

AGREEMENT  
BETWEEN  
TEAMSTERS UNION  
LOCAL 481



And  
RYDER TRUCK RENTAL, INC.

May 1, 2024— April 30, 2027

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# COLLECTIVE BARGAINING AGREEMENT

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RYDER TRUCK RENTAL, INC.  
AND

INTERNATIONAL BROTHERHOOD

OF

TEAMSTERS LOCAL NO. 481  
SAN DIEGO, CALIFORNIA

MAY 1, 2024

THROUGH

APRIL 30, 2027

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## ARTICLES OF AGREEMENT

Between  
The International Brotherhood  
of Teamsters  
Local Union No. 481  
And  
Ryder Truck Rental, Inc.

This Agreement and its attached addendums, made and entered May 1, 2024, by and between Ryder Truck Rental, Inc., 5345 Overland Avenue, San Diego, California 92123 (and all other Ryder Truck Rental, Inc. facilities in San Diego County) herein after called the "Employer" and the International Brotherhood of Teamsters Local 481, San Diego herein after called the "Union."

When a masculine pronoun is used in this Agreement, it is intended to apply to the female gender as well.

### ARTICLE 1 - UNION SECURITY

#### **Section 1: Hiring of Employees:**

Only members in good standing in the Union shall be retained in employment. For the purpose of this Section, "member in good standing" shall be defined to mean employee members of the Union who tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership.

All employees covered by this Agreement shall become members of the Union within thirty-one (31) days from the date of employment, or within thirty-one (31) days from the effective date of this Agreement, whichever is later and shall remain members of the Union in good standing as a condition of continued employment. Only those employees in the job classifications set forth in each attached addendum shall be covered by this Agreement.

#### **Section 2: Union Recognition:**

It is agreed that the signing of this Agreement shall constitute recognition of the Union, and it is further agreed that no member shall be discharged for activity in representing the Union.

#### **Section 3: Union Security:**

The Employer agrees within seven (7) days of the date of hiring to notify the Union of the name or names of all persons hired. It shall be the employee's responsibility to keep the Employer informed of his address or telephone number change on forms provided by the Employer.

#### **Section 4: Check-off:**

The Employer, at the request of the Union, is to deduct from the wages of employees membership dues (and initiation fees) of the Union and promptly transmit such funds to the Union; Provided that the Employer has received from each employee, on whose account such deductions are made, a written assignment which shall not be revocable for a period of more than one year, or beyond the termination date of the applicable collective Agreement, whichever occurs sooner.

#### **Section 5: Agency Shop:**

No provision of this Article shall apply in any state to the extent that it may be prohibited by state law. If under applicable state law additional requirements must be met before any such provision may become effective, such additional requirements shall first be met. If any agency shop clause is permissible in any state where the other provisions of this Article cannot apply, the following agency clause shall prevail:

- (a) Membership in the Union is not compulsory. Employees have the right to join, not join, maintain, or drop their membership in the Union, as they see fit. Neither party shall exert any pressure on or discriminate against an employee as regards such matters.
- (b) Membership in the Union is separate, apart and distinct from the assumption by one of his equal obligation to the extent that he receives equal benefits. The Union is required under this Agreement to represent all of the employees in the bargaining unit fairly and equally without regard as to whether or not an employee is a member of the Union. The terms of this Agreement have been made for all employees in the bargaining unit and not only for members in the Union, and this Agreement has been executed by the Employer after it has satisfied itself that the Union is the choice of a majority of the employees in the bargaining unit.

Accordingly, it is fair that each employee in the bargaining unit pays his own way and assumes his fair share of the obligation along with the grant of equal benefits contained in this Agreement.

- (c) In accordance with the policy set forth under subparagraph (a) and (b) of this section, all employees in the bargaining unit shall, as condition of continued employment, pay to the Union the employee's exclusive collective bargaining representative, an amount of money equal to that paid by other employees in the bargaining unit who are members of the Union, which shall be limited to an amount of money equal to the Union regular and usual initiation fees, and its regular and usual dues. For present employees, such payments shall

- (d) commence thirty-one (31) days following the effective date or on the date of execution of this Agreement, whichever is later, and for new employees the payment shall start thirty-one (31) days following the date of employment.

**Section 6: Drive:**

Effective May 1, 1992, the Company agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to the Local 481 Drive Fund. The Union shall provide the Company with properly executed employee authorizations indicating the amount of employee contribution that is to be deducted from the employee's paycheck on a weekly basis in all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The Company shall transmit to the Local Union 481 Drive Fund, on a monthly basis, a check for the employee(s) for whom deductions were made, the employee's social security number and the amount deducted from that employee's paycheck. The Company shall remit to the Local 481 Drive Fund by the fifteenth (15th) day of the following month all funds for which deductions were made. The Union agrees to indemnify and hold the Company harmless from any and all actions that may result from compliance with this Section.

**ARTICLE 2 - MANAGEMENT RIGHTS**

The rights of the Employer shall include, but shall not be limited to, his right to conduct the business, his operation and the direction of his working forces. The Employer's discretion and judgment shall control the selection and retention of employees and the work and duties to which they are assigned, including the right to hire, transfer, schedule, promote, demote, suspend, and discharge and the right to make rules and regulations concerning the conduct of the business and the employees, providing the same are not contrary to the terms of this Agreement. The failure of the Employer to exercise his rights under this Article in any respect shall not be taken as a waiver of rights.

**ARTICLE 3 - WORKWEEK - OVERTIME**

**Section 1: Workweek:**

The workweek shall consist of four (4) or five (5) consecutive days of ten (10) or eight (8) hours each at the employer's discretion. Lunch periods shall not exceed one-half (1/2) hour.

**Section 2: Overtime:**

Overtime shall be paid for on the basis of time and one-half (1 1/2) the employee's straight time hourly rate for all hours worked in excess of eight (8) hours in any one (1) day or forty (40) hours in any one (1) week. Overtime will be paid on employees who work ten (10) hour shifts after ten (10) hours. Double time (2x) will be paid for all hours worked in excess of twelve (12) in any one (1) day and for hours worked in excess of eight (8) on the seventh (7th) consecutive

work day of the work week. Overtime shall be assigned by classification, shift, and qualifications.

Overtime shall not be paid if an employee, based on his exercise of shift-preference, is required to work six consecutive days during the annual January bid time.

The regular scheduled day shift shall start not earlier than 5:00 a.m. and end not later than 6:00 p.m. The second shift will commence no earlier than 2:30 p.m. The third shift will start no earlier than 11:00 p.m. No shift premium shall be paid for work performed between these hours on a regularly scheduled day shift.

### **Section 3: Report by Schedule:**

All employees scheduled to report to work by the Employer and who work less than eight (8) hours shall receive not less than a full eight (8) hours pay as a minimum day but only from the regular scheduled starting time. An employee's request to take time off can only be granted if approved by the Employer.

### **Section 4: Call In:**

Any employee ordered to and reporting for work ninety (90) minutes prior to the start of his/her shift will be paid at time and one half (1 1/2) for all hours worked prior to the beginning of their regularly scheduled shift. Any employee ordered to and reporting for work for more than ninety (90) minutes prior to the start of his/her shift will be paid a guarantee of four (4) hours. The sixth (6th) and seventh (7th) day shall be a guaranteed of a minimum of four (4) hours at (1 1/2) times or actual time worked.

When an emergency "call back" occurs, the employee called shall be paid at one and one half (1 1/2) times the regular rate for the classification of work performed. This is not to be considered part of a split shift. This applies to an employee called to work on his normal day off. No pyramiding of overtime on multiple calls within a 4-hour period.

### **Section 5: Work in Other Classifications:**

When an employee is requested to do work in a higher rated classification other than for training and such work requires less than two (2) hours he/she shall receive his regular rate of pay. If an employee works more than two (2) hours he/she shall receive the higher rate of pay for the entire day in which such work is performed. When an employee is requested to work in a lower rated classification, he/she shall receive the regular rate for all work performed.

### **Section 6: Shagger:**

A Shagger, otherwise known as the Employer's non-union transfer driver, is not to perform work on mechanical equipment.

### **Section 7: Job Posting:**

All job openings are to be posted on bulletin board.

### **Section 8: Work in Progress:**

If, at shift end, a work assignment is in progress, employees may complete their job assignment with prior approval from management. If the employee is unable (for good cause) to complete his assignment, then the next employee, based on his seniority, ability, and experience, will be assigned. Work in progress will be limited to approximately one (1) hour. All assignments will be approved in advance by management.

### **Section 9: On Call Duty:**

Management shall establish a list from among qualified bidders who shall then be assigned to cover required road calls. Should the number of bidders be insufficient to provide such coverage, the Employer reserves the right to assign the least senior qualified employee(s). Employees so assigned may not refuse to accept such scheduling and shall be given specific time schedules they are to be available. Employees will be paid only for work performed under this Section in accordance with the following:

On Call Premium: Employees assigned as the on-call technician will receive a weekly premium of:

\$360.00 - Year 1 (After May 1, 2024)

\$375.00 - Effective 5/1/2025

\$390.00 - Effective 5/1/2026 for the on-call period and additionally, employees will be paid the following guaranteed hours for road calls responded to during the week:

Guaranteed Hours: For the first (1st) call responded to during the on-call period, a minimum of four (4) hours shall be guaranteed at the current rate showed below. For each subsequent call thereafter, a minimum of two (2) hours shall be guaranteed at the current rates shown below, there will be no pyramiding of pay.

#### **T4 Employees**

\$66.88 per hour (Effective 5/1/2024)

\$69.88 per hour (Effective 5/1/2025)

\$72.69 per hour (Effective 5/1/2026)

#### **T3 Employees**

\$59.76 per hour (Effective 5/1/2024)

\$62.44 per hour (Effective 5/1/2025)

\$64.93 per hour (Effective 5/1/2026)

For purposes of this section, "time worked" means from the time the phone message is taken by the technician to the time the technician returns to his/her home.

All premiums to which an employee is otherwise entitled to under the terms of this agreement will continue to be paid for on-call hours worked.

Until the Company is able to put the new on call and call in pay process in place, as outlined above, on call and call in compensation will remain the same as is currently, retroactive to May 1, 2024.



**Section 10: Mandatory Overtime:**

When an employee reports to work for his/her shift and notifies the supervisor at that time that he/she will not be able to work overtime beyond his/her shift, then forced overtime, if necessary, will exclude that employee, unless said employee is the only qualified available person.

**ARTICLE 4- HOLIDAYS AND HOLIDAY PAY**

**Section 1: Eligibility and Qualifications**

- (a) The following holidays shall be paid at the employee's basic rate, including shift premium, when not worked, irrespective of the day on which they fall:
  - New Year's Day
  - Memorial Day
  - Fourth of July
  - Labor Day
  - Thanksgiving Day
  - Day After Thanksgiving
  - Christmas Day
  - Veteran's Day
  - (For employees who are U.S. Veterans. An employee must submit their DD214 upon request)
- (b) Any employee working on the above-mentioned holidays shall be paid an additional one and one half (1-1/2) day's pay of not less than eight (8) hours at the employee's regular rate of pay, including shift premium.
- (c) When any of the above holidays fall on Sunday, the day observed by the state or nation shall be considered as the holiday. In the event a holiday falls during the employee's vacation, the employee shall receive an additional day off with pay or an additional day's pay.
- (d) In order to be eligible for holiday pay when no work is performed, an employee must be available for work on his last scheduled work day immediately prior to a holiday and on his first scheduled work day immediately following the holiday unless the employee can show justifiable excuse to his Employer and the Union. Any employee who is laid off or discharged at the end of his workweek shall receive pay for any holiday that falls on the first day of the employee's shift the following week.
- (e) When a holiday falls on an employee's first scheduled day off, the holiday shall be observed the previous work day, and if it falls on the employee's second scheduled day off, the holiday shall be observed on the following workday.

## **Section 2: Holiday Bid**

When a shop is open on a holiday as indicated in Section 1(a), employees will be allowed to bid on the work by seniority (Location and Classification). In the event no one bids to work, the junior, most qualified employee by location seniority will be required to work. If the employee refuses or does not work, the employee will not be paid for the holiday.

# **ARTICLE 5 - VACATIONS**

## **Section 1: Eligibility and Pro-Rata**

- (a) An employee with one (1) year of continuous service shall, on his yearly anniversary date of hire, receive, with pay, ten (10) days vacation for one (1) year of service; fifteen (15) days for two (2) years of service; twenty (20) days for five (5) years of service, twenty five (25) days for fifteen (15) years of service and thirty (30) days for twenty-five (25) years of service.
- (b) All employees covered by this Agreement whose services terminate for any reason shall receive prorated vacation with pay for those months for which no vacation has been paid on the following basis: Employees who have completed more than six (6) months and less than one (1) year of employment (1/12) of two (2) weeks wage, exclusive of overtime for each completed calendar month of employment, employees who have completed one (1) year and less than five (5) years of employment, one-twelfth (1/12) of three (3) weeks wages, exclusive of overtime, for each completed calendar month employment; employees who have completed more than five (5) years of employment and less than fifteen (15) years of employment one- twelfth (1/12) of four (4) week's wages, exclusive of overtime, for each completed calendar month of employment; employees who have completed more than fifteen (15) years of employment and less that twenty-five (25) years of employment, one-twelfth (1/12) of five (5) weeks wages, exclusive of overtime, for each completed calendar month of employment and employees who have completed more than twenty-five (25) years of employment, one-twelfth (1/12) of six (6) weeks wages, exclusive of overtime, for each completed calendar month of employment.

The parties to this Agreement, on behalf of all employees, waive all rights under Labor Code Section 227.3, including, but not limited to, those related to the accrual, caps on accrual, and/or payout of vacation, pro rata or otherwise, upon separation from employment. Accrual, caps on accrual, and payout of vacation shall be pursuant to this contract only.

## **Section 2**

Vacation pay shall be calculated on the basis of an employee's straight time hourly wage including shift premium and leadman pay if applicable.

### **Section 3**

Vacation assignments shall be made at the time most desired by the employees, with consideration of the orderly and efficient operation of the business, whenever practicable, according to seniority at the location. The vacation schedule shall be posted annually as of November 1st, and employees shall exercise their choice by bidding in seniority. The list shall be closed as of December 15th, and subsequent changes shall be made only by permission of the Employer. At least two (2) weeks advance notice of vacations shall be given each employee. Employees shall be required to submit vacation bids within three (3) working days of posting.

Vacation may be taken in one (1) day increments, such single day requests must be submitted at least five (5) working days in advance, with mutual agreement between the Employer and employee, which will not be unduly withheld. Approvals will be granted on a first-come, first-serve basis. Final approval will be granted in 3 working days or less and once approved, may not be withdrawn or changed. It will be the responsibility of the employee to verify scheduled vacation with their supervisor prior to taking the time off.

### **Section 4**

It is understood that the scheduling of vacations will be by mutual agreement between the Employer and employee. It is the intent of the Employer to schedule a minimum of one (1) employee per shift to take vacation where practical based upon operation requirements. It will be the responsibility of the employee to verify scheduled vacation with their supervisor prior to taking the time off.

### **Section 5**

Any employee unable to take his/her scheduled vacation due to Employer's request will not lose his/her vacation time.

Employees may elect to take pay in lieu of vacations for all weeks in excess of forty (40) hours. Employees must request payment in either May or November. The Employer will only pay in forty (40) hour increments.

Earned vacation time not taken or cashed out shall be permitted to carry over from year to year, but the amount of vacation will be capped at double the annual allocation. Annually in November, employees who have exceeded the annual allocation will receive compensation for any hours in excess of the annual allocation.

## **ARTICLE 6 - HEALTH, WELFARE, DENTAL, PRESCRIPTION, AND VISION**

### **Section 1: Health and Welfare**

Effective May 1, 2024, the Employer agrees to pay \$1,461 per month to the San Diego County

Teamsters-Employers Insurance Trust Fund on behalf of each employee covered by this Agreement to provide hospital, medical and life insurance coverage in the Trust Plan known as Plan B. The employer agrees to pay the entire cost thereof, and should the cost of maintaining the existing benefits increase above the rates indicated above, the Employer shall pay such increases.

Thereafter, and for all new employees, the monthly payment shall be made for each employee on the first day of each month provided that the employee has worked or been compensated for a minimum of eighty (80) hours in the previous calendar month.

#### **Section 2: Dental Coverage**

Effective May 1, 2024, the Employer agrees to pay \$46.75 per month to the San Diego County Teamsters-Employers Insurance Trust Fund on behalf of each employee covered by this Agreement to provide dental insurance coverage as per the scheduled of benefits established by the San Diego County Teamsters-Employers Insurance Trust, known as Plan 1-Composite. The Employer agrees to pay the entire cost thereof, and should the cost of maintaining the existing benefits increase above the rates indicated above, the Employer shall pay such increases.

Thereafter, and for all new employees, the monthly payment shall be made for each employee on the first day of each month provided that the employee has worked or been compensated for a minimum of eighty (80) hours in the previous calendar month.

#### **Section 3: Prescription Drug**

Effective May 1, 2024, hours, the Employer agrees to pay \$132.25 per month to the San Diego County Teamsters-Employers Insurance Trust Fund on behalf of each employee covered by this Agreement to provide prescription drug insurance coverage as per the schedule of benefits established by San Diego County Teamsters-Employers Insurance Trust known as Plan 1. The Employer agrees to pay the entire cost thereof, and should the cost of maintaining the existing benefits increase above the rates indicated above, the Employer shall pay such increases.

Thereafter, and for all new employees, the monthly payment shall be made for each employee on the first day of each month provided that the employee has worked or been compensated for a minimum of eighty (80) hours in the previous calendar month.

#### **Section 4: Vision Coverage**

Effective May 1, 2024, the Employer agrees to pay \$11.50 per month to the San Diego County Teamsters-Employers Insurance Trust Fund on behalf of each employee covered by this Agreement to provide vision insurance coverage as per the schedule of benefits composite established by the San Diego County Teamsters-Employers Insurance Trust. The Employer agrees to pay the entire cost thereof and, should the cost of maintaining the existing benefits increase above the rates indicated above, the Employer shall pay such increases.

Thereafter, and for all new employees, the monthly payment shall be made for each employee on the first day of each month provided that the employee has worked or been compensated

for a minimum of eighty (80) hours in the previous calendar month.

#### **Section 5**

The parties hereto agree to accept and execute such "Acceptance of Trust Documents" as may be required for participation in each Trust and such payments shall be made in accordance with the provisions established by the Joint Board of Trustees.

#### **Section 6**

Current total cost is \$1,651.50 per month. Caps on future insurance benefits increases as follows:

Up to 6% per benefit year, beginning with February - 2012 billing, and each consecutive year thereafter of the Agreement.

(Note: The February billing is based upon the previous January hours reported.)

Current employee co-pay is \$247.73 per month. Any increases to benefits above the stated "caps" shall be split 50/50 between employee and Employer.

Effective February 1, 2022, the total cost of the above-described benefits shall be borne by the parties as follows:

Employer: Eighty-five Percent (85%) of the full premium.

Employee: Fifteen Percent (15%) of the full premium.

The 85/15 cost sharing of the full premiums, including any increases thereto, will be continued over the term of the Agreement.

### **ARTICLE 7 - EMPLOYEE SAVINGS PLAN (401(K))**

Eligible employees, as defined by the Plan Document, shall have the opportunity to participate in the Ryder System, Inc. 401(k) Savings Plan, under the same terms and conditions generally applicable to Ryder Hourly employees. Uniform changes in the Plan shall be applicable to the employees covered by this Agreement without further negotiations.

In the event there is a conflict between the provisions of this Agreement and the Plan Document, the provisions of the Plan Document will control.

### **ARTICLE 8 - NO STRIKE - NO LOCKOUT**

#### **Section 1**

During the life of this Agreement, no strikes or work stoppages shall be caused or

sanctioned by the Union, and no lockouts shall be entered upon by the Employer. Any action of the Employer in closing his stations during a general strike, riot, or civil commotion, for the protection of his station and property, shall not be deemed a lockout.

#### **Section 2**

It shall not be a violation of this Agreement, and it shall not be cause for discharge or disciplinary action in the event an employee refuses to go through a sanctioned picket line of a Union. Nor shall the exercise of any rights permitted by the law be in violation of this contract.

#### **Section 3**

In the event the Employer becomes involved in a controversy with any other Union, the Union will do all in its power to help effect a fair settlement.

### **ARTICLE 9 - CONDUCT OF EMPLOYEES**

#### **Section 1**

The Employer will not discharge or suspend any employee without just cause and shall give at least two (2) warnings of the complaint against such employee in writing: to the Union and the employee before the employee is discharged or suspended for a repetition of same complaint. Such notices shall expire after one (1) year; with the exception of notices for safety infractions which will expire after fifteen (15) months.

In order to be considered valid, warning letters must be received by the involved employee within fifteen (15) calendar days of the date of discovery of the alleged violation. Reasonable exceptions to this may be granted by the Union as long as the Company requests for an extension prior to the fifteen (15) calendar day limit. Exceptions will not be unreasonably requested nor withheld. Discharge or suspension must be by proper written notice to the employee affected with a copy sent to the Union.

No warning notice need be given in the case of:  
dishonesty, being under the influence of narcotics or intoxicating beverages or drinking the latter while on duty, failure to immediately report any accident which has resulted in personal injury or property damage, failure to report any license suspension on the first shift of work following the suspension, driving a Company vehicle with a suspended license, permitting unauthorized persons to ride in the Employer's vehicle, willful destruction of property of the Employer, theft, becoming involved in a motor vehicle accident while driving the Employer's vehicle as a result of negligence or recklessness, reckless operation of a vehicle on or off the property, gross disobedience, using an Employer's vehicle for personal use without permission, fighting, verbal abuse of customers, proven falsification of employment application or other employer records, violation of safety policies or horseplay, if such action results in injury to the employee or another individual or property damage or for conflict of interest as per Article 15, unlawful

harassment, including but not limited to sexual harassment, may warrant immediate termination, given the factual circumstances, testing positive for controlled substances as defined by the Company's Drug and Alcohol Policy.

## **Section 2**

An employee may request an investigation of his discharge or suspension or any warning notice and the Union shall have the right to protest any such discharge, suspension, or warning notice. Any such protest shall be presented to the Employer in writing within ten (10) days, exclusive of Saturdays, Sundays, and holidays after the discharge, suspension, or warning notice, and, if not presented within such period, the right of protest shall be waived. A copy of any such protest shall be given to the Local Union. Upon the filing of such protest, it shall be referred immediately to the grievance committee as provided in this Agreement.

## **Section 3**

The Employer shall give to a discharged employee a written notice of termination and, at the same time, send a copy to the Local Union.

## **Section 4**

The parties mutually agree that Article 10 (GRIEVANCE PROCEDURE) of this Agreement must be posted in a conspicuous place in the Employer's stations in order for it to be effective.

# **ARTICLE 10 - GRIEVANCE PROCEDURE**

For the purpose of this Agreement, the term "grievance" means any dispute between the Employer and the Union or between the Employer and any employee concerning the effect, interpretation, application, claim of breach or violation of this Agreement, or any other dispute which may arise between the parties. Any such grievance shall be settled in accordance with the following grievance procedure:

**STEP 1** - An employee believing he had cause for grievance may, within seven (7) working days, discuss the matter directly with his supervisor or he may take it up with his shop steward and supervisor. Every effort will be made at this time to resolve said grievance.

**STEP 2** - In the event the grievance is not satisfactorily resolved in Step 1, the shop steward shall, within seven (7) working days from the initial oral discussion, submit a written grievance to the Maintenance Manager. The grievance shall be dated and signed by the employee and shop steward. The Maintenance Manager shall answer the complaint within seven (7) working days.

**STEP 3** - In the event the grievance is not satisfactorily resolved in Step 2, the written grievance may be appealed to the Director of Operations and the Business Representative

of the Union. The Director of Operations shall review the alleged grievance and offer a decision within seven (7) working days after receipt of said grievance unless the time limit is extended by mutual consent. If settlement of the disputed matter is not resolved at this step, then the parties may proceed to a Joint Arbitration Committee. The Union will have thirty (30) calendar days to advance the grievance, or the matter will be considered withdrawn.

Warning letters shall not be referred to the Joint Arbitration Committee or any further steps of the Grievance Procedure unless said warning letter is relied upon to support a subsequent and timely suspension or discharge. Employees must file timely grievances on warning notices as provided for in this agreement in order for the Joint Arbitration Committee or other neutral entity to adjudicate them.

STEP 4 - the Joint Arbitration Committee shall be set up by the Employer and the Union, each having an equal representation, two each. Members on the committee will be persons who have not been directly involved in or a subject of the dispute. They shall settle all grievances and disagreements presented to them by majority vote. All decisions of the Committee shall be final except when a majority decision cannot be reached. Then, in such case, the matter may be referred to formal mediation if agreed to by both parties.

STEP 5 - If the grievance is not settled in Step 4, the parties, may appoint a Mediator from the California Mediation and Conciliation Service to hear the dispute and make a recommendation. Such recommendation of the Mediator shall be final and binding upon both parties. If either party prefers not to mediate the dispute, the grievance will be submitted directly to arbitration in accordance with the provisions in step 6.

STEP 6 - If no agreement is reached within seven (7) working days as set forth in the third step above, either party hereto may submit the matter to the Board of Arbitration by serving written notice on the other party within fourteen (14) calendar days of their intention to arbitrate. Such letter shall state the issues to be arbitrated and the remedy sought. Each party shall name one arbitrator and these two shall name the third impartial arbitrator. If they cannot agree on the third party, they shall jointly petition the Federal Mediation Service to supply a panel of arbitrators and an impartial arbitrator shall be selected therefrom.

The timelines in all Steps listed above may be extended by mutual consent.

Each Party shall pay one-half of the fees and expenses of the Arbitrator and of the cost of the hearing room. Each party shall pay the fees and expenses of its own witnesses and representatives. The party ordering any stenographic service shall pay for it, except that if both parties desire such service, then the cost shall be borne equally.

The function of the Arbitrator shall be of a judicial rather than a legislative nature. He shall not have the power to add to, ignore, or modify any of the terms and conditions of this Agreement. His decision shall not go beyond what is necessary for the application of the provisions of this Agreement. No decision shall decide



issues not directly involved in the case. The decision of the Arbitrator shall be final and binding on both parties.

No grievance settlement shall be applied retroactive to the date more than thirty (30) calendar days prior to the date that the grievance was originally presented.

## **ARTICLE 11 - SENIORITY**

### **Section 1: Definition**

Bargaining unit seniority is defined as the last date of hire/transfer into Local 481's jurisdiction.

Shop seniority is defined as the length of continuous employment in a given location.

Classification seniority is defined as the length of continuous employment in the current job classification.

### **Section 2: Seniority**

An annual list of employees covered by this Article arranged in the order of their seniority shall be posted in a conspicuous place at the place of employment. Such lists shall be kept current and copies shall be available to the Union upon request. However, up to thirty (30) days after the posting, an employee who believes there is a controversy of his seniority standing on such list shall submit his complaint through the Grievance Procedure. If no controversy exists after thirty (30) days of the posting of the seniority list, the list shall be deemed established.

### **Section 3: Seniority Broken**

Seniority shall be broken by (a) discharge for cause, (b) a resignation or quit, (c) absence from work for any reason equal to an employee's length of company service with a maximum of twelve (12) months, or (d) retirement.

### **Section 4: Seniority and Leave of Absence**

A leave of absence granted by the Employer shall not interrupt the continuity of seniority, providing the employee on such leave does not take another job.

### **Section 5: Prior Written Notice**

All employees are to be given written notice, or notice posted on a bulletin board, of impending layoffs not later than the end of the last shift worked prior to the commencement of such layoffs.

#### **Section 6: Layoffs**

In the event of layoff, location seniority and classification seniority shall prevail. Employees shall be laid off by inverted shop classification seniority at the affected location. The displaced employee may bump a junior employee in that classification within the entire bargaining unit or may bump a junior employee in a lower classification if qualified to perform the job.

When an employee exercises the right to bump into a lower classification, the employee will adhere to that classification for pay and rights under this Agreement.

Management will not subcontract work exclusively performed by bargaining unit employees that will result in the layoff or displacement of bargaining unit employees.

#### **Section 7: Recall**

In the event of a layoff, an employee so laid off shall be given ten (10) days notice of recall.

#### **Section 8: Assignments**

Management will observe shift preference according to seniority and, so far as practical, will observe seniority in vacation assignments and days off, but seniority will not be permitted to interfere with the efficiency of operations.

#### **Section 9: Miscellaneous**

Seniority shall be applied by classifications to starting time, shift preference, workweek, shift overtime, work on premium days, vacation periods and days off.

It is agreed the above does not apply to new hires who can work their first thirty (30) days on the day shift and five (5) days following the thirty (30) days employment if a senior employee requests the day shift, the new hire will be transferred.

Seniority shall be applied in bidding for job openings. All job openings will be posted for bid when openings occur. The senior, most qualified employee, based on ability and experience, by location, will be given the opportunity to bid for the opening. If the job is not filled, it will be open for bid district-wide with the senior most qualified employee based on ability and experience selected.

Once each year, on October 1st, shifts will be open for bid by location and classification, to be effective on January 1st, the senior, most qualified employees will be eligible to fill the openings. Shift bids are to be submitted within three (3) working days of posting.

The senior qualified employee in any classification shall be given first opportunity for higher rated jobs, if qualified.

Any time a higher rated employee is asked to work on a lower rated job, he shall suffer no

reduction in pay.

Employees may be requested to report for employment at any shop where work is available within the district. The Company will notify employees before the end of the shift where to report. If an opening is created by the bidding procedure outlined above, it will be bid on a one-time basis by location seniority.

A bid to an opening may be rejected by the Employer upon review, provided the Employer has justifiable business or customer service issues. This is subject to the grievance procedure.

In the event that more than one employee has the same length of continuous service in the current classification at the current location, the tie shall be broken by reference to the following, in order of comparison:

- Birth date (First - earliest day, Second - month and Third - calendar year).

#### **Section 10**

Any employee promoted into a management position from the shop will lose his/her seniority after one hundred eighty (180) consecutive days in the management position.

#### **Section 11**

Any employee transferring from one location to another will fall to the bottom of the seniority list in the receiving location. Seniority shall be lost in the location from which an employee transfers. In other words, a transferred employee would lose shop seniority, but not Company seniority as it applies to length of vacation time and the retirement plan.

#### **Section 12: Probationary Period**

Employees will be on probation the first ninety (90) working days of full-time and part-time employment during which time such employees shall work under the provisions of this Agreement, but may be discharged at the sole discretion of management for any reason not prescribed by law without recourse to the grievance procedure. The probationary period shall be extended by the number of days that the employee is absent from work because of sickness, accident, injury or layoff for lack of work and/or leave of absence. After ninety (90) working days of employment, the employee will be placed on the regular seniority list, retroactive to his most recent date of hire.

Further, part-time employees will be required to complete another probationary period of ninety (90) working days if and when they become full-time employees.

## **ARTICLE 12-GENERAL PROVISIONS**

### **Section 1a: Leadman**

Service Leadman, when and if designated by the Employer at the Employer's option, shall receive two dollars (\$2.00) per hour over the base rate.

This premium shall be paid to an employee working alone at a standalone shop location. Leadmen will continue to work as directed, make work assignments and provide direction to other employees. Leadman will not assume managerial functions such as hiring, firing or disciplining other hourly employees.

Reefer:        \$1.00 per hour over the base rate

CATT:         \$1.00 per hour over the base rate

In order to receive the Reefer premium pay, a tech must be assigned to work on refrigeration components regularly in addition to being certified & qualified.

In order to receive CATT premium pay, a tech must be CATT certified & qualified.

### **Section 1b: Mobile Service Truck:**

The Employer agrees to pay a premium of two dollars (\$2.00) per hour over his base rate for dedicated mobile service truck employees. The mobile service truck assignment will be filled by Tech 3 or Tech 4 classifications.

### **Section 1c: Road Calls:**

Road calls during normal operating hours will primarily be assigned to Tech 3 or Tech 4 employees exclusive of tire road calls. Management may, as business needs dictate, send qualified T2's on road calls.

### **Section 1d: Off-site Technicians:**

Technicians assigned to work on a customer's lot will be paid a premium of two dollars (\$2.00) per hour over their base rate of pay for their entire shift, for any work performed off-site for two (2) or more hours.

An off-site technician is defined as an employee who clocks-in at a main Ryder facility, then is assigned work outside said facility.

### **Section 2: Uniforms**

- (a) The Employer agrees that if any employee is required to wear any kind of uniform as a condition of his continued employment or when necessary as protection to the employee because of the nature of the work performed, such uniforms shall be

furnished and maintained by the Employer at no cost to the employee, providing the uniform is worn in the prescribed manner. The employee will be held responsible for these items except for normal wear and tear.

- (b) The Employer will provide eleven (11) clean uniforms each ten (10) days or a maximum of five (5) per workweek.
- (c) Each employee shall be provided a voucher (or will reimbursed upon receipt) the amount of two hundred twenty-five (\$225.00) dollars, each year, for work shoes or boots, and/or footbeds, that shall be replaced as necessary due to wear. Reimbursement will only be made for shoes or boots that comply with Ryder policy

### **Section 3: Work Equipment**

- (a) The Employer agrees to furnish the following equipment to employees if such equipment is necessary for the performance of the employee's work: Rain gear, rubber boots, rubber aprons, gloves, goggles, masks, shop rags and shop tools 3/4-inch drive and up or the metric equivalent (no mechanical tools), and protective clothing necessary for the employee's health.
- (b) The Company shall maintain and repair air tools for the term of the Agreement.
- (c) The above equipment shall be used or worn in the manner prescribed by the Employer, and the employees will be held responsible for these items except for normal wear and tear.

### **Section 4: Work and Lunch Breaks**

It is agreed and understood that work breaks shall consist of two (2) breaks, fifteen (15) minutes each, and, if possible, shall be uninterrupted. Lunch breaks will be assigned by Management to allow for minimal interruptions. No employee shall be required to perform any work once he begins his lunch or break, except during a bona fide emergency.

### **Section 5: Physical Examinations**

If the Employer request the employee to take a physical examination, The Employer must bear the cost of said examination and must compensate the employee for work time lost. New applicants required to take physical examination before being employed will not be compensated for his time, but the full cost of the physical examination must be borne by the Employer.

### **Section 6: Responsibility**

Employees shall not be responsible for damaged, lost, or stolen property except in a case of proven negligence or failure to follow the Employer's instructions.

### **Section 7: Compensatory Injuries**

In case of compensatory injuries under the Workers' Compensation Act where the Employeea

is able to continue on the job but is required to visit a doctor for treatment upon his order, such employee shall be allowed a maximum of two (2) hours for each doctor's visit without a deduction in pay.

#### **Section 8: Jury Duty**

Employees who are called for examination for jury duty and/or to serve as jurors shall be paid the difference between any jury pay received and the amount of wages lost as a result of such call of service. The employees shall return to work promptly after being released from jury examination or service. Employees will be required to return to work if they are not called for duty or if they are placed on an "on call" status.

Night shift employees who serve on jury duty shall be assigned to the day shift, for the period they serve at no reduction in pay.

#### **Section 9: Drug Policy**

Employees covered under this Agreement will be covered under the Ryder Drug and Alcohol Policy as amended from time to time, and Federal and State regulations, D.O.T. regulations, and any mutually agreed upon changes. Employees have the right to request the Union employee assistance program at any time up to the time they are required to take a drug test.

#### **Section 10: Training and Qualifications**

1. Employees are encouraged to provide, in writing or electronically, their desire for training to the Service Manager. It is understood that certain employee training is required under the Ryder Maintenance Training and Qualification Program. When an employee misses both scheduled days off in the work week, the employee will be provided at least one (1) day off, either prior to or subsequent to his/her return from training.
2. If necessary and connected with training, an employee who must stay overnight shall be provided lodging at the Company's expense. Lodging and meal per diems shall be given in advance.
3. Night shift employees who are scheduled for training at an alternate location will be given a minimum of twelve (12) hours from work shift end to the commencement of training with no loss of pay. However, employees who are scheduled to attend training can have their weekly schedule modified as long as the Company provides notice no later than 5pm on the Thursday of the prior week. With appropriate prior notice, employees can be scheduled during day shift for the day(s) prior the training session. If appropriate notice is not given, then employees who have their schedule modified at the last minute will receive overtime at the rate of 1.5 times their straight time hourly rate for time worked the day prior to the training.
4. Any employee who is assigned to train a newly hired or lesser-rated employee will receive an additional twenty-five (25) cents per hour.

## 5. EV/Hybrid

The parties agree to bargain and implement the EV/Hybrid wage standards for each classification represented in the bargaining unit, once the standards have been developed. employee(s) have been certified and they perform the EV/Hybrid work.

### **Section 11: Non-Discrimination**

The Employer and the Union will not discriminate either directly or indirectly, nor will they permit any of their agents, members, or representatives to discriminate against any employee with regard to race, color, sex, religion, national origin, marital status, handicap, age or Vietnam-era and disabled veteran status.

### **Section 12: Vehicular License**

Bargaining unit employees must have a valid Commercial Driver License (CDL) if they are required to road test or drive vehicles on public roads. Management will designate, recognizing seniority, a minimum of two (2) employees per shift who must have a Class A CDL. However, at a minimum, all employees must have a valid driver's license. The Employer has the right to inspect the license of employees and will annually request a copy of the Motor Vehicle Record of each employee. Seniority employees, as of the date of ratification of this Agreement, who present valid medical restrictions prohibiting them from obtaining a CDL, shall not suffer loss of seniority rights. Management will continue its past practice of payment for licenses and physicals for seniority employees on roll as of the date of ratification.

### **Section 13: Family Leave**

The Company agrees to comply with the Federal Family Leave Act of 1993 and the Family Leave Act as enacted by the State of California, which provides for:

All employees shall be entitled up to a maximum of twelve (12) weeks of unpaid leave during any twelve (12) month period for the following reasons:

1. The birth of a child;
2. The adoption, or placement for foster care of a child;
3. To care for a spouse, child, or parent of the employee due to a serious health condition;
4. A serious health condition of the employee

The employee's seniority rights shall continue as if the employee had not taken leave under this section, and the Employer will maintain health insurance coverage during the period of the leave.

The Employer may require the employee to substitute accrued paid vacation, or other paid leave, for part of the twelve (12) week leave period.

The employee is required to provide the Employer with at least thirty (30) days advance notice before FMLA Leave begins if the need for leave is foreseeable.

#### **Section 14: Health and Safety**

The Employer, Union, and employees agree to make every reasonable provision for the safety and health of the work force while at work, to abide by applicable federal, state, county, and city laws as well as corporate policies. Management will provide protective equipment as required by such laws or policies.

Nothing in this Agreement relating to health, safety, or training rules or regulations shall create or be construed to create any liability or responsibility on behalf of the Union for any injury or accident to any employee or any other person nor does the Union assume any such liability or responsibility.

#### **Section 15: Part-Time Employees**

The Employer may utilize part-time employees, as needed, provided part-time employees will be laid off before any full-time employees are adversely affected and further part-time employees will work only in service grade categories.

- (a) Wages for part-time employees are as provided in this Agreement.
- (b) Part-time employees are to be used only to supplement the regular workforce, and will not be individually scheduled more than twenty hours per week.
- (c) Part-time employees will be required to comply with the Union's membership and dues requirements for part-time employees.
- (d) Part-time employees will not be scheduled in tandem resulting in the denial of a regular full-time vacancy.
- (e) Part-time employees will be paid at the rate of the minimum wage.
- (f) Part-time employees are not eligible for pro-rata vacation or holiday benefits unless regularly scheduled five days per week.
- (g) Part-time employees shall acquire and maintain seniority, as defined under Article 11 on a separate casual seniority roster and shall be placed on the full-time seniority roster and begin to acquire full-time seniority on the first (1st) date of employment as a full-time employee.
- (h) To be considered for promotion to full-time status, part-time employees must meet the qualifications for the open position. The senior qualified part-time employee who bids will be selected for the open position.

### **ARTICLE 13 - LEGAL REQUIREMENTS**

#### **Section 1: Legislation**

If any provision of this Agreement is or becomes invalid under any court ruling or federal or state law, ruling, or regulation, then such provision shall be modified to comply with its requirements or shall be renegotiated for the purpose of adequate replacement if possible and legal. If such negotiations shall not result in mutually satisfactory agreement within sixty (60) days, either party shall be permitted all legal or economic recourse only on the items in renegotiations.



## **Section 2**

Nothing contained in this Agreement shall be construed so as to require the Employer to violate any applicable law.

## **ARTICLE 14 - WAGES**

Wage rates, job classifications and modifications for the employees covered by this Agreement have been established by negotiations between representatives of the Employer and of the Union are set out in the separate Addendum A, attached hereto and forming a part of this Agreement as if set out in full herein.

## **ARTICLE 15 - CONFLICT OF INTEREST**

It shall be a conflict of interest for employees covered by this Agreement to engage in outside employment, which in anyway competes with the basic business of the Employer.

## **ARTICLE 16 - TOOL INSURANCE**

The Company will allow technicians to keep a maximum toll inventory (including tool boxes) of \$65,000.00. It is understood that these tools are expected to remain at the employer's shop. Evidence of loss due to theft or natural disaster including, for example, fire, flooding or windstorm, must be apparent and that disappearance (mysterious or otherwise) shall be reimbursed. It is the employee's responsibility to provide a current tool inventory to the Service Manager and update as needed as reimbursement will only cover those items missing which were part of the most recent inventory provided to the Service Manager by the Employee.

It shall be the employee's responsibility to maintain an accurate inventory on file with the company, which will include cost, manufacturer, part number (when available) and tool description. Employees will be required to provide an up-to-date inventory to the company on January 15<sup>th</sup> each year. All new employees will tender a complete inventory by the end of their probationary period. If the Employee provides a video or digital picture inventory, such documentation must be date stamped and verifiable by his supervisor. In addition to the foregoing, a device will be provided and/or installed in each location's mobile service truck to secure employee toolboxes. It is expected that each employee properly utilize such device.

Any new toolbox will have a maximum footprint and will not exceed 18 square feet and 5 feet in length with a height not to exceed seventy-four inches (74").

## **ARTICLE 17 - MAINTENANCE OF WAGES AND BENEFITS**

The Employer agrees that all conditions of employment relating to wages, benefits, hours of work, and overtime differential shall be maintained at not less than the highest standards in effect at the time of the signing of this Agreement and shall be improved whenever specific provisions for improvement are made elsewhere in this Agreement.

## **ARTICLE 18 - UNION STEWARDS**

The Employer recognizes the right of the Union to have Union Steward(s) at the request of the Union.

The Steward or the designated alternate shall be permitted reasonable time to investigate, present, or process grievances on the Company property without interruption of the Employer's operation. Upon mutual agreement, stewards may investigate other than during their regular schedule or off the property. Such time spent handling grievances during the Steward's or alternate's regular working hours shall be considered working hours in computing daily and/or weekly overtime if within their regular schedule. The Employer recognizes the employee's right to be given requested representation by a Steward or alternate, at such time as the employee reasonably contemplates disciplinary action. Management also recognizes a steward's right to be given representation by another steward in the same circumstances.

## **ARTICLE 19- BEREAVEMENT PAY**

When death occurs in an employee's immediate family, i.e., spouse, parent, parent of a current spouse, child, brother, sister, step-parent, step-child, step-brother, step-sister, grandparents and grandchildren, an employee, on request, will be excused for any three normal scheduled days of work (or for such fewer days as the employee may be absent) for five normal scheduled days if funeral is out-of-state commencing on the day the employee requests that he be excused from work, provided he attends the funeral. The Employer may require proof of relationship and funeral attendance.

An employee may receive two (2) additional days of unpaid leave upon notice to the Company. An employee may use up to two (2) vacation days to supplement Bereavement Leave.

## **ARTICLE 20 - WAIVER**

This Agreement full incorporates the understanding hereto and constitutes the sole and entire agreement between the parties on any and all matters subject to collective bargaining. This Agreement can be altered or amended only by written agreement between the parties.

If any part of the Agreement is rendered or declared invalid by reason of any existing or subsequently enacted legislation, government regulation, or court decree, the parties agree that, upon written notification by either party, they will renegotiate that part which is invalid for an adequate replacement. Any invalidation of any part of this Agreement shall not render invalid the remaining parts thereof.

## ARTICLE 21 - TERM OF AGREEMENT

### Section 1

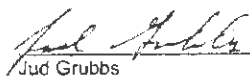
It is agreed and understood that the above written provisions are binding upon the Employer and the Union unless otherwise modified in the attached addendum in which event the provision of the addendum will take precedence.


### Section 2

This Agreement shall be effective May 1, 2024, and remain in full force and effect until April 30, 2027, and shall be considered as renewed from year to year thereafter unless either party hereto shall give written notice to the other party of their desire to amend same and such notice must be given at least sixty (60) days prior to April 30, 2027, during which time changes, if any, shall be negotiated.

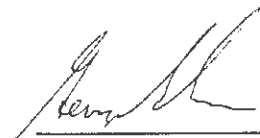
RYDER TRUCK RENTAL, INC.

TEAMSTERS UNION LOCAL  
NO. 481

 3/15/25  
Jud Grubbs

 3/14/25  
Victor Torres

3-24-2025  
  
Ryan Dacar

 3/14/2025  
George Skrbic

RYDER TRUCK RENTAL, INC.  
AND  
TEAMSTERS UNION LOCAL NO. 481

**ADDENDUM A**

1. Wages

Classification	5/1/24	5/13/25	5/13/26
Tech 4	\$44.59	\$46.59	\$48.46
Tech 3	\$39.84	\$41.63	\$43.29
Tech 2	\$35.13	\$36.71	\$38.18
Tech 1	\$28.84	\$30.13	\$31.34
SE3	\$28.37	\$29.64	\$30.83
SE2	\$26.96	\$28.18	\$29.30
SE1	\$22.71	\$23.73	\$24.68

2. Shift Premium

Night premium is one dollar and thirty cents (\$1.30) per hour for second shift and one dollar and ninety cents (\$1.90) for third shift employees.

## **ADDENDUM B - Paid Sick Leave**

All employees shall receive 5 days or forty (40) hours, whichever is greater, of paid sick leave on their day of hire for new employees and subsequently on January 1<sup>st</sup> of each calendar year thereafter for current employees. New hires may use these hours for sick leave purposes beginning on their 90<sup>th</sup> day of employment.

Sick leave may be used in a minimum increment of one (1) hour each time. Employees may use a maximum of 5 days or 40 hours, whichever is greater, of sick leave in a benefit year. Employees who receive paid sick leave up front under this policy will not carry over unused paid sick leave from one year to the next.

If the need for paid sick leave is foreseeable, employees must provide reasonable advance notice of the intention to use such earned sick leave, but employees are not required to provide notice more than 7 days prior to the date such sick leave is to begin. If the need is not foreseeable, employees must provide notice of the need for the leave as soon as practicable.

The rate of pay for paid sick leave hours will be the employee's regular rate of pay for the workweek in which the sick leave is used.

Employees may use paid sick leave for the diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member. Employees also may use paid sick leave for purposes relating to the employee or a family member being a victim of domestic violence, sexual assault, or stalking. Employees may also use paid sick leave if the Employee's place of business is closed by order of a public health official due to a Public Health Emergency, or the Employee is providing care or assistance to a Child, whose school or childcare provider is closed by order of a public official due to a Public Health Emergency.

For purposes of this section, "family member" means child (biological, adopted, or foster, stepchild or legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis), parent (biological, foster, stepparent or adoptive parent or legal guardian of an employee or an employee's spouse, registered domestic partner, or a person who stood in loco parentis when an employee was a minor child), parent-in-law (through a spouse or registered domestic partner), spouse (a person to whom the employee is legally married or who is a registered domestic partner of an employee), grandparent, grandchild, and sibling. In addition, "family member" for purposes of sick leave includes a designated person, which, for purposes of this policy, means a person identified by the employee at the time the employee requests paid sick leave. An employee may only identify one designated person per 12-month period for paid sick leave.

## **TECH GRADES**

### **TECH-1 (TE01):**

1. This category is normally used as a hiring range for the individual with limited mechanic experience but who possesses an aptitude or potential to learn the mechanic trade. This individual will assist higher grades in the performance of their duties and shall not be allowed to work without mechanical supervision. A TE01 may petition for a performance review for promotion to TE02 after six (6) months in the classification and every six (6) months thereafter. Employees must be able to demonstrate the skill and knowledge required of the TE02 classification before they are promoted.
2. **QUALIFICATIONS (EDUCATION AND EXPERIENCE):**  
These classes will be offered and must be completed within one year of obtaining the position:
  - PM trained and qualified (PM298)
  - Tire & Wheel safety trained (TW298)
  - HD electrical trained (DR208)
  - SBT III Basic

### **TECH-II (TE02): T2 Technician**

#### **1. FUNCTION (DEPARTMENT ROLE):**

The Technician performs identified repairs and routine maintenance under little or no supervision. The T2 Technician must be assigned to work/train directly with a T3 or T4 when working in a higher classification, which they do not possess the skill to perform independently.

Key roles include all technician tasks including, but not limited to the following:

- o Works in accordance with all federal and corporate compliance
- o guidelines as identified in the Ryder Maintenance Manual and Safety
- o Health and Security policies. (i.e., safety, DOT) Performs all tasks in lower classifications
- o Interacts regularly with internal and external customers
- o Performs component identification and identified repairs
- o Performs preventive maintenance
- o Road tests vehicles to ensure quality of repairs and to identify

- cause of complaints for T2 Repairs.
- Utilizes key functions of Shop Management System and electronic documentation available
- Retrieve information to determine mechanical and electronic problems, utilizing Service Bay Tool (SBT)
- Review fault codes and report appropriately Interacts with customers to properly determine nature of complaint
- Performs other related duties as assigned

## **2. PURPOSE (END RESULTS):**

This position performs identified maintenance and repair services on different types of vehicles.

Task assignments are directed by shop management to encourage development in a productive manner.

## **3. QUALIFICATIONS (EDUCATION AND EXPERIENCE):**

- High school diploma or its equivalent required
- Post-secondary vocational education strongly preferred
- Must have valid Commercial Driver's License
- Ability to understand and adhere to Company policies in all areas.
- Ability to complete repair orders with the Company established systems.
- Must have or meet federal PM certification requirements through any combination of classroom training or work experience totaling 1 year. Possess state license as required.
- Must obtain/maintain PM 298 Training/Qualification, BH 298 Training/Qualification, BA 298 Training/Qualification, and TW 298 Training/Qualification, HD Electrical Trained (DR208), and SBT III Basic.
- Effective interpersonal communication skills

## **4. MAJOR ACTIVITIES:**

- ▶ Skill Area: A/C & Heater
  - Operate the system and recognize if the system is cooling or not (PM related)
  - Perform basic system checks such as power to compressor, visual inspection of condenser, belt tension, etc.
  - Identify Freon and oil leaks

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- ▶ Skill Area: Brakes-Air
  - Identify components of air brake system
  - Operate brakes and identify irregular noises, air leaks
  - Perform simple air system tests
  - Measure lining thickness
  - Adjust brakes
  - Perform air brake sections of P.M.
  - Measure drums, rotors, cam bushings
  - Perform brake repairs per BA 298 once trained and qualified.
- ▶ Skill Area: Brakes-Hydraulic
  - Road test for proper operation
  - Make visual inspections for leaks
  - Check park brake operation
  - Check fluid level
  - Measure lining thickness
  - Adjust service brakes
  - Perform brake repairs per BH 298 once trained and qualified
  - Adjust park brakes
- ▶ Skill Area: Cargo Handling/Transfer, Liftgates
  - Identify leaks
  - Operate lift gate
  - Identify make and model
  - Add fluid to bring to proper level
  - Make minor adjustments to lift platform and its controls
  - Identify basic malfunctions
- ▶ Skill Area: Charging Systems (electrical)
  - Visually inspect batteries
  - Clean connections
  - Check condition of belts
  - Test batteries
  - Check alternator mounting and pulley
  - Replace and adjust belts
  - Perform basic charging system check
- ▶ Skill Area: Clutch
  - Lubricate throw-out bearing, linkage, shafts, and cables
  - Identify proper clutch operation



- Identify proper clutch brake operation
- ▶ Skill Area: Cooling Systems
  - Check and adjust coolant levels
  - Visually inspect system for leaks
  - Make minor repairs such as hose replacements, fan shrouds, leaking fittings,
  - Recognize permanent antifreezes and their requirements
  - Use refractometer
  - Use pressure tester
  - Flush and refill systems
- ▶ Skill Area: Cranking System (electrical)
  - Inspect and test batteries
  - Visually inspect cables and cranking motor
  - Clean the battery cables, connections and starter
  - Replace batteries
  - Charge and check batteries
  - Replace or repair defective cables
- ▶ Skill Area: Lighting System and Electrical Accessories
  - Repair minor wiring problems
  - Replace bulbs, lenses and simple light assemblies
  - Repair minor lighting problems
  - Replace and adjust sealed beams
  - Install or replace accessories such as heated mirrors, fans, spotlights.
- ▶ Skill Area: Drive Axles
  - Inspect housings for leaks
  - Change oil and filter, if required, and clean breathers
- ▶ Skill Area: Driveline
  - Lubricate drive line
  - Inspect components for wear or damage
- ▶ Skill Area: Gas Engines-All Engines
  - Check and adjust oil levels
  - Identify unusual noises, and oil leaks

- ▶ Skill Area: Fuel Systems
  - Replace and prime fuel filter
  - Check gas and diesel fuel system components such as fuel lines, pickup tubes, return lines, etc. for proper integrity and condition
- ▶ Skill Area: Preventive Maintenance
  - Proper lube techniques
  - Minimal tire inspection
  - Brake check/applied stroke
  - Battery check
  - Under vehicle check/loose components
  - Initial Fault code identification
  - All PM's (PM 298) including C supplements to exclude overheads, engine brake overhauls, DPF servicing, clean doser injector, servicing Arvinmeritor unitized hubs, inspect Lece Neville alternator brushes, inspect modulator system for proper operation, inspect/adjust shift selector cable, pop test Isuzu injectors,
- ▶ Skill Area: Steering and Non-driven Axles and Alignment
  - Lubricate grease fittings, check and adjust fluid levels
  - Check and adjust toe
  - Check all steering components for wear
  - Check and adjust trailer axle alignment
  - Adjust wheel bearings including replacement of wheel seal
- ▶ Skill Area: Suspension-Chassis and Cab
  - Identify makes and models
  - Identify normal operation
  - Identify and repair minor air leaks
  - Identify malfunctions of basic nature, broken springs, excessive wear on bushings, etc.
- ▶ Skill Area: Tire and Wheel Maintenance
  - Perform air pressure checks
  - Check tread depth
  - Identify tires that need to be changed or repaired
  - Perform tire P.M. checks
  - Replace tire and wheel assemblies
  - Mount/dismount and rotate tires
  - Perform tire/wheel checks/repairs per TW298

- ▶ Skill Area: Vehicle Coupling System (PM)
  - Lubricate fifth wheel plate and slider mechanism
  - Operate slider mechanism
- ▶ Specification of Job
  - Must have a valid Driver's License/ability to obtain CDL
  - Must have the ability to interact with others
  - Computer literacy preferred
  - Must have High School Diploma or equivalent
  - Must have the minimum tools required
  - Must be able to perform all lower classifications
  - One (1) year experience in transportation maintenance preferred

### **TECH-III (TE03): Technician T3**

#### **1. FUNCTION (DEPARTMENT ROLE):**

The Technician works under general supervision of the designated Shop Supervisor or Service Manager. Exercises some judgment and discretion in resolving issues or making repairs.

Key roles include all technician tasks including, but not limited to the following:

- Works in accordance with all federal and corporate compliance guidelines as identified in the Ryder Maintenance Manual and Safety
- Health and Security policies. (i.e., safety, DOT)
- Performs all tasks in lower classifications
- Road tests vehicles to ensure quality of repairs and to identify cause of complaints
- Utilizes key functions of Shop Management System and electronic documentation available
- Diagnoses minor mechanical and electronic problems utilizing diagnostic computer when applicable
- Identifies root cause of failures/conditions and perform repairs as required
- Interacts with customers to properly determine nature of complaint once assigned a task
- Acts as mentor for lesser classified Technicians
- Performs other related duties as assigned

#### **2. PURPOSE (END RESULTS):**

Primary purpose of this position is to perform the majority of required

maintenance and service on Ryder vehicles with minimal support from others. Works with the assistance of a T4 or Shop Supervisor when performing highly technical and superior diagnostic type repairs. Task assignments are directed by shop management to encourage skill development in a productive manner.

### **3. QUALIFICATIONS (EDUCATION AND EXPERIENCE):**

- High school diploma or its equivalent required
- Post-secondary vocational education strongly preferred
- Must have valid Commercial Driver's License
- Ability to perform all lower classifications
- Ability to understand and adhere to Company policies in all areas.
- Ability to complete repair orders with the Company established systems
- Minimum of 2 years experience in transportation vehicle maintenance as a technician with at least 1 year Ryder Technician experience preferred
- Must have PM, Brake, Tire & Wheel, A/C, Battery Charge & Check, Warranty, Laser Alignment and required CFC 609 Qualification, HD Electrical Trained (DR208), SBT III (SBT220) and SBT Phase 2 and complete a minimum of two (2) OEM on-line engine courses.
- Actively seek and participate in available training to enhance development and value

### **4. MAJOR ACTIVITIES:**

- ▶ Skill Area: A/C, Heater & Refrigeration
  - Perform basic system checks such as power to compressor, condenser obstructions, belt tension, etc.
  - Identify Freon and oil leaks
  - Operate charging and recovery equipment
  - Attach manifold gauges
  - Perform check of individual OEM systems
  - Diagnose system leaks and the mechanical integrity of associated parts of the system
  - Replace related hardware as necessary
  - Charge the system according to manufacturers specification
  - Meet Federal Refrigeration/AC qualifications

- ▶ Skill Area: Brakes-Air
  - Measure lining thickness
  - Adjust Brakes
  - Perform air brake sections of P.M.
  - Perform brake overhaul
  - Measure drums, rotors, cam bushings
  - Replace S cams, and bushings, slack adjusters
  - Replace foot and relay valves, air dryers, air tanks, air lines, and other similar components
  - Has Federal brake mechanic certificate
- ▶ Skill Area: Brakes-Hydraulic
  - Measure lining thickness
  - Adjust service brakes
  - Adjust park brakes
  - Repair or replace parts such as lines
  - Bleed brake systems
  - Perform brake shoe replacement
  - Measure rotors and drums
  - Inspects and replace wheel cylinders, master cylinders and boosters
  - Has Federal brake mechanic certificate
  - Must meet federal qualifications of brake mechanic and inspectors (FMCS 396.25)
- ▶ Skill Area: Cargo Handling/Transfer, Liftgates
  - Identify make and model
  - Add fluid to bring to proper level
  - Make adjustments to lift platform and its controls
  - Identify basic malfunctions
  - Diagnose mechanical and electrical problems
  - Replace rail cables or cylinders
  - Repair and replace motor and cylinders
- ▶ Skill Area: Charging Systems (electrical)
  - Perform all charging system diagnostics
  - Diagnose abnormal components and make repairs
- ▶ Skill Area: Clutch
  - Identify proper clutch operation
  - Identify proper clutch brake operation and adjust

- Adjust hydraulic or mechanical clutches
- Remove and replace clutch, throw out bearing, pilot bearing, flywheel, clutch brake pads, etc.

► Skill Area: Cooling Systems

- Flush and refill systems
- Diagnose overheating problems
- Rebuild fan hubs, idlers, and replace fan clutches
- Repair and replace radiators on vehicles
- Diagnose and repair all cooling system components

► Skill Area: Cranking System (electrical)

- Inspect and test batteries
- Visually inspect cables and cranking motor
- Clean the battery cables, connections and starter
- Replace batteries
- Charge & Check batteries
- Replace or repair defective cables
- Diagnose and repair cranking system, including replacement of components

► Skill Area: Lighting System and Electrical Accessories

- Evaluate lighting system configuration and application
- Diagnose, isolate, and repair difficult lighting system problems, such as shorted and open circuits
- Replace defective wiring looms or circuit breaker panels on trailers or wiring sub looms on power units
- Replace entire lighting circuits such as looms, or circuit breaker panels on power units

► Skill Area: Drive Axles

- Inspect housings for leaks
- Change oil and filter, if required, and clean breathers
- Diagnose and replace rear axle assemblies

► Skill Area: Driveline

- Lubricate drive line
- Diagnose, repair, and replace parts as necessary

► Skill Area: Gas & Diesel Engines

- Check and adjust oil levels

- Identify unusual noises, and oil leaks
  - Diagnose, adjust valves, and replace all assemblies and components with guidance from T4 or Shop Supervisor
- Skill Area: Fuel Systems
- Check gas and diesel fuel system components such as fuel lines, pickup tubes, return lines, etc. for proper integrity and condition
  - Replace fuel pumps, regulators, fuel manifolds, etc.
  - Replace mechanical fuel system components
  - Replace internal and external fuel lines
  - Test fuel system pressures
- Skill Area: Preventive Maintenance
- Proper lube techniques
  - Minimal tire inspection
  - Brake check/applied stroke
  - Battery check
  - Under vehicle check/loose components
  - Fault code identification
  - Meet Federal PM qualifications
- Skill Area: Steering and Non-driven Axles and Alignment
- Check and adjust toe
  - Check all steering components for wear
  - Check and adjust trailer axle alignment
  - Adjust wheel bearings
  - Check and adjust common types of tandem axle alignment
  - Check pressure flow of power steering system
  - Replace power steering pumps and gear boxes
  - Replace king-pins, bearings, shims, tie-rods, tie rod ends, and similar components
- Skill Area: Suspension-Chassis and Cab
- Identify and repair air leaks
  - Identify malfunctions of basic nature i.e. broken springs, excessive wear on bushings, etc.
  - Replace leaf springs and related components
  - Make adjustments to cab and chassis
  - Repair most sub-assemblies
  - Repair and replace air-ride components
  - Check and adjust all leveling valves

- ▶ Skill Area: Tire and Wheel Maintenance
  - Perform tire P.M. checks
  - Repair and replace tire and wheel assemblies
  - Repair and replace tire and make repairs
- ▶ Skill Area: Vehicle Coupling System (PM)
  - Lubricate fifth wheel plate and slider mechanism
  - Operate slider mechanism
  - Make proper adjustments
  - Repair and/or replace 5th wheels
- ▶ Specification of Job
  - Must be able to perform all lower classifications
  - Must have valid CDL license
  - Required to operate automated shop computers and diagnostic test equipment
  - Two years experience in transportation maintenance preferred
  - Must have PM, Brake, Tire Wheel and required CFC 609 Qualification
  - Must road test vehicles as necessary

#### **TECH-IV (TE04): Technician T4**

##### **1. FUNCTION (DEPARTMENT ROLE):**

The Level 4 Technician provides the highest level of experience and expertise in vehicle diagnostics and repair. The position also plays a key role in the leadership, development and training of other grade technicians.

Key roles include all technician tasks including, but not limited to the following:

- ▶ Works in accordance with all federal and corporate compliance guidelines (i.e., safety, DOT).
- ▶ Participates in yearly location training plans
- ▶ Performs all tasks in lower classifications
- ▶ Coaches/Mentors other level technicians
- ▶ Advises technicians at all levels regarding maintenance repair procedures and diagnostics
- ▶ Road tests vehicles to ensure quality of repairs and to identify cause of complaints
- ▶ Diagnoses and repairs mechanical and electronic problems with minimal (if any) support, utilizing diagnostic computers/software when applicable.



- Identifies root cause of all failure/conditions and perform repairs with minimal (if any) support.
- ▶ Interacts with customers to properly determine nature of any complaint with little support
- ▶ Performs other related duties as assigned

## **2. PURPOSE (END RESULTS):**

Primary purpose of this position is to perform major and technically difficult diagnostics, repairs, and overhauls/rebuilds in a timely manner; ensuring contractual obligations are met. The T4 works on assignments requiring considerable judgment and initiative. This position mentors other Ryder technicians on a regular basis.

## **3. QUALIFICATIONS (EDUCATION AND EXPERIENCE):**

- ▶ High school diploma or its equivalent required.
- ▶ Post-secondary vocational education strongly preferred
- ▶ 4+ years experience in transportation maintenance with at least 2 years Ryder experience preferred
- ▶ Must have valid CDL. Must have valid Commercial Driver's License
- ▶ Ability to perform all lesser classifications.
- ▶ Ability to understand and adhere to Company policies in all areas Ability to complete repair orders with the Company established systems
- ▶ Must have demonstrated advanced analytical and repair skills in vehicle maintenance
- ▶ Active learner and continually abreast of new product and technological advancements in the industry. Takes full advantage of training opportunities to maintain status 608 (Refrigeration) Certified
- Must have PM, Brake, Tire & Wheel, A/C, Battery Charge & Check, Warranty, and required CFC 609 Qualification,
- HD Electrical Trained (DR208),
- SBT III (SBT220) and SBT Phase 2 and complete a minimum of three (3) OEM on-line engine courses

## **4. MAJOR ACTIVITIES:**

- ▶ Skill Area: A/C, Heater & Refrigeration
  - Flush system contaminants
  - Evacuate system, add oil and charge with Freon
  - Run OEM performance tests and verify performance

- Utilize electrical schematics, identify correct related problems
  - Diagnose and repair all systems and related problems
  - 608 Certified
- ▶ Skill Area: Brakes-Air
- Completely understand all air brake systems
  - Perform diagnostics on air and mechanical components
  - Repair, replace or overhaul components
  - Perform brake balance and timing checks
  - Ensure safety of complete brake system
  - Perform failure analysis and substantiate abuse or premature failure
  - Diagnose and repair all systems and related problems
- ▶ Skill Area: Brakes-Hydraulic
- Diagnose any hydraulic brake problem of any hydraulic system
  - Rebuild cylinders, and calipers
  - Perform failure analysis of components
  - Diagnose and repair all systems and related problems
- ▶ Skill Area: Cargo Handling/Transfer, Liftgates
- Perform all mechanical and electrical diagnostics on liftgate
  - Perform failure analysis and substantiate abuse or premature failure
  - Repair and replace all liftgate components
- ▶ Skill Area: Charging Systems (electrical)
- Perform full diagnostic charging system including in depth analysis and corrections
- ▶ Skill Area: Clutch
- Perform failure analysis for premature failure or abuse
  - Diagnose and repair all systems and related problems
- ▶ Skill Area: Cooling Systems
- Diagnose all fan clutch types
  - Diagnose all control systems
  - Rebuild fan clutches
  - Diagnose and repair all systems and related problems
- ▶ Skill Area: Cranking System (electrical)
- Able to perform in depth analysis and get to root cause and make corrections
  - Diagnose and repair all systems and related problems

- ▶ Skill Area: Lighting System and Electrical Accessories
  - Evaluate lighting system configuration and application
  - Diagnose, isolate and repair difficult lighting system problems, such as shorted and open circuits
  - Replace entire lighting circuits such as looms, or circuit breaker panels on power units
- ▶ Skill Area: Drive Axles
  - Inspect housings for leaks
  - Change oil and filter, if required, and clean breathers
  - Perform diagnostics and major repairs as required
- ▶ Skill Area: Driveline
  - Lubricate drive line
  - Perform diagnostics and major repairs as required
- ▶ Skill Area: Gas Engines-All Engines
  - Check and adjust oil levels
  - Identify unusual noises, and oil leaks Inspect housings for leaks
  - Perform diagnostics and major repairs as required
- ▶ Skill Area: Fuel Systems
  - Diagnose all fuel system malfunctions
  - Make adjustments to fuel system components
  - Repair and replace electrical fuel system components including injectors
- ▶ Skill Area: Preventive Maintenance
  - Proper lube techniques
  - Minimal tire inspection
  - Brake check/applied stroke
  - Battery check
  - Under vehicle check/loose components
  - Fault code identification
- ▶ Skill Area: Steering and Non-driven Axles and Alignment
  - Diagnose and repair power steering systems
  - Disassemble, diagnose and repair steering gear boxes
- ▶ Skill Area: Suspension-Chassis and Cab
  - Diagnose hard to find problems and all types of system problems
  - Maintain, repair and replace all chassis components

- Perform failure analysis and substantiate premature failure

► Skill Area: Tire and Wheel Maintenance

- Perform tire PM checks
- Repair and replace tire and wheel assemblies
- Repair and replace tire and make repairs
- Properly diagnose and repair cause of improper wear conditions

► Skill Area: Vehicle Coupling System (PM)

- Lubricate fifth wheel plate and slider mechanism
- Operate slider mechanism
- Perform adjustments and rebuild or repair all components as required

► Specification of Job

- Coaching/Mentoring Skills
- Minimum 5 years experience in transportation maintenance
- Must have demonstrated advanced analytical and repair skills in vehicle maintenance
- Diagnose, overhaul and repair all vehicle components

► Perform all tasks in lower classifications

NOTE

Employees in higher rated Tech Classifications will be required to perform work in lower Tech and Service Grade Classifications.

## **SERVICE CATEGORIES**

### **SE JOB GRADES**

#### Service Attendant I (SE01):

This employee is responsible for the cleanliness of the Service Island, fueling, complete service island inspection, reporting Driver Vehicle Condition Reports, proper accounting of entries on Hand Held Computer or Fuel Tickets, cleanliness of Wash Area, Cleanliness of vehicles and other specialized duties as necessary to accomplish those tasks.

#### Service Attendant II (SE02):

In addition to the duties of the SE01, this employee will perform liquid inventory reconciliation (including fuel deliveries), tire changing, tire maintenance and other duties as necessary to accomplish those tasks.

Must be tire and wheel qualified within one year of obtaining the position {TW298}.

#### Service Attendant III (SE03) / Tire Specialist:

In addition to the duties of the S-1 and S-2, this employee is responsible for

- Performing daily and weekly physical tire counts to confirm accuracy of current inventory
- Maintaining Tire Area (organized, clean and safe)
- Sending tire order to vendor (as needed)
- Maintaining "Tire Matrix Tab" within SMO for new customers and/or new tire models (as needed)
- Complying with Air Gauge Exchange Program

Must be capable of running tire related road calls as well as maintaining offsite fleet tires. Must utilize appropriate functions of Shop Management System (i.e., SMO). **NOTE:** Employees in the service grade classification will be required to perform work on lower service classification.

**NOTE:** Employees in a service grade classification will be required to perform "A" inspections.

### **TECH TRAINEE**

#### 1. Function / Job Summary

The Technician Trainee (TT) role is a developmental position intended to familiarize an employee with the Technician role while working as a Service Employee and is enrolled in Ryder's 18 month Technical Training Developmental Program. The TT will be assigned to a mentor and receive hands-on experience and knowledge in a professional shop environment. In addition, Ryder will have the opportunity to gauge the trainee's technical aptitude, work ethic, and if they are a culture fit. The ultimate goal is to acclimate the TT to Ryder's current business model, culture, and practices which could potentially lead to a future Technician I or Technician II position. The Technician Trainee must be able to fulfill all assigned responsibilities and technician training on a weekly basis, as guided by their assigned location mentor. The TT must be in good standing with their employment and throughout the developmental program. The TT is responsible for adhering to all Ryder Maintenance Operations policies and procedures. Upon completion of the Technical Training Developmental Program, the TT will be prepared for technician level opportunities

within the company.

## 2. Responsibilities

- Move heavy duty vehicles into or out of yard, wash bay, service shop, or delivered to rental shop. Wash and detail vehicles manually or using automated equipment. Fuel diesel, natural gas, and hybrid vehicles properly while adhering to all shop safety policies and procedures. Record fuel activity and maintain proper fuel and DEF inventories and reconciliation. This includes using hand held devices to properly identify customer and required services.
- Perform multi-point inspection on inbound units as required by company policies and procedures. This includes checking vehicle tire pressure and thread, fluid levels, lights, washing vehicle windows, changing tires, inspecting refrigeration units on trucks, and reporting service or driver issues to shop.
- Maintain fuel island area to Six Sigma standards and policies. Perform some facility maintenance. Perform minor maintenance tasks as assigned by supervisor.
- Attend and complete all Technician Training Development Program requirements and assessments. Training will include hands-on and online training as well as performing tasks learned.
- The TT- will placed in the applicable training module/step based on their current skills.
- Technician Training Development Program will include but is not limited to:

### Service Island Training:

- o Service Island Multi- (includes Hand Held)
- o Vehicle Fueling and
- o Environmental Safety & Spill Response
- o Safe Driving
- o Service Island Organization & Cleanliness (65 Standards)

### Technician 1 Training:

- o Preventive point Inspection
- o Tire and Wheel
- o Service Bay Tool Washing

Maintenance

### Technician 2 Training:

- o HD Electrical
- o Air and hydraulic brakes

## 3. Qualifications

To perform this job successfully, an individual must possess as H.S. Diploma/GED. Some mechanical experience working with and maintaining primarily diesel engines is preferred.

#### 4. Wage Structure

Tech Trainees will be considered in a training role until completion of the program.

TT will receive raises after completion of each phase in the following manner:

New Hire	Phase 1 (Service Island).	Phase 2 SE+ Tech 1 Learning	Phase 3 Tech 1 Training	Phase 4 Tech 2 Training
	Approximately months 1 to 3	Approximately months 4 to 6	Approximately months 7 to 12	Approximately months 13 to 18
	Complete all SE training requirements and achieve SE performance requirements	Complete Qualification: remaining PM or TW training, Qualification qualifications, and achieve performance requirements for T1		Complete all training, qualifications, and achieve performance requirements for T2
Beginning rate*	+\$0.65 upon completion	+\$0.65 upon completion	Tech 1 upon completion	Tech 2 upon completion **

\* New employees will still be "Hiring Rate" as spelled out in Section 2 of the Addendum.

\*\* The TT will receive this rate assuming that a Tech 2 position is open and filled. If a position is not open upon completion of this program, the TT will continue at the T1 rate until such position opens and filled.

## LETTER OF UNDERSTANDING - OTHER WORK LOCATION

When a schedule change requires an employee to report for work in a location different from his/her regular work location 50 miles or more, the employee shall receive a premium of \$.50 per hour for all hours worked.

RYDER TRUCK RENTAL, INC.

  
Judd Grubbs  
Senior Director, Labor Relations

Date 3/15/25

TEAMSTERS UNION LOCAL 481

  
Victor Torres  
Secretary - Treasurer

Date 3/14/25




## LETTER OF UNDERSTANDING - RETIREMENT PLANS

All bargaining unit employees active as of the ratification of the 2010 agreement will be covered by the Ryder System, Inc. Retirement Plan and the Ryder System, Inc. Employee Savings Plan (401(k)) in accordance with the policies of said programs. All changes or modifications to the benefit plans will be automatically incorporated as they occur without further negotiations. This includes, but is not limited to, any changes in the level of benefits, termination of benefits, company contributions or matches, which may be required by the Company.

All bargaining unit employees entering the bargaining unit after the ratification of the 2010 agreement will be covered under the provisions of Article 7 Employee Savings Plan (401(k)), which does not include participation in the Ryder System, Inc., Retirement Plan.

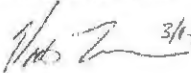
In the event there is a conflict between the provisions of this Letter of Understanding and the Plan Document, the provisions of the Plan Document will control.

RYDER TRUCK RENTAL, INC.

  
Jod Grubbs  
Senior Director Labor Relations

3/15/25

TEAMSTERS UNION LOCAL 481

  
Victor Torres  
Secretary - Treasurer

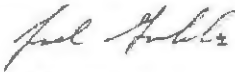
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**LETTER OF UNDERSTANDING -  
MOBILE MAINTENANCE TECH**


During the term of the contract, Ryder and IBT Local 481 will enter into negotiations for a new classification of Mobile Maintenance Technician, including specific job duties, wages and other terms and conditions.

RYDER TRUCK RENTAL, INC.

TEAMSTERS UNION LOCAL NO 481



Jud Grubbs  
Senior Director, Labor Relations



Victor Torres  
Secretary - Treasurer

Date 3/15/25

Date 3/14/25