

NATIONAL MASTER FREIGHT



EASTERN REGION SUPPLEMENTAL AGREEMENTS

WEST VIRGINIA

**- 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
WEST VIRGINIA
SUPPLEMENTAL
AGREEMENT**

**WEST VIRGINIA
FREIGHT COUNCIL OF THE
EASTERN REGION OF TEAMSTERS
SUPPLEMENTAL AGREEMENT**

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Submitted 9/13/07

ARTICLE 40. SCOPE OF AGREEMENT

Section 3. Combination City and Road Work

DELETE: Subsections (b), (d), and (e)

ARTICLE 41. UNION SECURITY AND DUES & PROBATIONARY EMPLOYEES

Section 2. Casual Employees:

DELETE: Subsections (b) & (c)" & Change first paragraph of Subsection (d) to read: Where an employer uses casuals to ~~supplement his work force~~ thirty (30) cumulative work days within any ninety (90) calendar day period, such Employer shall be required to add one (1) probationary employee for each occurrence.

Section 4. Entry Rates (New Hires)

CHANGE first paragraph & Subsection (a) to read: New Entry Rates (effective April 1, 20038).

Effective April 1, 20038, all regular employees hired on or after that date shall receive the following hourly and/or mileage rates of pay.

(a) Effective first (1st) day of employment – 75% of the current rate ~~of April 1, 2003 rate.~~

ADD NEW: NOTE: The above progression rates shall not apply to new hires who have two (2) years or more service with any Teamsters NMFA employer.

ARTICLE 46. DISCHARGE OR SUSPENSION

CHANGE first sentence: one (1) warning notice to two (2) warning notices.

ADD NEW to first paragraph: Disciplinary action must be issued within five (5) working days of the Employer's knowledge of a violation.

ARTICLE 48. MEAL PERIOD

A. Over-the-Road Operation

ADD NEW: In the event a turn road driver arrives after the sixth hour at the turn location he shall be paid for lunch provided he did not take a lunch before arriving.

ARTICLE 49. LODGING

ADD NEW to third paragraph: A driver shall not be required to stay in a smoking room.

ADD NEW: Any road driver who is not provided an appropriate room within one (1) hour of arrival at the laydown terminal shall be compensated from the arrival time until an appropriate room is provided.

ARTICLE 50. PAY PERIOD

ADD NEW: An employee who is short pay on his paycheck shall be paid the shorted amount by 5:00 p.m. Friday. Each day the employee does not receive his shorted pay, the Company shall pay the employee an additional four (4) hours per day.

ARTICLE 51. PAID-FOR-TIME

A. Over-the-Road Provisions:

Section 3. Layover

CHANGE first paragraph to read: When on a compensable layover ~~on Sundays and Holidays~~ there shall be a meal allowance of Ten Dollars (\$10.00), five (5) hours thereafter another meal allowance of Ten Dollars (\$10.00), and five (5) hours later a third meal allowance of Twelve Dollars (\$12.00).

CHANGE third paragraph to read: No more than three (3) meals will be allowed during any 24-hour period. The Employer agrees that employees on out-of-town hauls when laid over at distant terminals shall be returned to work as soon after twelve (12) hours as possible and when laid over longer than ~~fourteen (14)~~ **twelve (12)** hours they shall be considered on duty after the end of the ~~fourteenth (14th)~~ **twelfth (12th)** hour and shall receive pay at their regular hourly rate for **up to** the first eight (8) hours of the next twenty-two hour period. The same principle shall apply to each succeeding twenty-two hour period with layover pay commencing after the ~~fourteenth (14th)~~ **twelfth (12th)** hour.

ADD NEW:

Section 8.

Road drivers shall not be required to go to the rail yard to pick up loads. City drivers will pick up loads and transport them to the terminals in order for road drivers to pick their loads up at the terminal.

ARTICLE 52. PICKUP AND DELIVERY LIMITATIONS

CHANGE rates to reflect: a one-dollar (\$1.00) per hour increase during each year of the contract.

DELETE third paragraph: ~~Peddle run drivers shall be allowed to perform their normal duties of their runs.~~

ARTICLE 54. MILEAGE AND HOURLY RATES FOR OVER-THE-ROAD DRIVERS

Section 1. Rates

CHANGE rates to reflect: a one dollar (\$1.00) per hour increase and a two cent (2¢) per mile increase.

Section 2. Overtime: DELETE entire Section.

ARTICLE 55. PEDDLE RUNS

DELETE: entire Article.

ARTICLE 57. VACATIONS

Section 1. Vacation Allowance

CHANGE vacation allowance to the following:

- 1 year – 1 week
- 2 years – 2 weeks
- 5 years – 3 weeks
- 12 years – 4 weeks
- 17 years – 5 weeks
- 25 years – 6 weeks
- 30 years – 7 weeks

Section 4. Vacation Schedule

CHANGE third paragraph: ten percent (10%)” to twenty percent (20%) throughout paragraph.

ARTICLE 58. HOLIDAYS

ADD the following as additional paid Holidays: Good Friday, Veteran’s Day, two additional personal days

ARTICLE 58. HOLIDAYS

ADD NEW: Any laid off employee who is recalled within fifteen (15) days before or after a Holiday shall receive Holiday pay.

ARTICLE 59 – HEALTH AND WELFARE

CHANGE rates to reflect: current rates and increase allocations for pension and health & welfare contributions to forty dollars (\$40.00) per week for each year of the contract.

ARTICLE 60. PENSIONS

Section 1.

CHANGE rates to reflect: current rates and increase allocations for pension and health & welfare contributions to forty dollars (\$40.00) per week for each year of the contract.

CHANGE seventh paragraph: thirty-five dollars (\$35.00) to current rate for casual, extra, or probationary employees.

Section 3. Retirement

DELETE: first three paragraphs.

ARTICLE 61. SEPARATION OF EMPLOYMENT

ADD NEW after first sentence: However, an employee shall be paid his vacation pay, if the employee requests, prior to the final disposition by the appropriate grievance committee,

ARTICLE 66. FUNERAL LEAVE

CHANGE to read: In the event of a death in the family (father, mother, wife, husband, brother, sister, son, daughter, **grandparent, mother-in-law or father-in-law**) a regular employee shall be entitled to ~~a maximum of~~ three (3) **working** days off with pay to attend the funeral.” All other rules regarding funeral leave shall apply to this provision.

ARTICLE 69. LOCAL CARTAGE WAGES

Section 1. Hourly Rates and Weekly Earnings Guarantees

CHANGE rates to reflect: a one-dollar (\$1.00) per hour increase each year of the contract and change weekly guarantees to reflect the same.

Section 3. Casual Employees – Hourly Paid

CHANGE rates to reflect: a one-dollar (\$1.00) per hour increase each year of the contract.

ARTICLE 70. WORKDAY AND WORKWEEK IN LOCAL CARTAGE OPERATION(S)

Section 2. Workweek

DELETE: (e)

Section 3. Overtime

ADD NEW to second paragraph: It is also understood a minimum of one (1) employee shall be permitted to exercise this provision each day.

Section 6. Holiday Weeks

CHANGE to read: In any week in which the paid holidays fall, the work week shall be reduced by eight (8) hours **for each holiday**, and all hours worked in excess of thirty-two (32) shall be paid for at the rate of one and one half (1 ½) times the minimum hourly rate **and after twenty-four (24) hours in weeks in which two (2) holidays fall.** Overtime pay shall not be pyramided.

ADD NEW: Section 13. A non-guaranteed employee shall not be obligated to the Company unless he is notified by 8:00 a.m. to report to work.

ADD NEW: Section 14. Road drivers shall have the option of taking forty-eight (48) consecutive hours off after completing six (6) consecutive trips.”

ARTICLE 71. SICK LEAVE

DELETE second sentence of first paragraph.

DELETE third sentence of third paragraph.

ADD NEW: Any employee who reports off sick shall not be issued a warning letter if a doctor's excuse is provided.