

NATIONAL MASTER FREIGHT



EASTERN REGION SUPPLEMENTAL AGREEMENTS

CENTRAL PENNSYLVANIA

**- 2008 -
PROPOSALS**

In submitting this proposed supplemental agreement, the Local Unions reserve the right to add to, delete, modify or amend any of these proposals during the course of negotiations.

**EASTERN REGION
CENTRAL PENNSYLVANIA
OVER-THE ROAD
AND LOCAL CARTAGE
SUPPLEMENTAL
AGREEMENTS**

**CENTRAL PENNSYLVANIA
OVER-THE-ROAD AND LOCAL CARTAGE
SUPPLEMENTAL AGREEMENT**

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Submitted 9/13/07

PREAMBLE

DELETE: Local 430

CHANGE: dates

ARTICLE 42. SENIORITY

Section 1 (c) (3).

DELETE: entire Section

ADD NEW language: Casuals utilized by the employer for thirty (30) days in a sixty (60) day period shall be placed on the seniority list with the first day worked being their seniority date.

Section 2 (b).

CHANGE: 3 years to 5 years

Section 3.

ADD NEW language to address restrictions on overtime while employees on layoff.

Section 4.

CHANGE: three (3) weeks to two (2) weeks in 3rd paragraph

ADD NEW: Prior to mandatory layoff the employers shall offer voluntary layoff in two (2) week increments.

NEW Section 4 (a): When any employee(s) are laid off by the employer and the employer subsequently works remaining employees overtime equaling forty (40) hours in one week, the employer shall recall from layoff one (1) additional employee for each forty (40) hour period of overtime worked.

ARTICLE 44. DISCHARGE OR SUSPENSION

NEW: When an Employer fails to discipline a member of management for violating Company Rules or Policy, which apply to both, Union or Non Union employees, Union employees shall not be disciplined.

CHANGE: 9 months to 6 months

ARTICLE 45. EXAMINATION AND IDENTIFICATION FEES

ADD NEW sentence after first sentence: Employees shall be allowed to see a doctor of their own choosing for all such examinations.

DELETE second sentence: The Employer shall not pay...

CHANGE last sentence of 1st paragraph to read: Employees will be required to take examinations during working hours and shall be paid for all time.

ADD to end of 2nd paragraph: The employee must be sent to the same type of doctor by the Employer as he or she was released by.

ADD to end of 3rd paragraph: If the employer's doctor does not agree with the employee's doctor and the 3rd neutral doctor finds in favor of the employees doctor, the employer shall pay for all lost wages and fringes back to original date of release.

ADD NEW Section 4: The employer shall be responsible to pay any and all costs associated with an employee's renewal of his/her DOT license to include background checks and homeland security requirements.

ARTICLE 46. PAY PERIOD

ADD: Require the employer to honor the current contract language of "not more than one (1) weeks pay shall be held on an employee".

2nd Paragraph ADD: Health & Welfare & Pension hours to pay stubs.

3rd Paragraph CHANGE: \$50.00 to \$25.00 and 72 to 24

ADD: penalty pay for not complying

ADD NEW paragraph 4: Any and all work performed by an employee in any pay week shall be paid in that pay week regardless of what time such driver arrives home at his/her terminal.

ARTICLE 47. MEAL PERIOD

2nd Paragraph ADD: not to exceed thirty (30) minutes

DELETE: The employer waivers ...in 2nd paragraph

ARTICLE 48. VACATION

Section 1. - Qualifications

(a) 3. DELETE: entire Section

(a) 3 (b). DELETE: first paragraph

DELETE from 2nd paragraph: eight hundred (800) hours

(c) (ii). DELETE: entire Section

CHANGE: year of service at each level of vacation weeks

Section 2. - Vacation Periods

Section 2(b).

CHANGE to read: Employees with two (2) weeks can take one (1) week one (1) day at a time and employees with three (3) weeks or more can take two (2) weeks one (1) day at a time.

DELETE: "not" from last sentence

Section 2(f).

ADD: Employees must present a valid Pennsylvania or other states hunting license.

Section 2 (g).

PROPOSE: straight 10% across board

Section 4. – Holiday Pay During Vacation Period

ADD NEW language: Employees can move the Holiday to the scheduled day prior or first day after vacation.

Section 6.

PROPOSE for all classes: 1/52 of previous W-2 with a forty-five (45) hour minimum.

ARTICLE 49. HEALTH AND WELFARE

**** No co-pays**

(d) **ADD:** Propose all hours worked and change 3 to 1

ADD: Not just extra board – all employees one (1) day worked not three (3) days.

ARTICLE 50. PENSION

ADD NEW: If you work one (1) day, you should get forty (40) hours of Pension contributions.

PROPOSE: pay on all hours worked

ADD NEW: Same schedule as Health & Welfare for employees off on injuries or illness.

ARTICLE 51. DEATH IN FAMILY- SICK LEAVE- JURY DUTY

ADD: Paid sick days shall count as time worked

Section 1.

ADD: Grandparents

Section 2.

DELETE: (re: interpretation)

ADD: two (2) more sick days

ADD: language that they can be carried over

ADD: Road Drivers to be paid ten (10) hours for sick days.

Section 3.

CHANGE: 8 to 10 hours

DELETE: for each day of jury duty to a maximum of fifteen (15) days pay for each contract year.

ADD: per jury term per contract year

ARTICLE 52. SANITARY CONDITIONS

DELETE: unless otherwise mutually agreed

ADD: to include dark and end of the line Terminals

ARTICLE 54. COMPLIANCE WITH LAW AND REGULATIONS

ADD: Nor shall the employer suggest or harass an employee into violating the Law

ARTICLE 55. BIB JOBS-POSTING & CANCELLATION

Section 1.

In 1st paragraph, DELETE: from “except during”.

In 2nd paragraph, DELETE: entirely.

ADD: all regular jobs in any and all classifications of work shall be manned by regular employees

CLARIFY: Road bids should not be area or cluster

PROPOSE: no combination Yard, Docks, City bids

PROPOSE: limit on amount of time Company bid in a year, unless agreed to by Local Union.

PROPOSE: five (5) day road bid, voluntary 6th day

Section 3.

CHANGE to the following:

65% to 75%

80% to 90%

DELETE: Seven (7) day operation

ADD: Bid hold downs all year long

ARTICLE 56. PROTECTIVE APPAREL

DELETE: first sentence

ADD: Terminal Yardmen, Hostlers, City Peddle Drivers and Road Drivers dispatched to dark Terminals shall be provided with rain gear and boots.

ADD: Gloves, flashlights and improve the type of rain gear provided.

ARTICLE 57. OVER-THE-ROAD PROVISIONS

CHANGE: pay rates

Section 1. - Lodging

DELETE: Bunk rooms

NEW: Driver shall have the right to a two (2) hour call time at foreign terminals.

DELETE: all free time in section 1 & 2

ADD NEW: All verifiable delays at D.O.T. check points shall be paid for.

Section 2. - Paid For Time

CHANGE: All 8 hours to 10 hours

Section 2(a).

CHANGE: Driver shall be paid one (1) hour to put chains on and one (1) hour to take chains off.

In 5th paragraph, DEFINE: "impassable highway"

Section 2(e).

ADD NEW: All calls shall be in one (1) hour call blocks

ADD NEW: After three (3) trips, twenty-four (24) hours off

ADD NEW: For each twenty-four (24) hours available count a tour

ADD NEW: Verified doctor appointments not to break trips

ADD NEW: Road drivers may not come through home terminal and be dispatched to bed.

ADD NEW: Extra ten (10) hours off after seventy-two (72) hours

ADD NEW: Doctor appointment's should not bread trip

ADD NEW: "after mandatory rest periods" and holidays

Section 2(f).

In 2nd paragraph, DELETE: at less than seven (7) day system operation

In 2nd paragraph, ADD: Cannot be laid out more than one (1) bed away from home

In 4th paragraph, DELETE: on Sundays and Holidays

CHANGE: 14 to 12

Section 3. – Wages and Conditions

Section 3(3).

DELETE: entire first paragraph

Section 3(4). - Pickup and Delivery Compensation

DELETE: in its entirety

Section 3(5). - Trailer Drop and Pickup Compensation

ADD NEW: Fifteen (15) minutes for dollies or jiffs

ARTICLE 57. OVER-THE-ROAD PROVISIONS

Section 4. – Holidays

Sub-Section 1.

ADD LANGUAGE: Birthdays can be floated during the month that it falls in

ADD: Martin Luther Kings Birthday, New Years Eve, day after Christmas

Sub-Section 2.

CHANGE: 3% to 5%

Sub-Section 4.

CHANGE: and to or

Sub-Section 5. – Holiday Pay

(b) CHANGE: 2 to 4

DELETE: from provided they are dispatched

Sub-Section 5. (c)

(c) DELETE: in its entirety and add new language: Work on Holidays shall be on a voluntary basis.

ADD NEW Sub-Section 7: When drivers are dispatched between terminals in the metropolitan area they shall be paid the greater of miles or hourly rate for the time in status.

ARTICLE 58. LOCAL CARTAGE PROVISIONS

CHANGE: rates

Section 1. – Paid for Time

Sub-Section 2.

ADD: Minimum two (2) hour work call

Section 1.

Sub-Section 4(a).

CHANGE: 4 hour to 6 hour

Section 1.

Sub-Section 4

NEW: Add language to prohibit overtime when employees are on layoff.

Section 2.

Sub-Section 4(e).

In 5th paragraph, DELETE: Employees with or obtaining ten (10) years of service during the contract year on his/her seniority date who volunteer for a 5th or 6th tour of duty cannot be forced in that calendar month.

Section 2 (e).

DELETE: Unless the holiday falls on a non-bid day, they shall receive eight (8) hours pay

Sub-Section 4 (d).

ADD: to last paragraph: employees with ten (10) years or more can't be forced more than one (1) time per month or a 5th or 6th tour of duty (Same as Breakbulk)

Sub-Section 4 (e), 5th Paragraph, CHANGE: ten (10) to five (5)

Sub-Section 9 (b), DELETE: entirely.

Section 3.

ADD: Same holidays as road

ADD: Same language for Birthdays

CHANGE: 3% to 5%

Section 3.

Sub-Section 2

DELETE: except when the employees regular work period starts on a Sunday or Holiday evening or ends on a Sunday or Holiday morning.

Sub-Section 5

ADD: all employees on the seniority list of the employer shall be paid for any and all contractual holidays

Sub-Section 7

ADD: Employees working into the Holiday shall be paid at the double time rate for all hours worked on Holiday.

ARTICLE 61. TRAINEES

ADD: Agreement with Roadway

ADD: Plus .05 cents per hour for funding

ARTICLE 62. ENTRY RATES

DELETE: in its entirety

ADD: New Legal Defense Fund

The Union reserves the right to change, delete, add to, modify or amend the NMFA Proposals listed above.