Top Rate
8/1/23	\$22.94	\$23.94	\$24.94	\$30.69	\$44.95
8/1/24	\$22.94	\$23.94	\$24.94	\$30.69	\$45.70
8/1/25	\$22.94	\$23.94	\$24.94	\$30.69	\$46.45
8/1/26	\$22.94	\$23.94	\$24.94	\$30.69	\$47.45
8/1/27	\$22.94	\$23.94	\$24.94	\$30.69	\$49.70

Regular package car drivers pulling pup trailers will receive an additional twenty cents (\$.20) per hour for all hours worked the day the equipment is pulled.

Car Washers \$39.42

(All Shifts)

	Start Rate	1-Year Rate	2-Year Rate	3-Year Rate	4-Year Top Rate
8/1/23	\$22.94	\$23.94	\$24.94	\$30.69	\$42.17
8/1/24	\$22.94	\$23.94	\$24.94	\$30.69	\$42.92
8/1/25	\$22.94	\$23.94	\$24.94	\$30.69	\$43.67
8/1/26	\$22.94	\$23.94	\$24.94	\$30.69	\$44.67
8/1/27	\$22.94	\$23.94	\$24.94	\$30.69	\$46.92

22.3 Full-Time Inside Jobs \$36.38

(All Shifts)

	Start Rate	1-Year Rate	2-Year Rate	3-Year Rate	4-Year Top Rate
8/1/23	\$22.94	\$23.94	\$24.94	\$27.94	\$39.13
8/1/24	\$22.94	\$23.94	\$24.94	\$27.94	\$39.88
8/1/25	\$22.94	\$23.94	\$24.94	\$27.94	\$40.63
8/1/26	\$22.94	\$23.94	\$24.94	\$27.94	\$41.63
8/1/27	\$22.94	\$23.94	\$24.94	\$27.94	\$43.88

*NOTE: The above rates have been reduced by \$0.06 to reflect the diversion to the RWT Plus retirees plan voted and approved by the membership in October 1998.

Section 2.

A. NIGHT SHIFT PREMIUM: All regular employees, with exception of feeder drivers and car washers working the night shift, shall receive twenty-five cents (\$.25) per hour over and above the scale of wages for the classification in which they are employed. Further, this shall not apply to part-time employees.

Section 3. FEEDER DRIVERS

PEAK SEASON RATE

FEEDER DRIVER

EFFECTIVE 8-1-18
 \$21.51

Feeder drivers who pull triples will receive the greater of seventy-five cents (\$.75) per hour or six dollars (\$6.00) in addition to their regular pay rate.

Section 4.

No part-time employee receiving a higher rate of pay shall suffer a reduction of the hourly rate as a result of transferring to full-time. They will receive increases as provided in the classifications scale of wages, Article XVII.

FOR THE EMPLOYER
UNITED PARCEL SERVICE, INC.

BY: _____
Chris Rowland, UPS District Labor Relations NW District

FOR THE UNION
JOINT COUNCIL OF TEAMSTERS NO.28

BY: _____
Rick Hicks, Joint Council 28 President
Chairman, Union Negotiating Committee

BY: _____
Ted Bunstine, Joint Council UPS Division Director
Co-Chairman, Union Negotiating Committee

FOR AND ON BEHALF OF LOCALS LISTED

TEAMSTERS LOCAL UNION NO. 38	Everett, Washington Samantha Kantak, Secretary-Treasurer	TEAMSTERS LOCAL UNION NO. 313 Tacoma, Washington Nick Lansdale, Secretary-Treasurer
TEAMSTERS LOCAL UNION NO. 58	Vancouver, Washington Walter LaChapelle III, Secretary-Treasurer	TEAMSTERS LOCAL UNION NO. 589 Port Angeles, Washington Robert Driskell, Secretary-Treasurer
TEAMSTERS LOCAL UNION NO. 174	Seattle, Washington Rick Hicks, Secretary-Treasurer	TEAMSTERS LOCAL UNION NO. 690 Spokane, Washington Larry Kroetch, Secretary-Treasurer
TEAMSTERS LOCAL UNION NO. 231	Bellingham, Washington Rich Ewing, Secretary-Treasurer	TEAMSTERS LOCAL UNION NO. 760 Yakima, Washington Leonard Crouch, Secretary Treasurer
TEAMSTERS LOCAL UNION NO. 252	Centralia, Washington Brian Blaisdell, Secretary-Treasurer	TEAMSTERS LOCAL UNION NO. 839 Pasco, Washington Russell Shjerven, Secretary-Treasurer

**UNITED PARCEL SERVICE
JOINT COUNCIL OF TEAMSTERS NO.28**

SORT ADDENDUM

to the

JOINT COUNCIL OF TEAMSTERS NO.28

RIDER

BETWEEN

TEAMSTER LOCAL UNION NOS.

38, 58, 174, 231, 252, 313, 589, 690, 760 AND 839

AND

UNITED PARCEL SERVICE

For The Period

August 1, 2023 through July 31, 2028

All Part-Time Provisions Not Provided For In This Sort Addendum, Are Provided In The Joint Council Of Teamsters No. 28 Rider, The National Master United Parcel Service Agreement Or The Western Region Supplemental Agreement.

By the execution of this Sort Addendum to the Rider Agreement to the Western Region Supplemental Agreement and to the NATIONAL MASTER UNTIED PARCEL SERVICE AGREEMENT on the part of the Employer shall cover all operations of the Employer in Joint Council No. 28 which includes the following Local Unions:

Nos. 38, 58, 174, 231, 252, 313, 589, 690, 760 & 839.

TABLE OF CONTENTS

	Page
ARTICLE 1. PARTIES TO THE ADDENDUM	321
ARTICLE 2. HOURS OF WORK	321
ARTICLE 3. PART-TIME TO FULL-TIME	328
ARTICLE 4. UTILITY DRIVERS	329
ARTICLE 5. SICK LEAVE, WORKERS COMPENSATION AND DISABILITY.....	332
ARTICLE 6. VACATIONS	335
ARTICLE 7. HOLIDAYS	335
ARTICLE 8. PENSION	335
ARTICLE 9. SAVINGS	336
ARTICLE 10. LEGAL SERVICES TRUST FUND	337
ARTICLE 11. HEALTH & WELFARE, RETIREES' HEALTH & WELFARE, DENTAL & VISION BENEFITS	337
ARTICLE 12. NEW CUSTOMER COUNTER CLERKS AS OF NOV. 19, 1998.....	338
ARTICLE 13. CLASSIFICATIONS SCALE OF WAGES	338

**UNITED PARCEL SERVICE
JOINT COUNCIL OF TEAMSTERS NO. 28
SORT ADDENDUM**

**Term of Agreement
August 1, 2023 through July 31, 2028**

ARTICLE 1. PARTIES TO THE ADDENDUM

Section 1. OPERATIONS COVERED

The execution of this Addendum on the part of the Employer shall cover all part-time employees of the Employer in the bargaining unit at any centers, new centers, buildings, and any other operations of the Employer within the jurisdiction of the Local Unions signatory to this Sort Addendum as determined or may be determined by the International Brotherhood of Teamsters, with regard to wages, hours and other conditions of employment.

Section 2. EMPLOYEES COVERED

Employees covered by this agreement shall be construed to mean Sorters, Pre-Loaders, Clerks, Car Washers (this shall include Spokane Building) and all other Inside Employees working in classifications set forth in the Wage Schedule of this Addendum or any other classification mutually agreed on by the parties, including those employees handling high value packages and where the processing of high value packages is being performed by current bargaining unit employees they will continue to perform that work during the life of this Agreement.

ARTICLE 2. HOURS OF WORK

Section 1. REGULAR PART-TIME

A. Regular part-time employees reporting to work shall be guaranteed a minimum of three and one-half (3.5) hours pay. Should any such employee work more than five (5) hours in any one (1) day, they shall receive time and one-half (1-1/2) for all hours worked beyond

the fifth (5th) hour. The regular scheduled workday shall consist of three and one-half (3-1/2) consecutive hours and the regular scheduled work week shall consist of five (5) consecutive days Monday through Friday or Tuesday through Saturday; provided however, when operating needs require the establishment of a Sunday sort, the Employer may implement a Sunday through Thursday work week.

B. If a part-time employee works more than five (5) days in any one (1) workweek, the time worked or paid over five (5) days shall be paid at the rate of time and one-half (1-1/2). Sunday work shall be paid at the double (2x) time rate of pay, for those hours worked prior to midnight Sunday, if not on a Sunday through Thursday schedule.

C. All part-time employees will be allowed a ten (10) minute paid rest period, to begin when the employee leaves the work area and end when the employee returns to the work area. This rest period will normally be scheduled in the middle of each shift but in no event shall the rest period commence later than the third (3rd) hour of the shift.

Should a part-time employee work more than five (5) hours in a day they shall also be entitled to a one-half (1/2) hour unpaid meal period. Part-time employees must be at least two (2) hours into the shift before the meal period can start. In addition, the meal period cannot start more than five (5) hours after the beginning of the shift.

Employees that work seven (7) hours are entitled to an additional ten (10) minute paid break which may be scheduled during the seventh (7th) hour of work. Employees shall be entitled to a third ten (10) minute paid rest break no later than three (3) hours after the second rest break.

D. Regular part-time employees shall receive the pay rate of the job being performed; provided, however, that if such employee works at a higher rated job for more than one (1) hour in any one (1) shift, they shall receive the higher rate for all work performed during that shift.

E. When a part-time employee is assigned drivers work, they shall receive the utility driver's rate of pay, except as provided in Article

4, Section 1, E. When used as a utility driver, overtime will be paid after eight (8) combined hours of work. A minimum one-half (1/2) hour break will be offered between part-time work and utility work.

F. Overtime shall be computed and paid for actual time worked. No pyramiding.

G. Part-time employees are required to have eight (8) hours of unpaid or non-work hours in each twenty-four (24) hour period or day. This provision will not apply during October, November and December.

Section 2. NEW HIRES

A. All newly hired part-time employees shall be compensated at the applicable hourly rate while attending "new employees orientation." Such time shall count towards seniority.

Section 3. AIR OPERATION EMPLOYEES

Employees involved in Next Day Air Operations shall be covered under the same conditions as all other employees, with the following exceptions:

(1) The Employer shall notify Next Day Air employees at least one (1) hour ahead of normal starting time. In the event, subsequent to the first notification of change of starting time, if another change is necessary, the Next Day Air employees starting time for pay purposes shall be that of initial changed starting time, except for inclement weather conditions.

Section 4. SENIORITY

A. There shall be a separate seniority list (by classification) by sort operation for all employees covered herein. When an employee moves from one seniority list to another separate seniority list, their company seniority date shall follow and they will be dovetailed into the new respective list for layoff, rehire and bidding purposes. All other benefits apply as per company seniority. The employee obtaining the new position shall remain on that shift for at least thirty (30) calendar days.

The transferee releases their rights to their selected vacation if it causes excess time off during the year of the transfer.

Effective 8-1-97, the following Seniority Tie Breaker list will be used to resolve seniority issues:

- | | |
|------------------------|----------------------|
| 1. Date of Hire | 3. Date of Interview |
| 2. Date of Application | 4. Drawing of Lots |

B. Operating Center Seniority shall control except as otherwise provided in the Rider or this Addendum. In making such employee assignments the Employer recommits to the recognition of seniority in the everyday operation of the business. Employees shall work off separate seniority lists for each operating center under this Agreement.

C. Employer recognizes that the principles of seniority shall be given prime consideration for extra work. Within each building, each operational sort will maintain a list, by seniority, of those employees requesting extra work on another sort. It will be the employees' responsibility to sign up on the appropriate list(s) through the appropriate manager(s). These lists shall be a one-time permanent sign-up list which interested employees are allowed to sign on to at any time. It will be the employees' responsibility to make sure the employees' contact information is correct on all extra work lists they sign on. When extra work is available, the Employer will use the appropriate list to fill the required positions. The employee must be qualified for the available work and double shift employees shall have seniority amongst themselves.

The Employer and Union agree to establish a Joint Council 28 Teamster/UPS Labor-Employee—Management Committee, consisting of the JC28 UPS Division Chair, the UPS District Labor Manager—NW District and/or their designee(s) as well as rank & file members of the bargaining unit(s) affected (as appointed by the Union). Other Union and Management representatives that may be affected shall also be included, as determined by each side. This Committee will meet upon request of either side to discuss the methods for the continuation of covering extra work opportunities. This Committee shall have the authority to modify the extra work

or bidding process within Joint Council 28 with the approval, by majority vote, of the members affected.

Employees not qualified for the available work shall be trained as soon as practicable. If more employees are still needed, they shall be called by seniority order using the current practice.

Employees called to work under this section shall be guaranteed a minimum of three and one-half (3.5) hours of work or pay per extra shift provided they report to work at the established start time. Employees reporting to work at other than the established start time shall be guaranteed three (3) hours work or pay per extra shift provided work is available.

D. Extra employees without seniority shall not work an overtime shift until all regular employees have been offered the work or are currently working and not available to perform the work being offered. This includes Saturday, Sunday and Holiday.

E. All employees with seniority standing shall be given an opportunity for preferential job assignment.

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

Seniority part-time employees 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: preload, sorter, clerical, irregular train, designated responder, carwasher, loader and unloader.

Seniority part-time employees may select permanent vacancies and new permanent jobs on any shift in the same building in all months except December including preferred jobs on their own or another shift. Such preferred jobs shall include, but not be limited to, part-time jobs such as; preload, sorter, clerical, irregular train, hazmat first responder, carwasher, loader and unloader.

In preload operations, preloaders may select specific load positions or work stations when there is a permanent vacancy. Unloaders, sorters, etc. may select specific work areas when there is a permanent vacancy.

In hub operations, employees may select permanent vacancies in specific work areas.

If any dispute arises as to whether an employee is able to perform a job, the Company will grant the employee an opportunity to demonstrate their ability to perform the work.

Nothing in this provision is intended to prohibit the Company from directing employees to work areas where additional work is needed, as long as it is assigned in seniority order from those available in the immediate area. While it is understood that the procedures in this Section shall not cause a disruption to the operation, this provision shall not be used as subterfuge to remove an employee from their preferred work area and have someone else perform that work.

Nothing in this Section is intended to diminish or remove existing practices.

The Employer shall have the right to maintain specific training positions, subject to discussion with the Local Union. Established training positions may only be changed when an opening occurs.

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.

Employees on approved leave shall not be deprived of their seniority selection rights.

The successful selector shall be assigned within five (5) days of the completion of the selection process.

F. Employees failing to call or report to work as scheduled will be given seventy-two (72) hour notice to their last known address or by a verified telephone call exclusive of Saturday, Sunday or Hol-

days. If the employee fails to report to work within the seventy-two (72) hours, a notice by registered mail, or certified mail will be sent to the employee and the Union removing them from the seniority list, thus terminating their employment.

G. An employee disabled due to illness, disease/or injury shall not lose seniority for three (3) years from date of disability. Also the reasonableness of continuing such seniority may be arbitrated should same extend beyond three (3) years.

Section 5. TRAINING

A. The Union and Employer agree that the function of supervisors is the supervision of employees. Supervisors are not to perform the work of employees they supervise.

When training new employees the following shall apply:

1. When training a preloader, a preload work area is defined as the set of cars a seniority employee loads.
2. The training supervisor may train with new employees for their first three (3) days.
3. Said training will be a one-time event.
4. All training defined under this Section shall be communicated to the Shop Steward prior to commencing training.

When training an unqualified seniority employee the following shall apply:

1. The training supervisor may train an unqualified seniority employee for one (1) day.
2. Said training will be a one-time event.
3. All training defined under this Section shall be communicated to the Shop Steward prior to commencing training.

Cross training of a previously trained employee will require that the supervisor train by demonstration while the employee observes, or while the supervisor observes and gives instructions while the employee works to the methods. The Employer will have the right to monitor and inspect the employees' work.

Section 6. 22.3/40 FULL-TIME COMBINATION JOBS

Refer to Article I Section 9 of the JC 28 Rider

ARTICLE 3. PART-TIME TO FULL-TIME

Section 1.

A. Part-time employees moving to full-time employment shall receive one-half (1/2) of their part-time seniority for their vacation benefits only. They will be allowed time off for vacation during their first (1st) year of driving by mutual agreement.

B. Upon obtaining seniority, any part-time employee requesting to be afforded the opportunity to be promoted to a full-time position shall be given an opportunity in seniority order. In the event no regular part-time employee accepts the opportunity and there is still a need to fill a full-time position, pre-seniority part-time employees may be afforded such opportunity.

(1) Part-time employees in the Spokane Airport facility will be afforded the opportunity to be promoted to a full-time position in the Spokane hub using their company seniority date.

(2) The eligibility requirements will be the same as any full-time employee that may be hired from any outside source (i.e. personal safe driving record and must pass DOT physical).

(3) All jobs will be posted with a description of the workday, work-week, daily start time and a description of the type of work involved. The postings shall remain posted for ten (10) working days. The postings shall be displayed on the designated bid board. An announcement of each new posting shall be made at a PCM for all affected workgroups.

The successful bidder shall be awarded the job within five (5) days following the expiration of the ten (10) day posting period. Employees having bid and won multiple bids must select the job of their preference within twenty-four (24) hours of bid award notification.

(4) Any dispute arising under this Section will be handled under the Settlement of Disputes Section.

C. No part-time employee receiving a higher rate of pay shall suffer a reduction of the hourly rate as a result of transferring to full-time. They will receive increases as provided in the classification scale of wages, Article XVII of the Rider.

D. PART-TIME JOB POSTINGS

All jobs that are posted shall be signed and dated by a steward and management person (or their designee) on the day of posting and the day of removal to ensure accuracy of the posted job(s).

E. Part-time employees will work off the part-time employee seniority list.

Section 2.

A. Part-time employees requesting to transfer to full-time must attend the Employer's Full-Time Orientation. This time does count towards full-time seniority and full-time benefits and is paid at the employee's straight time rate of pay for the first eight (8) hours and time and one-half (1-1/2) beyond eight (8) hours.

B. Road tests for part-time to full-time employees shall not be conducted in a cage car and will be limited to the employee's ability to safely operate an Employer vehicle.

ARTICLE 4. UTILITY DRIVERS

Section 1. UTILITY DRIVERS

A. It is agreed that package operations may utilize utility drivers. The Company will post a list on a quarterly basis for regular part-

time employees (in order of seniority) who desire to be utilized as a utility driver. Those part-time employees who successfully meet the qualification standards for utility drivers, shall be placed on the building utility driver list by area practice and will be dispatched by the most senior utility driver qualified to deliver or pick up by area knowledge. If judged to be not qualified by area knowledge the Employer will at its earliest opportunity provide training to qualify the employee in the area knowledge needed.

It is hereby agreed between the Employer and the Union that the Employer may deviate from seniority for "lack of area knowledge" for only one (1) occurrence (an occurrence can be one (1) workday up to maximum of five (5) consecutive workdays) on the same route. Thereafter the Employer will dispatch the utility driver by seniority for the route.

Utility drivers shall be considered qualified upon completion of a trial period as defined in Article 4, Section 1(b) of the Western Region Supplement and shall not be required to complete a subsequent trial period if or when they accept a full-time driving position.

Once a utility driver is considered qualified to drive they shall not have to complete another trial period for a driving position. Utility drivers disqualified from any driving position shall not return to utility driving or any other position requiring driving for a period of six (6) months.

Qualified utility drivers, entering the Utility Classification after ratification of this Agreement, may be required to work as a utility driver if scheduled on the posted workweek schedule the previous Friday. Utility drivers may be required to have a one (1) year commitment in the utility driver capacity.

B. Utility drivers may be used to cover absentees, overflow work, vacations, etc. There shall be no restrictions on the starting time of utility drivers. When scheduled the Friday prior to the week of a utility driver there shall be a guarantee of eight (8) consecutive hours of work or pay if reporting to work pursuant to the posted start time for utility work, excluding their lunch break.

- C. If an individual works as a utility driver for more than one (1) hour and then performs their regularly assigned work on a continuous basis, all hours worked for the day will be paid at the higher rate.
- D. Utility drivers who work as a utility driver for three (3) or more days during the week of a Holiday shall receive eight (8) hours of Holiday pay for each Holiday of that workweek at the utility drivers rate of pay that week.
- E. No part-time employee receiving a higher rate of pay shall suffer a reduction in hourly rate as a result of being used as a utility driver.
- F. Part-time employees disqualified from full-time driving and utility drivers disqualified from utility driving for serious avoidable accidents, serious and bona fide customer complaints, or serious service problems may be disqualified from utility work for six (6) months from the date they were disqualified. In addition, part-time employees who fail to qualify as a utility driver during their thirty (30) day trial period shall not have an opportunity to qualify again for a six (6) month period.
- G. During the months of November and December, a utility driver may be assigned to a peak route that is mutually agreed to by the parties. Utility drivers who commit to drive during this period will relinquish their part-time position for the duration of this period and shall be guaranteed eight (8) hours per day when reporting pursuant to instructions. In the event there is no work on a particular day or days, the Employer will notify the affected employee in advance of reporting and the employee shall be allowed to return to their regular part-time position. If the employee's regular assignment is the preload and the Employer fails to notify the employee in a reasonable period of time that enables the employee to report to the sort the employee has not forfeited their daily part-time guarantee.

Two (2) utility drivers per Center will be guaranteed work under this Section prior to utilizing peak season drivers. At the Employer's discretion additional utility drivers shall be offered work during this period.

ARTICLE 5. SICK LEAVE, WORKERS COMPENSATION AND DISABILITY

Nothing contained in this Article shall be construed as to deny any superior benefit under the Washington State, "Paid Sick Time" Law or the Seattle "Paid Safe and Sick Time" Ordinance.

Section 1. SICK LEAVE

A. Employees with seniority shall accumulate twenty (20) hours of sick leave benefits a year, one and two-thirds (1.66) hours per month. Employees with the minimum accrued hours, at least four (4), will receive sick pay from the first day off of a bona fide illness or injury. Sick leave is not to be paid when employee is receiving normal hourly compensation or is on a holiday or is actually on vacation. With prior notification before returning to work, a note from a Doctor may be required for absences of five (5) or more days. (Effective January 1, 2024, this language shall no longer be in effect.)

Employees shall begin to accumulate sick leave hours at time of hire and shall be eligible to utilize on the ninetieth (90th) calendar day of employment.

Effective January 1, 2024, and each January thereafter, part-time employees shall receive a frontloaded sick leave bank of twenty (20) hours on January 1 each year. Employees hired after January 1 and employees who surpass their frontloaded bank shall earn one (1) hour of sick leave for every forty (40) hours worked (one (1) hour for every thirty (30) hours worked in Seattle) during the calendar year (January 1—December 31). Any sick leave hours earned in excess of the frontloaded amount during the calendar year shall be added to the frontloaded sick leave bank.

Effective at the end of business December 31st of each calendar year, employees' unused hours shall roll into their safe and sick leave bank and shall be available for future use. Employees that use safe and sick leave for legitimate reasons may not receive an occurrence for the time that is designated as safe and sick time.

Benefits shall be payable for bona fide absences caused by illness, injury or accident of the employee or their family members, or other reasons as required by law, commencing the first scheduled working day. Sick leave is not to be paid for holidays.

B. Effective December 31, 2023, a new “safe and sick leave bank” will be established for each employee. The new bank will consist of their existing Paid Sick Leave bank or their contractual bank, whichever is greater. Unused sick leave shall accumulate up to four hundred twenty (420) hours into this new bank and it shall be the only bank going forward. Bank shall be available for future use with all banked hours treated as “protected leave”. Sick leave shall be deducted from the bank in increments consistent with the Employer’s payroll system and practices.

Employees who have accrued at least one hundred sixty (160) hours into their sick leave bank: may continue to accrue hours into their sick leave bank on an annual basis up to four hundred twenty (420) hours; or may receive the accrued hours over one hundred sixty (160) hours as pay on the fourth pay period following August 1, of each contract year; or may defer this as a pretax deduction into the “Teamster/UPS 401K Plan”. Eligible employees who want to defer the unused sick leave into the Plan will be responsible to contact the administrator of the Plan prior to July 15th of each year. If no request is made to defer to the Plan or for payoff, the hours shall continue to accrue into the sick bank up to four hundred twenty (420) hours. All hours over four hundred twenty (420) shall be received as pay on the fourth pay period following August 1, of each contract year.

C. Employees who retire from the Employer shall receive one hundred percent (100%) payoff for their bank hours as pay upon separation. Employees separated from employment shall receive seventy five (75%) of their bank hours as pay upon separation. If deceased, the value shall go to their estate.

D. Employees discharged under Article 28, section 2A of the Western Region Supplemental Agreement, will not be entitled to provisions of sub-section C.

E. Employees shall be entitled to cash in accumulated sick hours for purposes of donating the proceeds to any UPS employee who has been off work one (1) year or less.

The request must be made in writing and must identify the employee who shall receive the donated funds.

Section 2. WORKERS' COMPENSATION

A. Employees collecting Worker's Compensation temporary disability benefits may not receive sick leave as herein provided; however, if Worker's Compensation benefits on a daily basis are less than the amount of sick leave otherwise available, employees shall, in addition to Worker's Compensation benefits, receive sick leave benefits sufficient to equal the amount of sick leave that would otherwise have been received by deducting from the bank the hours required to make up the difference. Sick leave benefits are to be coordinated with health and welfare time loss benefits so as to equal twenty (20) hours pay a week at the employee's option.

B. Sick leave benefits will be paid for the first day off for an "on the job injury" to be coordinated with workers compensation benefits at the employee's option.

Section 3. NOTIFICATION TO THE EMPLOYER

A. The employee shall notify the Employer of their status regarding ability to return to employment after each doctor's visit with a documented change of status and every other week thereafter. On known long-term workers compensation or disability the frequency of notification shall be at the request of the Business Manager. In the event an employee is sent a 72-hour notice and does not respond within 72-hours but subsequently reports when released from their doctor they shall remain on active status until the resolution of the grievance procedure.

B. Employees requesting parental leave of absence must do so in writing.

ARTICLE 6. VACATIONS

Section 1.

As contained in the Rider with the following exception:

- A. All vacations shall be based on twenty-two and one-half (22.5) hours pay for weeks earned.
- B. All regular part-time employees with two (2) or more years of service may elect to convert one week of their earned vacation into an Optional Week for a total of two (2) Option weeks to be used as provided under Article IX, Section 2 of the JC28 Rider.

ARTICLE 7. HOLIDAYS

Section 1.

As contained in the rider, with the following exception:

- A. Holidays shall be based on four (4) hours pay per holiday.

ARTICLE 8. PENSION

Section 1.

- A. Refer to Article 30 of the Western Region Supplement for the Pension contribution rates.
- B. The Employer shall pay the amount specified in Section 1A, above, into the Western Conference of Teamsters Pension Trust Fund on account of each member of the bargaining unit for every hour for which compensation is paid, not to exceed two thousand and eighty (2080) hours per year.
- C. Part-time employees who qualify for worker's compensation, state disability compensation or short term disability under their respective health and welfare plan shall have pension contributions remitted on their behalf for a maximum of three (3) months in a calendar year. Such contributions shall be remitted for a period(s) of absence immediately following contributions for active employ-

ment. It is understood that contributions for employees on probation shall be paid at the \$0.10 rate for a period not longer than ninety (90) calendar days from an employee's hire date.

In those cases where the three (3) month maximum carries over into the next calendar year, contributions will continue until the three (3) month maximum is met. Any carry-over shall not count toward the maximum for the current calendar year.

This provision does not permit contributions to exceed two thousand eighty (2080) hours in any calendar year. Contributions during periods of disability absence shall be paid at four (4) hours per work day missed.

Section 2.

A. The total amount due each month shall be remitted in a lump sum not later than ten (10) days after the last business day of the month. If the Employer fails to make contributions as required, such shall be deemed a breach and the Union may implement any economic action deemed expedient and such shall not be in violation of this Agreement.

B. Employer agrees to execute all necessary Trust forms and abide by the rules established by the Trustees to facilitate accurate determination of hours, contributions and collections. Upon Union request, the Employer shall furnish a copy of pension transmittals.

ARTICLE 9. SAVINGS

A. EFFECTIVE August 1, 2008, on July hours, UPS shall make contributions at the rate of forty cents (\$.40) per compensable hour into the Pacific Coast Benefits Trust (herein "Trust") on behalf of all employees covered by this agreement beginning on the earlier of the employee's achievement of seniority or the employee's completion of six hundred (600) hours of employment (or reemployment) within twelve (12) consecutive calendar months, such contributions to be made retroactively for all compensable hours in the twelve (12) consecutive months immediately preceding achieve-

ment of seniority or the completion of six hundred (600) hours of employment (or reemployment) as the case may be. Provided, however, that UPS shall contribute the first two thousand and eighty (2080) hours per year for each covered employee. The total amount due for each calendar month shall be remitted in a lump sum not later than the tenth (10th) day of the following month.

UPS acknowledges that it has received a true copy of the Trust documents and shall be considered a party thereto. It is understood and agreed that UPS accepts the terms and conditions of this Trust and agrees that the Employer Trustees named pursuant to the Trust are its representatives and consents to be bound by the actions and determinations of the Trustees. UPS further agrees to abide by such rules as may be established by the Trustees of said trust to facilitate the audit of hours for which contributions are due, the prompt and orderly collection of contributions, and the accurate recording of such hours.

ARTICLE 10. LEGAL SERVICES TRUST FUND

As contained in the rider.

ARTICLE 11. HEALTH & WELFARE, RETIREES' HEALTH & WELFARE, DENTAL & VISION BENEFITS

Section 1.

(a) Part-time employees will continue to be covered by the Teamsters Western Region & Local 177 Health Care Plan, under the terms set forth in Article 34 of the National Master Agreement.

(b) 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 & Local 177 Health Care Plan.

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

ARTICLE 12. NEW CUSTOMER COUNTER CLERKS AS OF NOV. 19, 1998

Refer to Article XVI of the JC 28 Rider

ARTICLE 13. CLASSIFICATIONS SCALE OF WAGES

Section 1.

Part-time employees hired prior to July 2, 1982, shall receive the following rate of pay effective:

	Current	8/23	8/24	8/25	8/26	8/27
Preload/Sorter	\$42.73	\$45.48	\$46.23	\$46.98	\$47.98	\$50.23
Loader/Unloader	\$41.65	\$44.40	\$45.15	\$45.90	\$46.90	\$49.15

All other Part-Time Employees Wages (Refer to National Master United Parcel Service Agreement, Article 22, Section 5).

Section 2.

(1) All part-time employees hired prior to July 2, 1982, shall be red circled at their current rate of pay and shall receive contractual wage increases as provided for in Article 22 Section 5 of the NMUPS Agreement.

(2) Part-time clerks working prior to August 1, 1987 shall be red circled at their current rate of pay and shall receive contractual wage increases as provided for in Article 22 Section 5 of the NMUPS Agreement.

(3) Part-time to full-time wage progression schedules are contained in the Rider under Article XVII.

Section 3.

MISCELLANEOUS CATEGORIES

A. RATES OF PAY

EFFECTIVE	CURRENT	8/23	8/24	8/25	8/26	8/27
SHIFTERS	\$34.25	\$37.00	\$37.75	\$38.50	\$39.50	\$41.75
UTILITY	\$33.805	\$36.555	\$37.305	\$38.055	\$39.055	\$41.305
DRIVERS						

EXCEPTIONS:

Utility drivers and shifters who are receiving more than the wage rates above will continue to receive their present rate while performing those duties.

When a utility driver enters into a full-time driver classification, they will receive their utility rate or the new hire progression, whichever is greater. They will receive increases as provided in the Classifications Scale of Wages in the Rider, Article XVII.

Utility driver(s) who disqualify themselves from the utility driver classification and who choose to no longer perform utility work then subsequently enter the full-time driver classification, shall receive the New Hire Progression rate in NMUPS Article 41 Section 2 or their current rate, whichever is greater.

Part-time employees hired after July 31, 2002, will follow the New Hire Rate for Package Drivers.

B. PART-TIME AIR DRIVERS

Refer to Article 40, Section 6 of the National Master Agreement

C. PACKAGE HELPERS

Part-time Package Helpers hired or employed by or between November 1 and January 15, may be used as needed after all regular part-time employees have been offered Package Helper work or are already assigned as a Package Helper that day. Any seniority em-

ployee who works as a Package Helper during November 1 and January 15 of each year and who subsequently does not protect their current assignment shall be ineligible to work as a Package Helper for the remainder of that period. They will be guaranteed three and one-half (3-1/2) hours work and will be paid at time and one-half (1.5) after eight (8) hours of straight time paid in any day including the employee's regular shift hours and will be paid at the starting wage rate as defined in Article 22, Section 5 of the NMUPS Agreement or their current rate, whichever is greater. All days worked as a package helper shall be counted towards part-time probation.

A sign-up sheet shall be posted during the first week of October for interested employees to designate their availability to work as a Helper for November 1st thru January 15th.

Company seniority shall be used to determine the order of work but not the assignments as long as the regular part-time employee is available to cover their primary job assignment.

D. Additional Benefits

The Employer may provide additional benefits, higher hourly wage rates or bonuses in order to attract or retain part-time employees. The additional benefits, wages or bonuses may be structured to apply to any specific shift or operation.

Date: _____ Date: _____

Chris Rowland
UPS District Labor
Relations Manager
Northwest District

Rick Hicks
President, Joint Council 28