

Local 623

Supplemental Agreement

For the Period Beginning August 1, 2013 through July 31, 2018
covering:

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 Master Agreement, as applied and interpreted during the life of such Agreement. Additions and new language are **bold and underlined**.

ARTICLE 46 - ACQUISITION OF SENIORITY

SECTION 3

New hires are employees who are hired from the outside. Attendance at orientation meetings, not to extend beyond five (5) days for part time employees and fifteen (15) days for full time employees, shall not count as working days. Seniority part-time employees will receive their hourly rate of pay while attending orientation meetings. All new hired employees will receive ~~eight dollars and fifty cents (\$8.50) an hour while attending orientation.~~ **the "all other" start rate outlined in Article 22** while attending orientation.

ARTICLE 50 – SENIORITY

SECTION 2 - BIDDING

(1) PACKAGE CAR & AIR DRIVERS

(c) In the event a new job or vacancy occurs after the annual January bid, the Employer shall post for ten (10) working days such vacancy or new job for bid in the Buildings where the vacancy or new job occurs. The Buildings agreed to are the Oregon Avenue facility and the facilities located at Hog Island Road. The successful bidder will be moved within ~~two (2) weeks~~ **three (3) weeks** of taking down the bid. The Local Union will be supplied a copy of the bid sheet upon posting and the name of the successful bidder upon completion.

(2) TRACTOR TRAILER DRIVERS

(c) In the event a new job or vacancy occurs after the semi-annual bid, the Employer shall post for ten (10) working days such vacancy or new job for bid in the buildings where the vacancy or new job occurs. The buildings agreed to are the Oregon Avenue facilities and the facility located at Hog Island

Road. The successful bidder will be moved within ~~two (2) weeks~~ **three (3) weeks** of taking down the bid. The Local Union will be supplied a copy of the bid sheet upon posting and the name of the successful bidder upon completion.

(3) FULL TIME INSIDE PRE-LOADERS (OREGON AVENUE)

(c) In the event of a new job or vacancy occurs after the annual January bid, the Employer shall post for ten (10) working days such vacancy or new job for bid in the buildings. The buildings agreed to are the Oregon Avenue Facility and the facilities located at Hog Island Road. The successful bidder will be moved within ~~two (2) weeks~~ **three (3) weeks** of taking down the bid. The Local Union will be supplied a copy of the bid sheet upon posting and the name of the successful bidder upon completion.

(4) FULL TIME AIR OPERATION (HOG ISLAND)

(c) In the event of a vacancy after the annual January bid, the Employer shall post for ten (10) working days such vacancy for bid within the full time air operation classification in the building. Vacancies as a result of the initial move shall be posted within ten (10) working days of the occurrence of the vacancy in the buildings. The buildings agreed to are the Oregon Avenue Facility and the Facilities located at Hog Island Road. The successful bidder will be moved within ~~two (2) weeks~~ **three (3) weeks** of taking down the bid. The Local Union will be supplied a copy of the bid sheet upon posting and the name of the successful bidder upon completion.

SECTION 4

(d) Should operational changes occur which causes a reduction in the work force affecting the work schedules of the 22.3 full time employees, the Company will notify

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Local 623 and review the affected employees work assignments. The affected full time employees will be used to perform work in other areas as the operation requires on a temporary basis. If it is determined that this will be a permanent change of more than thirty (30) days, the Company and Union will meet to find new daily or weekly work schedules for the affected 22.3 full time employees by displacing part time employees.

ARTICLE 54 - WAGES AND HOURS

(g) In order to qualify for any guarantee under this Article, an employee must commence work at his scheduled starting time and complete his scheduled shift.

In cases where an employee does not report at the scheduled starting time, the daily guarantee shall be reduced by the amount of lateness, if allowed to work by the employer.

ARTICLE 56 – VACATION

SECTION 1 (g)

Effective January 1, 2014, all employees with five (5) or more years of seniority shall be entitled to select one (1) week of their vacation in one (1) day increments and will be compensated at nine (9) hours for full-time employees and four (4) hours for part-time employees. The employee must declare this option at the time of vacation selection. The vacation day shall be selected in seniority order after the regular personal holiday request. The vacation days shall be days mutually agreed to by the employer and employee. Employees must give a maximum of four (4) weeks and at least two- (2) week's notice of desire to take such vacation day. Company will respond within forty-eight (48) hours.

ARTICLE 68 - PART-TIME EMPLOYEES

Part time employees are defined as who, when reporting to work as scheduled shall be guaranteed a minimum of three and one half (3 1/2) hours. Should any part time employee work over five (5) hours on any assigned shift, they will receive time and one-half (1 1/2) for all hours in excess of five (5) hours. In Oregon Avenue, any part time employee working double shifts shall be guaranteed eight (8) hours at the straight time hourly rate. The local union and/or the affected shop steward will be notified when doubles work is required prior to being implemented.

Part time employees working in the ground operation at the Philadelphia Air Hub will fall under the overtime provisions as stated in Article 73, Section 3.

2. Part time Employees transferring To Full time Jobs or utility driving jobs: After the completion of the job selection procedure outlined in the Article 50, the resulting opening will be filled as follows:

Bidding Procedure

By April 15th of ~~During the first two (2) full weeks of March of~~ each year, part-time employees from both buildings desiring to work full time shall notify the Company and be placed on a combined dove tailed list. These part time employees must successfully complete a maximum fifteen (15) day orientation. These days will not count as working days and the employee will be paid at their current hourly rate.

ARTICLE 68 - PART-TIME EMPLOYEES

(b) Utility Driving Jobs

Effective January 1, 2003, part time employees in seniority order from the combined dove tailed list, who sign a utility driver interest list each year, may be used as utility drivers to cover vacations, workers' compensation and disability absences in a package car center in both buildings, June through ~~December~~ **the second (2nd) full week of January.** Time worked during this period shall not be counted towards attaining full time seniority.

SNOWSTORM PROCEDURE NOTIFICATION PLAN

In the event of a snowstorm so severe as to force a suspension of operation, the following emergency employee notification shall take place.

The Company's supervisors, especially those, who work between midnight and 8:00 A.M., will alert the appropriate division manager of weather conditions as soon as possible in advance of the next scheduled shift start time.

As soon as the decision is made to cease operations or suspend planned operations, the appropriate package division managers will be notified. They, in turn will notify the following:

1. Their respective center managers
2. Their respective Local Union officers

The center managers, upon receiving notification (or an appropriate, alternate supervisor should the center manager not be available) will immediately begin notifying the employees on the shift or assignment most immediately affected. The first person notified will be the steward.

The Company will make every effort to make a timely decision regarding suspension of operations. The Company will notify affected employees a minimum of one (1) hour in advance of their scheduled start time, when practical, when it intends to suspend operations due to a snow storm. In addition to phone notification the Company will issue public service announcements through local radio and television outlets. Phone contact will be made with affected employees as quickly as possible utilizing as many people as necessary to make the phone calls.

Essentially the same procedure will be utilized to notify the employees of the next scheduled start up of operations.

In the event that there is a major snowstorm which results in the suspension of the operation or impassable streets

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preventing the service to our customers, the company will be allowed to use inside helpers paid at their current rate of pay, provided the union is notified in advance. The use of these helpers may be extended on a day to day basis provided it is agreed between the Union and the Company.

MEMORANDUM OF UNDERSTANDING

To: Local 623

I am writing this letter to set forth the understanding reached between my Company and your Union regarding certain conditions which shall apply during the life of the parties Collective Bargaining Agreement terminating ~~July 31, 2013~~ **(Date to be determined)**. Upon acceptance and execution of the proposed Collective Bargaining Agreement, the following conditions shall be in full force and effect during the life of that Agreement.

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