

Northern New England General Freight Supplemental Agreement

For the Period: April 1, ~~2008-2019~~ through March 31, ~~2013~~ 2024

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**. Language from the prior Agreement that is being deleted is ~~struck through~~.

MAINE, NEW HAMPSHIRE, AND VERMONT

PREAMBLE

The _____
(Company or Association) hereinafter referred to as the “Employer”, and Local Union No. _____, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, hereinafter referred to as the “Union”, agree to be bound by the terms and conditions of this Agreement.

This 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, ~~2008~~2019, 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 40. SCOPE OF AGREEMENT
NO CHANGE

**ARTICLE 41. STEWARDS—
APPOINTMENTS AND DUTIES**
NO CHANGE

ARTICLE 42. ABSENCE
NO CHANGE

ARTICLE 43. SENIORITY
NO CHANGE

**ARTICLE 44. OTHER BUSINESS & NEW
EQUIPMENT**
NO CHANGE

ARTICLE 45. GRIEVANCE MACHINERY
NO CHANGE

**ARTICLE 46. GRIEVANCE MACHINERY
AND UNION LIABILITY**
NO CHANGE

ARTICLE 47. PAYROLL PERIOD
NO CHANGE

ARTICLE 48. SUNDAYS & HOLIDAYS
NO CHANGE

ARTICLE 49. VACATIONS
NO CHANGE, EXCEPT THE FOLLOWING:

(A) Regular employees who have been on the Employer’s payroll for one (1) year and who have worked at least one hundred thirty- five

E-10

(135) days during that year, including any absence resulting from the performance of duties under this Agreement, shall be entitled to a vacation of one (1) week with pay in each year to be taken during the vacation period provided in Section (C) herein. The requirement of one hundred thirty-five (135) days of employment applies only to the first year of employment. In subsequent years all regular employees must work a minimum of twenty-five (25) days within their anniversary year to qualify for vacation. The above provision shall apply, except as provided for in section (F) of this Article.

All regular employees shall receive their vacation pay due them in advance on the basis of one fifty-second (1/52) of their gross earnings (W-2) for the previous calendar year **but not less than forty (40) hours pay per week at the current hourly rate.** Any full weeks in which an employee is receiving work's compensation benefits shall be excluded from the one fifty-second (1/52) calculation.

Any employee who is discharged or who quits between January 1st and April 1st shall receive any earned vacation allowance due him for that year.

ARTICLE 50. MISCELLANEOUS
NO CHANGE

ARTICLE 51. CLASSIFICATIONS
NO CHANGE

ARTICLE 52. HOURS OF WORK AND OVERTIME
NO CHANGE

ARTICLE 53. WAGES AND ALLOWANCES
****SEE NATIONAL ECONOMIC SUMMARY****

ARTICLE 54. CLASSIFICATION – ROAD DRIVERS
****SEE NATIONAL ECONOMIC SUMMARY****

ARTICLE 55. RELIEF PAY & EXPENSES
NO CHANGE

ARTICLE 56. TWO-MAN OPERATION
NO CHANGE

ARTICLE 57. OVERHEAD OPERATIONS
NO CHANGE

ARTICLE 58. HEALTH & WELFARE FUND
****SEE NATIONAL ECONOMIC SUMMARY****

If a regular employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contribution of ~~32 hours~~ **thirty-seven and one-half (37 1/2) hours** for a period of four (4) weeks. If a regular employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions of ~~thirty-six (36)~~ **thirty-seven and one-half (37 1/2) hours** shall not be paid for a period of more than twelve (12) months.

ARTICLE 59. PENSION FUND
****SEE NATIONAL ECONOMIC SUMMARY****

ARTICLE 60. PIGGYBACK OR OTHER SUBSTITUTE METHODS OF OPERATION

E-10

NO CHANGE

ARTICLE 61. RETROACTIVE PAY

NO CHANGE

ARTICLE 62. BREAK BULK

NO CHANGE

ARTICLE 63. TERMINATION CLAUSE

NO CHANGE

IN WITNESS WHEREOF the parties hereto have set their hands and seals this day of _____, ~~2003~~**2019** to be effective as of April 1, ~~2003~~**2019** except as to those areas where it has been otherwise agreed between the parties:

NEGOTIATING COMMITTEE

For the Local Unions:

TEAMSTERS NATIONAL FREIGHT
INDUSTRY
NEGOTIATING COMMITTEE

NORTHERN NEW ENGLAND TEAMSTERS
NEGOTIATING COMMITTEE

~~David W. Laughton~~, Co-
Rick Laughton, Chairman

For the Employers:

TRANSPORT EMPLOYERS
ASSOCIATION

Nick Picarello, Co-Chairman