SUMMARY OF TENTATIVE LOCAL 222 OFFICE CLERICAL LOCAL RIDER

This Agreement is entered into by and between DHL EXPRESS (USA), INC. (hereinafter the ""Company", "'Employer" or "'DHL"), the Teamsters DHL National Negotiating Committee ("'TDHLNNC"), and LOCAL UNION NO. 222, affiliated with THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (hereinafter "'Union"). This Local Rider is supplemental to and becomes a part of the National Master DHL Agreement, hereinafter referred to as the "National Agreement" and the Office Clerical Operational Supplement, hereinafter referred to as the "Operational Supplement," for the period commencing April 1, 20~~08~~**13** through March 31, 201~~3~~**7**. This Local Rider shall not become effective unless and until it is ratified by the Employer's office clerical employees represented by the Union and approved in writing by TDHLNNC as provided in the National Agreement (Article 2, Scope of Agreement, Section 1, Scope and Approval of Local Supplements).

Once this Local Rider becomes effective, it (together with the National Agreement and Operational Supplement) shall supersede, cancel and replace in its entirety the pre-existing collective bargaining agreement between the parties for the affected office clerical employees represented by the Union.

The terms set forth in each Local Rider shall supersede any conflicting terms in their applicable Operational Supplement. Challenges/grievances arising out of alleged conflicts shall be submitted directly to the National Grievance Committee for a decision.

ARTICLE 21. SIDE LETTERS [NO CHANGE]

ARTICLE 22. TEMPORARY WORK DISRUPTIONS
[NO CHANGE]

ARTICLE 23. MEAL PERIOD AND COFFEE BREAKS
[NO CHANGE]

ARTICLE 24. LEAVE OF ABSENCE [NO CHANGE]

ARTICLE 25. VACATIONS [NO CHANGE]

ARTICLE 26. HOLIDAYS [NO CHANGE]

ARTICLE 27. WAGES

See National Economic Settlement

~~(1) The following wage rates for full-time employees shall take effect on the dates shown:~~

	~~4/1/08~~	~~10/1/08~~	~~4/1/09~~	~~4/1/10~~	~~4/1/11~~	~~10/1/11~~	~~4/1/12~~	~~10/1/12~~
~~Group I~~	~~$22.08~~	~~$22.43~~	~~$22.83~~	~~$23.28~~	~~$23.68~~	~~$24.13~~	~~$24.58~~	~~$25.08~~
~~OS&D Tracing Clerk~~	~~$22.18~~	~~$22.53~~	~~$22.93~~	~~$23.38~~	~~$23.78~~	~~$24.23~~	~~$24.68~~	~~$25.18~~
~~Group II~~	~~$22.45~~	~~$22.80~~	~~$23.20~~	~~$23.65~~	~~$24.05~~	~~$24.50~~	~~$24.95~~	~~$25.45~~
~~Group III~~	~~$22.75~~	~~$23.10~~	~~$23.50~~	~~$23.95~~	~~$24.35~~	~~$24.80~~	~~$25.25~~	~~$25.75~~

Group I includes Cashier, Interline Clerk, Billing Clerk.
Group II includes Payroll Clerk.
Group III includes Rate Clerk.

(2) The new hire rates for full-time employees 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.

(3) The following wage rates for part-time employees on the seniority list on the date of ratification of this Agreement shall take effect on the dates shown:

~~Group I~~

	~~4/1/08~~	~~4/1/09~~	~~4/1/10~~	~~4/1/11~~	~~4/1/12~~
~~Group I~~	~~$22.08~~	~~$22.28~~	~~$22.51~~	~~$22.93~~	~~$23.41~~
~~OS&D Tracing Clerk~~	~~$22.18~~	~~$22.38~~	~~$22.61~~	~~$23.03~~	~~$23.51~~
~~Group II~~	~~$22.45~~	~~$22.65~~	~~$22.88~~	~~$23.30~~	~~$23.78~~
	~~$22.75~~	~~$22.95~~	~~$23.18~~	~~$23.60~~	~~$24.08~~

(4) Rates of pay for part-time employees hired after the date of ratification of this Agreement shall be as follows: ***See National Economic Settlement***

~~Start Rate $10.00~~
~~12 mos $10.20~~
~~24 mos $10.425~~
~~36 mos $10.85~~
~~48 mos $11.325~~

The above-listed wage rates do not include any cost of living allowance provided for in Article 21, Section 2 ("Wages-COLA") of the DHL-Teamsters National Agreement, which shall be calculated according to that article and section each year and added to the then-effective rates as appropriate.

Casual employees shall receive eighty-five percent (85%) of the wage rate increases, by classification, contained in Article 19 of the Office Clerical Operational Supplement.

ARTICLE 28. HEALTH AND WELFARE
See National Economic Settlement

ARTICLE 29. PENSION
See National Economic Settlement

ARTICLE 29A. Teamsters Supplemental Benefit Trust Fund *See National Economic Settlement*

ARTICLE 30. DURATION [NO CHANGE]

SIDE LETTER REGARDING PRESERVATION OF CURRENT PART-TIME CLERICAL EMPLOYEES (RED-CIRCLING CURRENT PART-TIME CLERICAL EMPLOYEES) [NO CHANGE]

ADDENDUM [NO CHANGE]