

NATIONAL MASTER FREIGHT



EASTERN REGION SUPPLEMENTAL AGREEMENTS

NORTHERN NEW ENGLAND

**- 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
NORTHERN NEW ENGLAND
SUPPLEMENTAL
AGREEMENTS**

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GENERAL FREIGHT
SUPPLEMENTAL AGREEMENT**

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Submitted 9/13/07

ARTICLE 40. SCOPE OF AGREEMENT

Section 8. Subcontracting

(e) ADD NEW after 1st sentence: In all cases the employer agrees to utilize its sister companies covered this agreement to subcontract work before utilizing a current outside vendor or new vendor not covered by the terms of the agreement.

ARTICLE 43. SENIORITY

Section 1.

ADD NEW (G): PSE employees shall not perform work in the Local P&D classification when any employees in that classification are laid off.

ARTICLE 48. SUNDAYS & HOLIDAYS

(A) ADD NEW days: Good Friday, Martin Luther King day. **CHANGE:** two (2) to three (3) personal holidays.

(B) (1) CHANGE: two (2) personal holidays to “three (3) personal holidays”.

(D) CHANGE to read: The applicable minimum rate for work performed prior to “12:00 p.m. midnight” on Sundays or premium holidays, as such, shall be one and one-half (1-1/2) times the normal rate shown in the wage rate schedule herein for the first 8 (eight) hours of work, which shall be a guarantee. All work performed in excess of eight (8) hours on these days shall be paid at the rate of one and one-half (1-1/2) time of the premium rate.

(G) DELETE current language, change to read: Regular road drivers who work during any part of the 24 hour holiday period shall receive eight (8) hours holiday pay and ½ of the wages earned on the holiday dispatch for premium pay.

ARTICLE 49. VACATIONS

(A) CHANGE: All regular employees shall receive forty-five (45) hours to forty-eight (48) hours at their straight time or 1/52 (one fifty second) of their prior yearly earnings, whichever is greater, for their vacation pay due them in advance.

(A) 3rd paragraph CHANGE to read: All regular road employees shall receive forty-eight (48) hours at their straight time rate or 1/52 of their previous calendar year earnings, whichever is higher, for their vacation pay due them in advance.

(A) ADD to: All regular road employees shall receive forty-eight (48) hours at their straight time rate of 1/52 (one-fifty second) or whichever is greater of their prior year's earnings for their vacation pay due them in advance.

(B) CHANGE: 30 years of service for 6 weeks of vacation to 25 years of service for 6 weeks of vacation

ARTICLE 50. MISCELLANEOUS

Section 3. Funeral Leave

ADD: father-in-law, mother-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents – the employee shall be entitled to a maximum of three (3) days off with pay.

ADD new after first paragraph: A regular employee shall be guaranteed a minimum of two (2) days off with pay to be taken between the day of death and two (2) working days following the funeral provided the employee attended the funeral or other bereavement rite.

Section 5. Safety Violations

NEW (E): The employee agrees to provide safe and satisfactory equipment and training for employees required to drop "CUBES" at locations off the employer's premises. Such equipment shall include power lift gate, appropriate forklift designed for use in rough or unpaved terrain I.E. moffet type lift and other devices to facilitate the safe delivery and pickup of these shipping containers.

Section 15.

NEW Section 15 License Endorsements: The employer shall provide straight time pay for employee's time involved securing hazardous material endorsement and background checks. Employees required to provide finger prints and complete informational paperwork to secure their hazmat endorsement outside of their normal working hours shall be compensated for all time consumed for travel and time required at the necessary locations.

Section 16.

NEW: Section 16 Cell Phones: The company shall provide company voice pagers or cell phones to employees at locations where such equipment are utilized in their Local P&D operations. If the company does not provide voice pagers or company phones the employees shall be reimbursed for the cost of their monthly cell phone charge if the company request they use their personal phones during their working hours for company business.

ARTICLE 52. HOURS OF WORK & OVERTIME

Section 2.

ADD Subsection (A) new: All time worked on Saturdays shall be no less than one and one-half (1-1/2) time the normal rate shown in the wage rate schedule.

Section 5.

ADD new to the end: Any employee ordered or excused from utilizing their lunch period shall be paid a 30 minute time bonus for that day and shall not be required to remain on duty during the 30 minute paid bonus.

ARTICLE 53. WAGES AND ALLOWANCES

Section: After maintenance of benefits for Pension and Health & Welfare, a 4% increase in wages per year: 4/1/08, 4/1/09, 4/1/10, 4/1/11, 4/1/12.

(A) (8) Entry Rates (New Hires/Probationary Employees) CHANGE to read: April 1, 2003 change to April 1, 2008 in all areas of Section a (8).

CHANGE 2003-2008 to 2008 to 2013 NMFA in last line of (A) (8).

ADD new (e): Newly hired employees who have served the two year wage progression with any employer covered by the NMFA or Local supplements during their work history shall have a six (6) month hold back period at 90% of the current wage or mileage rates. Upon completion of six (6) month period they shall be paid the current top rate for the classifications they are working in.

Section (A) (9) Combination Casual/Replacement Employees CHANGE:
85% to 90%

CHANGE wage schedule as follows:

4/1/08	4/1/09	4/1/10	4/1/11
19.22	19.67	20.12	20.57

Dock Casual / Replacement Employees:

4/1/08	4/1/09	4/1/10	4/1/11
16.53	16.98	17.43	17.98

ARTICLE 54. CLASSIFICATION – ROAD DRIVERS

Section 1.

ADJUST all mileage rates to reflect: a \$.50 wage increase on 4/1/08, 4/1/09, 4/1/10, 4/1/11, 4/1/12.

Section 7.

ADD new to end: Time consumed due to State or Federal vehicle inspection station delays shall be paid upon submission in writing by the employee at the completion of the trip as time consumed work performed.

ARTICLE 55. RELIEF PAY & EXPENSES

Section 1.

(A) CHANGE to read: Change \$8.50 to \$12.50”.

(B) CHANGE to read: Change \$8.50 to \$12.50.

Section 5.

ADD new to end: Upon arriving at the lodging location if the hotel has no open rooms available the employee shall be compensated for the time consumed waiting for an open room or to be moved to a location where a room is available.

ARTICLE 58. HEALTH & WELFARE FUND

Section

Maintenance of benefits for NNEBT for the length of the Agreement April 1, 2008 through March 31, 2013.

(B) First paragraph CHANGE to read: April 1, 2003 to August 1, 2008, July 31, 2003 to July 31, 2009 change \$5.0125 to \$7.6625 change \$200.50 to \$306.50

Second paragraph CHANGE: August 1, 2003 to August 1, 2009, July 31, 2004 to July 31, 2010 change \$5.4625 to \$8.1625 change \$218.50 to \$326.50

Third paragraph CHANGE: August 1, 2004 to August 1, 2010, July 31, 2003 to July 31, 2011 change \$5.8625 to \$8.6625 change \$234.50 to \$346.50

Fourth paragraph CHANGE: August 1, 2005 to August 1, 2011, July 31, 2006 to July 31, 2012 change \$6.2625 to \$9.1625 change \$250.50 to \$366.50

10th paragraph CHANGE to read: If a regular employee is absent because of illness or off-the-job injury and notifies the employer of such absence, the employer shall continue to make the required contribution of 32 hours for a period of twelve (12) week...

10th Paragraph CHANGE twelve (12) months to read: The time the employee is recovering or reaches an end medical that provides a discontinuation of their workers compensation weekly wage replacement benefits.

ARTICLE 59. PENSION FUND

Section

Maintenance of benefits for the New England Teamsters Pension Fund for the length of the agreement. April 1, 2008 through March 31, 2013

(A) Last paragraph CHANGE to read: If a regular employee, (as defined in the collective bargaining agreement) is absent because of illness or off-the-job injury and notifies the employer of such absence, the employer shall continue to make the required contributions for a period of twelve (12) weeks, for forty (40) hours per week....

CHANGE: April 1, 2003 in first line to April 1, 2008

Second paragraph CHANGE: August 1, 2003 to August 1, 2008 change July 31, 2003 to July 31, 2009 change \$4.31 to \$5.52 change \$172.40 to \$220.80

Third paragraph CHANGE: August 1, 2003 to August 1, 2009 change July 31, 2004 to July 31, 2010 change \$4.46 to \$5.80 change \$178.40 to \$232.00

Fourth paragraph CHANGE: August 1, 2004 to August 1, 2010 change July 31, 2005 to July 31, 2011 change \$4.66 to \$6.09 change \$186.40 to \$243.60

Fifth paragraph CHANGE: August 1, 2005 to August 1, 2011 change July 31, 2006 to July 31, 2012 change \$4.86 to \$6.39 change \$194.40 to \$255.60

Sixth paragraph CHANGE: August 1, 2006 to August 1, 2012 change July 31, 2007 to July 31, 2013 change \$5.06 to \$6.71 change \$202.40 to \$268.40