



SUMMARY OF THE Teamsters Southwest Sort Tentative Agreement

Section 2 - Language added that clarifies and defines the “cardinal infraction” proven dishonesty. This added language provides significant additional protections for all bargaining unit members by clearly defining that “failure to follow methods, procedures, and/or instructions” **is not proven dishonesty**.

The added language also acknowledges that the Union and the Company recognize that there are areas where disputes exist regarding the use of “proven dishonesty” as a basis for off-roll discharges and provides for a procedure to address those unresolved issues with the final step, if necessary, being the Western Region of Teamsters Negotiating Committee Co-Chairs having the power to impose an immediate resolution with an appropriate remedy.

Section 16 - Language added for all employees covered by the Teamsters Western Region and Local 177 Health Care Plan (TWR177) that the Company shall make Health and Welfare contributions for a period of one (1) year for employees who have been injured on the job and are off of work on Worker’s Compensation and for a period of four (4) weeks for employees who are ill or have been injured off the job and are on Short Term disability, with the TWR177 Plan covering the remaining weeks up to a maximum of twenty-six (26) weeks.

Section 17 – Language changed to detail the updated hourly pension contribution rates payable to the Western Conference of Teamsters Pension Trust Fund by the Company on behalf of all full-time employees. The hourly pension contribution rate increases for Locals 63, 104, 186, 492, 542, 631, 952 and 986 are as follows:

August 1, 2018 - \$0.45 per hour (includes \$0.05 from WCT Legal)
 August 1, 2019 - \$0.40 per hour
 August 1, 2020 - \$0.40 per hour
 August 1, 2021 - \$0.40 per hour
 August 1, 2022 - \$0.40 per hour

The hourly pension contribution rate increases for Local 396 are as follows:

August 1, 2018 - \$0.40 per hour
 August 1, 2019 - \$0.40 per hour
 August 1, 2020 - \$0.40 per hour
 August 1, 2021 - \$0.40 per hour
 August 1, 2022 - \$0.40 per hour

Section 20 – Language modified for full-time employees that reduces the hourly contribution rate for the Western Conference of Teamsters Prepaid Legal Service Plan from fifteen cents (\$0.15) per hour to ten cents (\$0.10) per hour. For those Local Union’s participating in the plan (63, 104, 186, 492, 542, 572, 631, 952, 986) the five cents (\$0.05) per hour savings is being reallocated to pension effective August 1, 2018.

Section 25 – modified language updating how a part-time employee’s transfer request is requested with a copy being provided to the employee.

Section 28 – New language added that significantly improves the Cover Driver language and requires the Company to immediately create a new full-time Regular Package Car Driver (RPCD) job every time a Cover Driver reports to work one hundred fifty-six (156) times during any calendar year for any reason, including during peak season. The newly created Regular package Car Driver (RPCD) job will be awarded to the senior employee in accordance with Article 7 of the Western Region Supplemental Agreement. The language also requires the Company to provide each Local Union monthly reports detailing the number of days each Cover Driver works and what center they worked in.

New language that is a significant improvement regarding Cover Driver pension contributions that states that a cover driver who works three (3) days or more in a week shall be paid full-time pension contributions for all hours worked as a cover driver that week.

The Addendums to the Southwest Sort Rider for Local Unions 104, 396, 492 and 631 contain specific improvements for the bargaining unit members of those respective Local Unions are contained in the voting document and will be communicated to the bargaining unit members by each of those respective Local Unions.