

SUMMARY OF TENTATIVE AGREEMENT

WESTERN STATES AREA AGREEMENT

PART I — COMMON CLAUSES

**Two-Person
Meeting
Rosemont, IL**

May 20, 2013

The parties reserve the right to correct inadvertent errors and omissions

Where no reference is made to a specific Article or Section, thereof, such Article and Section are to continue as in the current Supplement, as applied and interpreted during the life of such Agreement.

**WESTERN STATES AREA
AGREEMENT**

PART I — COMMON CLAUSES

**For the period
April 1, ~~2008~~ 2013 thru March 31, ~~2013~~ TBD**

**In the following territory:
California, Washington, Oregon, Nevada,
New Mexico, Arizona, Montana, Idaho, Utah,
Colorado and Wyoming**

ARTICLE 40. SCOPE OF AGREEMENT – *No Change*

Section 1. Operations Covered – *No Change*

Section 2. – *No Change*

Section 3. – *No Change*

Section 4. Failure to Remit – *No Change*

Section 5. Notification to the Union – *No Change*

Section 6. Personalized Rates of Pay – *No Change*

**ARTICLE 41 . PROBATIONARY EMPLOYEES AND WORK ASSIGNMENTS
– *No Change***

Section 1. Probationary Employees – *No Change*

Employment Agency Fees – *No Change*

Section 2. Work Assignments – *No Change*

ARTICLE 42. LEAVE OF ABSENCE – *No Change*

Section 1. Time Off for Union Activities – *No Change*

Section 2. Personal Leave of Absence – *No Change*

Section 3. Leave for Non-Covered Position – *No Change*

Section 4. Absence Due to Sickness or Injury – *No Change*

Section 5. Health and Welfare Trust Payments – *No Change*

Section 6. Failure to Comply – *No Change*

ARTICLE 43. SENIORITY – *No Change*

Section 1. – *No Change*

Section 2. Seniority Lists – *No Change*

Section 3. Mandatory Retirement – *No Change*

Section 4. – *No Change*

Section 5. Split Seniority Terminals – *No Change*

ARTICLE 44. GRIEVANCE MACHINERY COMMITTEE – *No Change*

Section 1. Multi State Committees – *No Change*

Section 2. Joint Western Area Committee – *No Change*

Section 3. Function of Committees – *No Change*

Section 4. Change of Terminals, etc. – *No Change*

Section 5. New Work/New Authority – *No Change*

Section 6. Attendance – *No Change*

Section 7. Examination of Records – *No Change*

ARTICLE 45. GRIEVANCE PROCEDURE – *No Change*

Section 1. General – *No Change*

Time Limitation – *No Change*

Section 2. J.W.A.C. Fee – *No Change*

Section 3. Health and Welfare, Pension Delinquencies – *No Change*

Section 4. – *No Change*

Section 5. Money Disputes – *No Change*

ARTICLE 46 . GENERAL DISCHARGE OR SUSPENSION – *No Change*

Section 1. Cause for Discharge or Suspension – *No Change*

Section 2. Warning Notices – *No Change*

Discharge or Suspension – *No Change*

Section 3. Protest Procedure – *No Change*

Section 4. Transportation Home – *No Change*

Section 5. Reasonable Direct Order – *No Change*

Section 6. – *No Change*

Section 7

Audio, Video and Computer Tracking Devices

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 47. EXAMINATIONS AND IDENTIFICATION FEES – *No Change*

Section 1. Examinations – *No Change*

Section 2. – *No Change*

Section 3. Identification – *No Change*

ARTICLE 48. PAY PERIOD – *No Change*

Section 1. – *No Change*

Regular Paydays – *No Change*

Sunday or Holiday – *No Change*

Pay Upon Termination – *No Change*

Section 2. Payroll Drafts – *No Change*

Section 3. Itemized Statement – *No Change*

Section 4. Tax Withholding – *No Change*

Section 5. Rejected Claims – *No Change*

ARTICLE 49. FUNERAL LEAVE – *No Change*

ARTICLE 50. VACATIONS – *No Change*

Section 1. – *No Change*

Section 2. Computation of Vacation Pay – *No Change*

Section 3. Pro-rata Vacations – *No Change*

Transferred Employees – *No Change*

Section 4. General Provisions – *No Change*

Section 5. Vacation Schedule – *No Change*

Section 6. – *No Change*

Section 7. Absence Due to Illness or Injury – *No Change*

~~Section 8. Paid Time Off Bank~~

~~All employees with monies in the Paid Time Off Bank shall be paid the entire balance within thirty (30) days of ratification of the Agreement.~~

ARTICLE 51. HOLIDAYS – *No Change*

Section 1. – *No Change*

Section 2. – *No Change*

Section 3. – *No Change*

Section 4. – *No Change*

Section 5. Holiday Pay during Absence from Work – *No Change*

Section 6. – *No Change*

Note: Personal Holiday – *No Change*

ARTICLE 52. HEALTH AND WELFARE

Section 1. Employer Contributions

WESTERN TEAMSTERS WELFARE TRUST H & W CONTRIBUTIONS

*****SEE NEW ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT*****

VEBA CONTRIBUTIONS

Section 2. Eligibility and Benefits – *No Change*

Section 3. Voluntary Employee Benefit Association (VEBA) – *No Change*

Section 4. Delinquent Contributions – *No Change*

Section 5. Payments during Period of Absence – *No Change*

Section 6. Deductions from Rentals – *No Change*

Section 7. Disputes – *No Change*

Section 8. Changes in the Health and Welfare Program – *No Change*

Section 9. Payroll Audits – *No Change*

ARTICLE 53. PENSION

Section 1. Employer Contributions

*****SEE NEW ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT*****

Section 2. Disputes – *No Change*

Section 3. Payments during Periods of Absence – *No Change*

Section 4. Deductions from Rentals – *No Change*

Section 5. Acceptance of Trust – *No Change*

Section 6. Delinquent Contributions – *No Change*

Section 7. Audits – *No Change*

Section 8. – *No Change*

ARTICLE 54. – *No Change*

Section 2. Payments during Periods of Absence – *No Change*

Section 3. – *No Change*

Section 4. Acceptance of Trust – *No Change*

Section 5. Delinquent Contributions – *No Change*

Section 6. Audits – *No Change*

Section 7. – *No Change*

ARTICLE 55. COMPANY RULES – *No Change*

ARTICLE 56. TERMINATION CLAUSE – *No Change*

LETTER OF UNDERSTANDING – *No Change*