

WESTERN STATES SUPPLEMENT PART V OFFICE EMPLOYEES SUPPLEMENTAL AGREEMENT

For the Period: April 1, ~~2013~~2018 to ~~March 31, 2018~~ June 30, 2023

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**.

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

PREAMBLE

ABF FREIGHT SYSTEM, INC. hereinafter referred to as the "Employer" or "Company" or "ABF" and The WESTERN MASTER FREIGHT DIVISION and LOCAL UNION's 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 ABF National Master Freight Agreement, hereinafter referred to as the "ABF Master Agreement" for the period commencing April 1, ~~2013~~ **2018** 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.

NO CHANGE **ARTICLE 57.**

NO CHANGE **ARTICLE 58.**

NO CHANGE **ARTICLE 59.**

NO CHANGE **ARTICLE 60.**

NO CHANGE **ARTICLE 61.**

NO CHANGE **ARTICLE 62.**

NO CHANGE **ARTICLE 63.**

NO CHANGE **APPENDIX A.**

APPENDIX B.

SEE: NATIONAL AGREEMENT

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.

New Hire Rates:

~~Regular employees hired after implementation (November 3, 2013) of the 2013-2018 Agreement shall have the progression listed below:~~

~~Effective first (1st) day of employment —
Seventy (70) % of the top rate of pay.~~

~~Effective first (1st) day of employment plus one (1)
year — Seventy five (75) % of the top rate.~~

~~Effective first (1st) day of employment plus two (2)
years — Eighty (80) % of the top
rate.~~

~~Effective first (1st) day of employment plus three (3)
years — Ninety (90) % of the top rate.~~

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~~Effective first (1st) day of employment plus four (4) years – One Hundred (100) % of the top rate.~~

The term “top rate” is the applicable hourly rate of pay for the job classification payable under this Agreement. ~~Those new hires prior to implementation (November 3, 2013) of the 2013-2018 Agreement shall remain in the following progression below:~~

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 cent (\$.40) increments every three (3) months until the contract rate for the classification is achieved.

Subject to their seniority date, current employees shall fall under this progression immediately upon ratification of the 2018-2023 agreement (first full pay period).