

**ABF National Master Freight Agreement
Carolina Freight Council Automotive Maintenance
Supplemental Agreement**

Title Page - Housekeeping – change dates to match National Agreement

Preamble – Dates/Housekeeping – No other changes – T/A 03/28/13

Article 40 – Union Shop and Check Off – No Change – T/A 03/29/13

Article 41 – Absence – No Change – T/A 03/29/13

Section 1 – Time off for Union Activities – No Change – T/A

Section 2 – Leave of Absence – No Change – T/A

Section 3 – No Change – T/A

Section 4 – No Change – T/A

Article 42 – Seniority

Section 1 – Seniority Definitions - No Change – T/A 03/29/13

Section 2 – Seniority Rights – No Change - T/A 05/13/13

Section 3 – Departments - No Change – T/A 03/29/13

Section 4 – Termination of Seniority - No Change – T/A 03/29/13

Section 5 – Notice of Recall - No Change – T/A 03/29/13

Section 6 – Posting of Seniority – No Change – T/A 03/29/13

Section 7 – No Change – T/A 03/29/13

Article 43 – Grievance Machinery – No Change - T/A 05/13/13

Article 44 – Grievance Machinery and Union Liability – No Change - T/A 05/13/13

Article 45 – Discharge, Suspension or other Disciplinary Action – T/A 03/29/13

Agreed to add Article 26 National Language as follows after the third paragraph in Section 2:

The Employer may use video, still photos derived from video, electronic tracking devices and/or audio evidence to discipline an employee without corroboration by observers if the employee engages in conduct such as dishonesty, theft of time or property, vandalism or physical violence for which an employee could be discharged without a warning letter. If the information on the video, still photos, electronic tracking devices and/or audio recording is to be utilized for any purpose in support of a disciplinary or discharge action, the Employer must provide the Local Union, prior to the hearing, an opportunity to review the evidence used by the Employer.

Article 46 – Examination and Identification Fees – No Change – T/A 03/29/13

Article 47 – Meal Period – No Change – T/A 03/29/13

Article 48 – Pay Period – No Change – T/A 03/29/13

Article 49 – Paid for Time

Section 1 – No Change – T/A 03/29/13

Section 2 – No Change – T/A 03/29/13

Section 2 – Sick Leave/Personal Days – No Change – T/A 05/13/13

Article 50 – Vacations – *Modify language to incorporate National General Monetary Agreement on Vacation in appropriate spot. T/A 05/10/13*

Section 1 – Add language:

Vacation Reduction

(a) The vacation eligibility schedule in effect from the previous labor agreement shall be reduced by one week.

(b) Employees will not lose vacation for vacation anniversary years that began accruing prior to April 1, 2013. Vacation accrual for vacation anniversary years beginning on or after April 1, 2013 will be reduced by one week.

Section 2 – No Change – T/A 05/13/13

Section 3 – No Change – T/A 05/13/13

Section 4 – No Change – T/A 05/13/13

Section 5 – No Change – T/A 05/13/13

Section 6 – No Change – T/A 05/13/13

Article 51 – Holidays – No Change to entire Article – T/A 03/29/13

Article 52 – Health and Welfare – T/A 05/13/13 – National Summary of General Monetary for Health, Welfare and Pension shall be applicable. Language will be modified to incorporate the National Agreement.

Article 53 – Pension – T/A 05/13/13 – National Summary of General Monetary for Health, Welfare and Pension shall be applicable. Language will be modified to incorporate the National Agreement.

Article 54 – Job Classifications and Rates of Pay

Section 1 – No Change – T/A 03/29/13

Section 2 - No Change – T/A 03/29/13

Section 3 – No Change – T/A 03/29/13

Section 4 – No Change – T/A 03/29/13

Section 5 – No Change – T/A 03/29/13

Section 6 – No Change – T/A 03/29/13

Section 7 – Rates of Pay – T/A 05/13/13 – Modify rates and new entry rate/progression per National Monetary Agreement.

Section 8 – Housekeeping – Correct dates – T/A 03/29/13

Section 9 – Allowance – Change as follows:

Replace second paragraph and list of rates with:

Annual payment shall be \$400.00 for the life of this agreement.
Remainder of Section 9 unchanged. T/A 03/29/13

Article 55 – Workday and Workweek

Section 1 – No Change – T/A 03/29/13
Section 2 – No Change – T/A 03/29/13
Section 3 – No Change – T/A 03/29/13
Section 4 – No Change – T/A 03/29/13
Section 5 – No Change – T/A 03/29/13
Section 6 – No Change – T/A 03/29/13
Section 7 – No Change – T/A 03/29/13
Section 8 – No Change – T/A 03/29/13
Section 9 – No Change – T/A 03/29/13
Section 10 – No Change – T/A 03/29/13
Section 11 – No Change – T/A 03/29/13
Section 12 – No Change – T/A 03/29/13

Article 56 – Union Jurisdictional Rules – T/A 03/29/13

Section 1 – No Change – T/A 03/29/13
Section 2 – No Change – T/A 03/29/13
Section 3 – No Change – T/A 03/29/13

Article 57 – Sanitary Conditions - No Change – T/A 03/29/13

Article 58 – Tools – No Change Entire Article – T/A 03/29/13

Article 59 – Apprenticeship Program – No Change – T/A 03/29/13

Article 60 – Funeral Leave – No Change – T/A 03/29/13

Article 61 – Safety and Health – No Change – T/A 03/29/13

Article 62 – Part-Time Employees

Section 1 – No Change – T/A 03/29/13
Section 2 – No Change – T/A 03/29/13
Section 3 – No Change – T/A 03/29/13
Section 4 – No Change – T/A 03/29/13
Section 5 – No Change – T/A 03/29/13
Section 6 – No Change – T/A 03/29/13
Section 7 – No Change – T/A 03/29/13
Section 8 – No Change – T/A 03/29/13
Section 9 – Pension Fund – T/A 05/13/13 – Modify language to incorporate National General Monetary for Health, Welfare and Pension contributions.

Article 63 – Term of Supplemental Agreement – Change dates only – T/A 03/29/13

Memoranda of Understanding – No Change – T/A

Signature Page – Housekeeping Only

For the Union:

Tony Scott

Date

For the Employer:

Tony Nations

Date