



# SUMMARY OF THE Teamsters Western Region Tentative Agreement

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**Article 6.2(a)** – Language added to strengthen a driver’s ability to identify his/her route content as it relates to bidding, changes in route content and ability to identify those changes and decide whether to follow the work or not.

**Article 6.6(3)** – Language added to enhance a driver’s ability to contact the local union that represents the employees in the location a driver is attempting to transfer to, so they can get accurate information regarding wages and benefits at that location.

**Article 6.6(4)** – Language added to clarify that each local union’s procedures will apply regarding the six (6) to one (1) filling of vacancies for Regular Package Car Driver transfers.

**Article 6.6(11)** – Language added to clarify how Feeder Driver vacancies will be filled prior to accepting any Feeder Driver transfers.

**Article 8** – Language added to protect Package Car Drivers who have bid a designated training area which requires the company to utilize inverse seniority when removing drivers to utilize training areas.

Language added to add an additional training area in package car centers with more than 61 package car drivers. Language added to allow for additional training areas by mutual agreement between the company and the union.

**Article 20.2(a)** – Language added, which takes effect eighteen (18) months from date of ratification, that permanently eliminates the Tuesday through Saturday workweek for Regular Package Car Drivers forced onto a Tuesday through Saturday workweek.

Language added, which takes effect twenty-four (24) months from date of ratification, that permanently eliminates the Tuesday through Saturday workweek for Regular Package Car Drivers hired to work a Tuesday through Saturday workweek.

**Article 20.2(b)** - Language added, which takes effect eighteen (18) months from date of ratification, that permanently eliminates the company’s ability to force Regular Package Car Driver’s onto a Tuesday through Saturday workweek.

**Article 28.1 e)** – Language added that requires both the company and the union presenters at the first level grievance panel to provide printed/written case presentations.

**Article 28.1(o)** – Language deleted requiring the Union Negotiating Committee Chairman of the contract being grieved to sit on the second level panel hearing the grievance.

**Article 28.1(q)** – Language added that requires both the company and the union presenters at the second level grievance panel to provide printed/written case presentations.

**Article 28.2(a)** – 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.

**Article 30(b)** – 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 workers’ 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.

**Article 30(4)** – Language added 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 unions participating in the plan the five cents (\$0.05) per hour savings is being reallocated to either pension, health and welfare or wages in accordance with each local union’s decision.

**Article 30(5)** – Language added for part-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 unions participating in the plan the five cents (\$0.05) per hour savings is being reallocated to either pension, health and welfare or wages in accordance with each local union’s decision.