

**Ohio Rider to the
Central Region
and
UNITED PARCEL SERVICE
Supplemental Agreement
to the
NATIONAL MASTER
UNITED PARCEL SERVICE
AGREEMENT**

**For The Period
August 1, 2013
through July 31, 2018**

Ohio Rider
To the Central Region of Teamsters
UPS
Supplemental Agreement and
National Master UPS
Agreement
For the Period August 1, 2013
Through July 31, 2018

The following Articles and subsections of this Ohio State Rider shall supersede the corresponding Articles and subsections of the Supplemental Agreement and National Master Agreement.

GRIEVANCES
Ohio State Committee

There will be an Ohio State Committee composed of an equal number of representatives from the Company and the Union.

The Committee's rules of procedure shall apply.

Clerical Employees Pension

When Full-time employees bid into or out of clerical classifications that have different pension plans, they shall have the right to choose what pension plan they shall be under.

All full-time clerical hired after 8/1/93, covered by this Agreement, shall be covered under the Central States Pension Plan.

Health and Welfare

All current and newly hired clerical employees shall be covered by a Health and Welfare plan provided by the Employer. All employees who bid into the clerical department shall be covered by the clerical Health and Welfare Plan provided by the Employer.

VACATIONS

One year employment	One (1) week
Two years employment	Two (2) weeks
Eight years employment	Three (3) weeks
Fifteen years or more	Four (4) weeks
Twenty years or more	Five (5) weeks
Twenty-five years or more	Six (6) weeks

Past practice shall prevail as to the time of taking vacations. In addition to the above schedule, employees shall receive additional vacation as outlined in Article 16 of the Central Conference of Teamsters Supplemental Agreement language.

Vacation Administration will be changed to a January to December calendar pursuant to Article 16 of the Central Region of Teamsters Supplemental Agreement language.

Effective August 1, 2002 employees shall have the option at vacation selection time of selecting two weeks vacation pay in lieu of vacation time off.

HOLIDAYS

All new employees shall be entitled to the day after Thanksgiving holiday pay after having seniority one calendar year.

DISCHARGE AND SUSPENSION

(a). Article 17 of the Central Conference of Teamsters Supplemental Agreement shall apply.

(b). Any employee who fails to report to work for three (3) consecutive working days and does not properly notify the Company at the beginning of their starting time on the third (3) day will be consid-

ered as having quit their job, unless it is proved by the employee that notification was beyond their control.

Classification	Rate of Pay						
	.70 8/1/13	.70 8/1/14	.70 8/1/15	.40 8/1/16	.40 2/1/17	.50 8/1/17	.50 2/1/18
Drivers	33.09	33.79	34.49	34.89	35.29	35.79	36.29
T.T. Drivers	33.19	33.89	34.59	34.99	35.39	35.89	36.39
T.T. Dbl Drivers	33.64	34.34	35.04	35.44	35.84	36.34	36.84
T.T. Dbl 40-Drivers	33.99	34.69	35.39	35.79	36.19	36.69	37.19
Preloaders	31.70	32.40	33.10	33.50	33.90	34.40	34.90
Sorters	31.70	32.40	33.10	33.50	33.90	34.40	34.90

All Other Full-Time Inside Employees except for those covered by Article 22, Section 3 of the National Master Agreement.

8/1/13	8/1/14	8/1/15	8/1/16	2/1/17	8/1/17	2/1/18
31.40	32.10	32.80	33.20	33.60	34.10	34.60

Part-Time Inside Employees Hired Prior to 7/2/82

8/1/13	8/1/14	8/1/15	8/1/16	2/1/17	8/1/17	2/1/18
31.40	32.10	32.80	33.20	33.60	34.10	34.60

Full-Time employees hired after 8/1/97, in compliance with Article 22, Section 3, shall comply with the wages outlined in Article 41, Section 3.

Scat Trailer

When an employee pulls a scat trailer, he/she will be paid an additional ten cents (10 cents) per hour.

Part-time employees' wage schedule as contained in Article 22, Section 5 of the National Master Agreement.

Air employees' wage schedule as contained in Article 40 of the National Master Agreement.

Starting wages for full-time employees as contained in Article 41, Section 2 of the National Master Agreement.

Any employee receiving a “red-circled” rate of pay for a classification listed above shall maintain that rate of pay as long as the employee remains in the same job.

LOCAL #407

The following shall apply exclusively to the Delivery Information Center (D.I.C.) in the Cleveland Office under the jurisdiction of I.B.T. Local #407.

In addition to the current wage rate each employee shall receive the following hourly wage increase on the effective date.

	8/1/13	8/1/14	8/1/15	8/1/16	2/1/17	8/1/17	2/1/18
Group I							
Clerk Typist	.70	.70	.70	.40	.40	.50	.50
Group II							
Clerk	.70	.70	.70	.40	.40	.50	.50
Teletype Operator	.70	.70	.70	.40	.40	.50	.50
Group III Tracer	.70	.70	.70	.40	.40	.50	.50

The “red-circled” rates shall be increased in accordance with the National Master Agreement.

The Cleveland Local #407 D.I.C. shall be regarded as a separate center in a separate building and shall be governed by the seniority provision described in the Area Agreement.

In cases where the Union alleges excessive discipline notices are being administered to employees, the Union, District Operations Manager, or designee, and District Labor Manager will meet to discuss the matter.

**OHIO CONFERENCE
OF TEAMSTERS**

U P S, INC.

**Pat Darrow, Chairman
Brian Van Matre, Co-Chairman
Doug Greiner
Jimmy Meyer
Jonathan Bowman
Mike Markham
Roy Weldon
Chuck Schnell
Dennis Roberts
Rich Sandberg
Jason Shroust
Pat Ziga**

**Karl Martin, Chairman
Dan Hoyer
Dick Gough
Frank Williams
Marty Urquhart
Steve Huyghe
John Tipton
Ken Wilson
Joe Mullikin
Matt Richter**

LETTER OF UNDERSTANDING

Local 348 will maintain their current Health and Welfare Plan for the life of this Agreement.

For the Union:

For the Company:

Pat Darrow

Karl Martin

Date ____ / ____ / ____

Date ____ / ____ / ____

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