

NATIONAL MASTER FREIGHT



WESTERN REGION SUPPLEMENTAL AGREEMENTS

COMMON CLAUSES - PART I
PICK-UP AND DELIVERY LOCAL CARTAGE & DOCK - PART II
OVER-THE-ROAD - PART III
AUTOMOTIVE SHOP AND TRUCKING SERVICING - PART IV
OFFICE EMPLOYEES - PART V

- 2008 -
PROPOSALS

In submitting this proposed agreement the Local Unions reserve the right to Add to, Delete, Modify or Amend any of these proposals during the course of negotiations

**WESTERN REGION
PART I – COMMON CLAUSES
SUPPLEMENTAL
AGREEMENT**

WESTERN STATES AREA AGREEMENT

PART I – COMMON CLAUSES

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Submitted 9/13/07

ARTICLE 42. LEAVE OF ABSENCE

Section 2 (a). Personal Leave of Absence

ADD: Change "for just reason" to "for any reason except for employment at another NMFA carrier"

ARTICLE 46. GENERAL DISCHARGE OR SUSPENSION

Section 2(b). Warning Notice

ADD: Last paragraph/last sentence: "to order full or partial compensation up to and including travel cost incurred by the grievant, or no compensation for time lost."

ARTICLE 47. EXAMINATION AND IDENTIFICATION FEES

ADD: The Employer will execute and pay for all identification, documents, proof of citizenship or any other means, including time spent, required by the Employer and/or the Employer's customer(s) to ensure that the employee shall have access to any job location he/she is doing business with.

Further, no employee shall be required to sign any document or provide any personal information to the employer's customer(s) in order to perform their daily assignments. It shall be the employers' responsibility to provide proper certification to any of their customers requiring such certification.

ARTICLE 49. FUNERAL LEAVE

ADD new paragraph (e): Funeral leave may be used immediately following or prior to the actual funeral to care for family needs and/or travel.

First paragraph ADD: Five (5) days

ADD: Grandparents, Mother-in-Law, Father-in-Law

ARTICLE 50. VACATIONS

Section 1.

CHANGE Vacation Years As Follows:

- 1 year of service completed – 1 week vacation
- 2 years of service completed – 2 weeks vacation
- 5 years of service completed – 3 weeks vacation
- 10 years of service completed – 4 weeks vacation
- 15 years of service completed – 5 weeks vacation
- 25 years of service completed – 6 weeks vacation

Section 5. Vacation Schedule

In first paragraph increase from: 10% to 20%

In third paragraph: split all earned vacation into one day increments if so desired.

DELETE language in 5(c) – Change to read: daily vacation do not break (40) hour guarantee during any week.

Section 6.

CHANGE language on Page 34, 10th Paragraph to read: "city pickup and delivery and "line"/shuttle drivers"

Section 8. Paid Time Off Bank

DELETE in its entirety

ARTICLE 51. HOLIDAYS

Section 2.

ADD: New Years Eve, July 5th, and Veterans Day.

ADD: Change (2) personal holidays to (4) personal holidays

Section 6 (a)

CHANGE: (15) calendar days to (1) calendar day

ARTICLE 52. HEALTH AND WELFARE

Section 1. Employer Contribution

(a) CHANGE: (60) hours to (40) hours

Section 2. Eligibility and Benefits

CHANGE: \$100.60 to \$500

Section 5. Payments During Period of Absence

NEW LANGUAGE: WTWT insurance benefits for personal injury \$450.00 per week.

ARTICLE 53. PENSION

Section 1. Employer Contributions

Discuss Pension Health and Welfare for Cartage

Second paragraph, last line should read: Contributions shall be remitted on all hours worked.

**WESTERN REGION
PART II - PICKUP AND
DELIVERY, LOCAL CARTAGE
AND DOCK
SUPPLEMENTAL
AGREEMENT**

WESTERN STATES AREA AGREEMENT

PART II

**PICKUP AND DELIVERY
LOCAL CARTAGE
AND DOCK**

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ARTICLE 58.

Section 1. Layoff and Recall

Section(b), Paragraph 2 ADD NEW LANGUAGE: Once any employee is recalled from a letter of lay-off said employee shall not be laid off by letter for (30) calendar days from date of letter of recall.

Section(b), CHANGE last paragraph: "Premium day shifts will be counted as supplemental shifts."

ARTICLE 60. GENERAL PROVISIONS

Section 4. Definition of Casual Employee

Section 4(b) DELETE: Where the Company has at least (3) hours notice that an employee will be absent from his shift"

ADD: "Replacement casuals are to be used on the same shift and classifications of the employee they are replacing."

Section 4(b) DELETE from last sentence: "the monthly casual report furnished to the local union in sub-section (i) below shall be so noted"

REPLACE sentence with: "shall be recorded daily"

Section 6. Coffee Breaks

DELETE entire Section 6 and Replace with: All employees shall be granted a fifteen (15) minute coffee break every two (2) hours in the total work day including all pre shift and end of shift overtime. If said employee works only end of shift overtime said employee shall be allowed a fifteen (15) minute coffee break at the end of ten (10) hours weather or not work will continue beyond ten (10) hours. Such coffee breaks shall be taken without loss of pay and the employee shall not be required to make up such time. Time spent by the employee walking from the assigned area to the coffee break area is included in the fifteen (15) minute coffee break period and time spent returning to the assigned work area is excluded from the fifteen (15) minute coffee break period.

Section 9. Highway Equipment Used in City Work

Section 9(c) NEW LANGUAGE: "Equipment assigned in the city for regular use will be bid at the annual bid"

Section 13. Work in Other Classifications

ADD: Driver training program

Section 18. Outside Carriage and Sub-Hauler

DELETE entire section – The employer shall not sub-contract

ARTICLE 63. RATES OF PAY

Section 2. New Hire Rates

Section(a) – DELETE in its entirety

Section(b) – "National Monetary"

Section 6. Triples Premium

CHANGE to read: "One dollar per hour"

ADD: "Rocky Mountain Doubles"

ARTICLE 64.

Section 2. Overtime Sunday Work

Section 2(c) - Premium Day Overtime

DELETE 2nd paragraph

DELETE last sentence in third paragraph on page 25 thru end of paragraph on page 26

DELETE 4th paragraph

Section 2(h) DELETE entire Article

ADD: "There shall be no forced overtime on any shift"

**WESTERN REGION
PART III – OVER-THE-ROAD
MOTOR FREIGHT
SUPPLEMENTAL
AGREEMENT**

WESTERN STATES AREA AGREEMENT

PART III

**OVER-THE-ROAD
MOTOR FREIGHT**

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ARTICLE 57. SCOPE OF AGREEMENT

Section 7. Records of Movements

CHANGE 2nd paragraph to read at end of sentence: "All sheets will be kept in front of dispatch window"

ARTICLE 59. SENIORITY

Section 3. Bidding

Last sentence to READ: "a minimum of 80% of all regular runs shall be bid."

Section 2(c) DELETE: "for twelve days"

REPLACE with: "for any five (5) tours of duty"

ARTICLE 60. MEAL PERIOD

NEW LANGUAGE: All hourly line/shuttle drivers working in excess of eight (8) hours shall be allowed to combine lunch and break periods together on straight time.

ARTICLE 61. FURNISHED TRANSPORTATION AND LODGING

Section 3.

ADD 1st paragraph, last sentence to read: "If the lodgings sanitary conditions and/or conditions that will not provide adequate rest due to noise and unsavory activities, upon two (2) written reasonable complaints to the company the driver shall stay at his/her option at a hotel/motel of his/her choosing. The company shall pay for all expenses."

ARTICLE 62. GENERAL PROVISIONS

Section(b) CHANGE: (6) hours to (8) hours

Section 6. Ten Hours Off Duty

CHANGE: (8) hours off duty to “(10) hours off duty”

ARTICLE 63. BREAKDOWNS OR IMPASSABLE HIGHWAYS

ADD: “Bid turn drivers shall be paid all bed time in addition to monies earned, when forced to lay-over due to breakdowns or out of hours conditions”

CHANGE to read: (8) hours pay to (10) hours pay

ARTICLE 65. PICKUP AND DELIVERY LIMITATIONS

Section(g) Coffee Breaks

DELETE first paragraph in its entirety

ADD new paragraph to read: “All employees shall be granted a (15) minute coffee break every two hours without loss of pay”

Section(f) Shuttle

ADD Language after first sentence to read: “all shortline shuttle drivers shall be offered all known load and given choice of runs by seniority at time of dispatch”

ARTICLE 66. SINGLE MAN OPERATIONS

Section 8. Time off Single Man

ADD to sentence: “the company shall notify the drivers at the beginning of the fifth (5th) trip in regards to his/her request to drive the sixth (6th) trip.

Section (3)(c) – Time Spent Other Than Driving

ADD to last sentence: “Drivers will be paid to clean out single man trucks that are dirty and not cleaned by the shop”

Section 7(a) – Layover Pay

REPLACE: (14) hours with (12) hours in first paragraph

REPLACE: 2nd paragraph (15th) with (13th) hour

Section 7(b) – Abuse of Free Time

REPLACE: (8th) with (10th)
(9th) with (11th)

Section 8(c) – Runs

DELETE first sentence

REPLACE to read: On shortline/shuttle or turnaround runs that are bid six days with the 6th day being an n option to the driver to work.”

ARTICLE 67. SLEEPER CAB OPERATIONS

Section 1(b) – Mileage restrictions

CHANGE to read:
(650) to (850)
(1300) to (1700)

ADD to last sentence, 1st paragraph: In no event shall sleeper teams be utilized when swinger meets and turns are able to advance the freight”

Section 8(b) – Non-Paid Terms

DELETE: “there shall be no allowance for taking on fuel and oil enroute:

REPLACE with: “There shall be no allowance for preparing logs or pay reports...”

Section(3) NEW LANGUAGE: loads will be picked up by drivers at foreign drivers; first by drivers who are in their primary lanes and terminals and second by foreign drivers in order of arrival; except when a load will dispatch a driver towards their home terminal.”

Section 12. Sleeper Cab Lay Point and Layover

ADD to last sentence: “furthermore all sleeper drivers will be paid all time in bed if their lay point is less than 1,200 miles away from their home domicile.”

**WESTERN REGION
PART IV – AUTOMOTIVE
SHOP TRUCK SERVICING
SUPPLEMENTAL
AGREEMENT**

WESTERN STATES AREA AGREEMENT

PART IV

**AUTOMOTIVE SHOP
TRUCK SERVICING**

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Submitted 9/13/07

ARTICLE 58.

Section 5. Job Bidding

Section 5(a) ADD new language last sentence: "there will be a semi annual bid each year"

Section 5(c) NEW LANGUAGE: "Bid shops – the company shall bid semi-annually specific areas of the shop by seniority specifically but not limited to tractor shops, trailer shop, parts room and fuel lanes."

Section 7 – Tool Allowance

NEW LANGUAGE: "There will be a monthly tool allowance for all shop employees of \$250.00 per month"

ARTICLE 60. GENERAL PROVISIONS

Section 4. Coffee Breaks

REPLACE first paragraph with: "All employees will be given a (15) minute coffee break every two hours."

Section 6. Shop Ventilation

ADD to last sentence: "All shops will be equipped with shop heaters for winter conditions."

**WESTERN REGION
PART V – OFFICE
EMPLOYEES
SUPPLEMENTAL
AGREEMENT**

WESTERN STATES AREA AGREEMENT

PART V

OFFICE EMPLOYEES

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APPENDIX "B"

NEW sentence after sentence that begins "Effective April 01, 1999 and before section on New Hire Rates"

ADD New Sentence: "Office workers in Local 222's jurisdiction will follow rates in Appendix B - Joint Council #3, Local Unions 190, 222, 983."

ARTICLE 60. GENERAL PROVISIONS

DELETE entire Section 4 and Replace with New Section 4 with: "All employees shall be granted a fifteen (15) minute coffee break every two hours in the total work day including all pre shift and end of shift overtime. If said employee works only end of shift overtime said employees shall be allowed a fifteen (15) minute coffee break at the end of ten (10) hours whether or not work will continue beyond ten (10) hours. Such coffee breaks shall be taken without loss of pay and the employee shall not be required to make up such time. Time spent by the employee walking from the assigned area to the coffee break area is included in the fifteen (15) minute coffee break period and time spent returning to the assigned work area is excluded from the fifteen (15) minute coffee break period."

ARTICLE 62. WORK WEEK AND GUARANTEES

Section 2(c) ADD: "No overtime shall be required either daily or premium day"

ARTICLE 63.

Section 1. General Office Centralization Department

ADD: "(4) Employees performing customer service or collection jobs shall be paid the higher rate of 'payroll' under Appendix (B)".