PART V

OFFICE EMPLOYEES
SUPPLEMENTAL AGREEMENT

COVERING OFFICE EMPLOYEES EMPLOYED
BY PRIVATE, COMMON AND CONTRACT
CARRIERS

For the period of:
April 1, 2003 thru March 31, 2008

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

The . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . .

(Company)

Hereinafter referred to as the “EMPLOYER”

And

The WESTERN MASTER FREIGHT DIVISION and LOCAL UNION No . . . . . . . .
affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, herein after
referred to as the “UNION,” agree to be bound by the terms and provisions of this
Agreement.

This Office Employees Supplemental Agreement is supplemental to and becomes a part
of the Master Freight Agreement, hereinafter referred to as the “Master Agreement” for
the period commencing April 1, 2003 which Master Agreement shall prevail over the
provisions of this Supplement in any case of conflict between the two, except as such
Master Agreement may specifically permit. Questions arising out of alleged conflicts
shall be submitted directly to the National Grievance Committee.

ARTICLE 57. SCOPE OF AGREEMENT – No Change

ARTICLE 58. – No Change
ARTICLE 59. MEAL PERIOD – No Change

ARTICLE 60. GENERAL PROVISIONS

Section 1. Split Shifts – No Change

Section 2. Sanitary Conditions – No Change

Section 3. Extra Employees

(a) – No Change

(b) – No Change

(c) Replacement casuals may be utilized by an employer to replace regular employees who are off due to illness, vacation or other absence. Where the Company has at least three (3) hours notice that a regular employee will be absent from his shift, the casual shall be started at the same time as the regular’s starting time, in order to be counted as a replacement casual. Where the Company has less than three (3) hours notice that a regular will be absent from his shift, a casual started within three (3) hours of the absentee’s starting time shall qualify as a replacement casual. When used for such replacement the casual’s time card shall be so noted, prior to the end of the employee’s shift. For the purpose of verifying that a casual was a replacement casual, the monthly casual report furnished to the local Union in sub-section (f) below shall be so noted.

A replacement casual shall work within the classification of the person being replaced provided such casual is qualified to perform the duties of the absent employee.

(d) – No Change

(e) Any casual or non-seniority employee used by the Employer for twelve (12) eight (8) hour supplemental shifts within a calendar month shall be automatically processed by the Employer to determine whether the casual meets the Employer’s hiring standards and qualifications. Such processing shall be completed within thirty (30) calendar days from the completion of the twelfth (12th) shift worked.

After such processing, if the casual employee meets the Employer’s hiring standards and qualifications for regular employment, he/she shall be placed on the seniority list for regular employment, he/she shall not be subject to any probationary period. His/her seniority date will be the date he/she is put on the seniority list of the twelfth shift worked.
When an Employer utilizes eight (8) hour supplemental casuals thirty (30) or more days in any two (2) consecutive calendar months, the Employer shall add one (1) regular employee.

The Employer shall select and place a casual(s) into probationary status who has been working for the Employer. Once the number of new employees has been determined by the parties, the Employer must hire within sixty (60) days unless there is an intervening layoff. In the event of layoff, the time period for hiring will be extended until the last man on layoff is recalled. The balance of the sixty (60) day hiring period then continues in effect that date. Failure to add regular employees within the prescribed time shall subject the Employer to runaround claims.

(f) – No Change

(a) – No Change

(b) – No Change

(c) – No Change

(d) – No Change

(g) – No Change

(h) – No Change

Section 4. Coffee Breaks – No Change

Section 5. Seniority Violation – No Change

Section 6. Paid For time – No Change

Section 7. Work in Other Classifications – No Change

Section 8. Work in Other Jurisdictions – No Change

Section 9. Emergency Callback – No Change

Section 10. Call Time – No Change

Section 11. Work Opportunity at Other Terminals – No Change

ARTICLE 61. – No Change
ARTICLE 62. – No Change

ARTICLE 63. – No Change

APPENDIX “A” – No Change

APPENDIX “B”

This Appendix “B” which is attached to the above described Supplemental Agreement is that certain Appendix “B” referred to in Article 61, Section 2 thereof, and sets forth the minimum wage rates for the classification of employment covered by such Supplemental Agreement in each of the variously described areas covered by the Agreement.

Effective April 01, 1999, this new structure will apply to all new hires.

New hire rates:

The new hire rates shall be two dollars and forty cents ($2.40) less than the current rate applicable to the classification of work for which the employee is being hired. New hire rates shall be increased in forty cents ($.40) increments every three (3) months until the contract rate for the classification is achieved.

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Joint Council No. 3 - Local Union No. 483

<table>
<thead>
<tr>
<th>Group I</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cashier</td>
<td>19.80</td>
</tr>
<tr>
<td>Interline Clerk</td>
<td>19.80</td>
</tr>
<tr>
<td>Billing Clerk</td>
<td>19.80</td>
</tr>
<tr>
<td>O.S. &amp; D Tracing Clerk</td>
<td>19.95</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Group II</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll Clerk</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Group III</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate Clerk</td>
</tr>
</tbody>
</table>
Joint Council No. 3 - Local Unions No. 190, 222 and 983

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Group I


Group II

Payroll Clerk 20.25 20.65 21.05 21.50 22.00

Group III

Rate Clerk 20.55 20.95 21.35 21.80 22.30

Joint Council No. 3 - Local Unions No. 104, and 492

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Group I

Secretary 20.08 20.48 20.88 21.33 21.83
Cashier 20.08 20.48 20.88 21.33 21.83
Interline Clerk 20.08 20.48 20.88 21.33 21.83
Claim Clerk 20.08 20.48 20.88 21.33 21.83
Billing Clerk 20.03 20.43 20.83 21.28 21.78

Group II

Payroll Clerk 20.25 20.65 21.05 21.50 22.00

Group III

Rate Clerk 20.60 21.00 21.40 21.85 22.35
Joint Council No. 28 — Except Local Unions No. 582 and 763

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

**Group I**

<table>
<thead>
<tr>
<th>Position</th>
<th>1989</th>
<th>20.29</th>
<th>20.69</th>
<th>21.14</th>
<th>21.64</th>
</tr>
</thead>
<tbody>
<tr>
<td>O.S &amp; D. Clerk</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Billing Clerk</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cashier</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Group II**

<table>
<thead>
<tr>
<th>Position</th>
<th>20.18</th>
<th>20.58</th>
<th>20.98</th>
<th>21.43</th>
<th>21.93</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll Clerk</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Group III**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate Clerk</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Joint Council No. 28 - Local Unions No. 582 and 763

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

**Group I**

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate 1</th>
<th>Rate 2</th>
<th>Rate 3</th>
<th>Rate 4</th>
<th>Rate 5</th>
<th>Rate 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secretary</td>
<td>19.94</td>
<td>20.34</td>
<td>20.74</td>
<td>21.19</td>
<td>21.69</td>
<td></td>
</tr>
<tr>
<td>Claim Clerk</td>
<td>19.79</td>
<td>20.19</td>
<td>20.59</td>
<td>21.04</td>
<td>21.54</td>
<td></td>
</tr>
<tr>
<td>Interline Clerk</td>
<td>20.05</td>
<td>20.45</td>
<td>20.85</td>
<td>21.30</td>
<td>21.80</td>
<td></td>
</tr>
<tr>
<td>Cashier</td>
<td>20.05</td>
<td>20.45</td>
<td>20.85</td>
<td>21.30</td>
<td>21.80</td>
<td></td>
</tr>
</tbody>
</table>

**Group II**

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate 1</th>
<th>Rate 2</th>
<th>Rate 3</th>
<th>Rate 4</th>
<th>Rate 5</th>
<th>Rate 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll Clerk</td>
<td>20.15</td>
<td>20.55</td>
<td>20.95</td>
<td>21.40</td>
<td>21.90</td>
<td></td>
</tr>
</tbody>
</table>

**Group III**

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate 1</th>
<th>Rate 2</th>
<th>Rate 3</th>
<th>Rate 4</th>
<th>Rate 5</th>
<th>Rate 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate Clerk</td>
<td>20.38</td>
<td>20.78</td>
<td>21.18</td>
<td>21.63</td>
<td>22.13</td>
<td></td>
</tr>
</tbody>
</table>

Joint Council No. 37

**Group I**

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate 1</th>
<th>Rate 2</th>
<th>Rate 3</th>
<th>Rate 4</th>
<th>Rate 5</th>
<th>Rate 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secretary</td>
<td>20.01</td>
<td>20.41</td>
<td>20.81</td>
<td>21.26</td>
<td>21.76</td>
<td></td>
</tr>
<tr>
<td>Cashier</td>
<td>20.01</td>
<td>20.41</td>
<td>20.81</td>
<td>21.26</td>
<td>21.76</td>
<td></td>
</tr>
<tr>
<td>Claim Clerk</td>
<td>20.01</td>
<td>20.41</td>
<td>20.81</td>
<td>21.26</td>
<td>21.76</td>
<td></td>
</tr>
<tr>
<td>O.S. &amp; D. Clerk</td>
<td>20.01</td>
<td>20.41</td>
<td>20.81</td>
<td>21.26</td>
<td>21.76</td>
<td></td>
</tr>
<tr>
<td>Billing Clerk</td>
<td>19.91</td>
<td>20.31</td>
<td>20.71</td>
<td>21.16</td>
<td>21.66</td>
<td></td>
</tr>
</tbody>
</table>

**Group II**

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate 1</th>
<th>Rate 2</th>
<th>Rate 3</th>
<th>Rate 4</th>
<th>Rate 5</th>
<th>Rate 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll Clerk</td>
<td>20.18</td>
<td>20.58</td>
<td>20.98</td>
<td>21.43</td>
<td>21.93</td>
<td></td>
</tr>
</tbody>
</table>

**Group III**

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate 1</th>
<th>Rate 2</th>
<th>Rate 3</th>
<th>Rate 4</th>
<th>Rate 5</th>
<th>Rate 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interstate Rate Clerk</td>
<td>20.53</td>
<td>20.93</td>
<td>21.33</td>
<td>21.78</td>
<td>22.28</td>
<td></td>
</tr>
<tr>
<td>Transcontinental Rate Clerk</td>
<td>20.53</td>
<td>20.93</td>
<td>21.33</td>
<td>21.78</td>
<td>22.28</td>
<td></td>
</tr>
</tbody>
</table>
Joint Council No. 38

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Group I

Cashier 21.34 21.84
Secretary 21.34 21.84
Interline Clerk 21.34 21.84
Claim Clerk 21.34 21.84
O.S. & D. Tracing Clerk 21.34 21.84

Group II

Payroll Clerk 22.11

Group III

Joint Council No. 38

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Group I

Secretary 21.17 21.57 22.02 22.52
Cashier 21.17 21.57 22.02 22.52
Interline Clerk 21.17 21.57 22.02 22.52
Claim Clerk 21.17 21.57 22.02 22.52
Billing Clerk 21.17 21.57 22.02 22.52

Group II

Payroll Clerk 22.11

Group III

Joint Council No. 42

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Group I

Secretary 21.17 21.57 22.02 22.52
Cashier 21.17 21.57 22.02 22.52
O.S. & D. Tracing Clerk 21.17 21.57 22.02 22.52
Interline Clerk 21.17 21.57 22.02 22.52
Claim Clerk 21.17 21.57 22.02 22.52
Billing Clerk 21.17 21.57 22.02 22.52

Group II

Payroll Clerk 22.11

Centralized Customer Care Same as Payroll Clerk Rate

Group III

Interstate Rate Clerk 22.52
Intrastate Rate Clerk 22.52
Transcontinental Rate Clerk 22.52