

The parties reserve the right to correct inadvertent errors.

**2013 DHL Express Joint Negotiations
Tentative Agreement
June 21, 2013**

**Summary of General Monetary Agreement
National and all Supplemental Agreements
For the period covering April 1, 2013 through March 31, 2017**

Note: The general hourly and other benefit increases are as follows and shall be applied in accordance with the appropriate Area Supplement.

PU & D (Art. 19) and Office Clerical (Art. 18) Operational Supplements

1) Lump Sum Payment

Active full-time and part-time employees as of the date of ratification and employees on an approved leave of absence (including workers' compensation and disability leave) will receive a \$1,250 lump sum payment for 2013 retroactive and prospective wage increases. Laid-off employees on the seniority list who have worked at least 500 hours in 2013 prior to the date of ratification will also receive a \$1,250 lump sum payment. Payment of the lump sum will be made within 30 days of date of ratification.

2) General Wage Increases: Full-Time

- a) Effective April 1, 2014: \$1.00 per hour
- b) Effective April 1, 2015: \$0.60 per hour
- c) Effective April 1, 2016: \$0.35 per hour
- d) Effective October 1, 2016: \$0.25 per hour

3) General Wage Increases: Part-Time (out of progression)

- a) Effective April 1, 2014: \$0.50 per hour
- b) Effective April 1, 2015: \$0.30 per hour
- c) Effective April 1, 2016: \$0.30 per hour

4) General Wage Increases: Part-Time (currently in progression or hired after 4/1/13)

If a new part-time employee is required by law or trust agreement/rules to have H & W and/or Pension benefits (costing the employer more than \$4.00 per hour), the following progression applies:

Start: \$11.25
12 mos: \$11.60
24 mos: \$11.95
36 mos: \$12.30

If a new part-time employee is not required to have such H & W and/or Pension benefits, the following applies:

Start: \$13.25
12 mos: \$13.60
24 mos: \$13.95
36 mos: \$14.30

For part-timers hired after April 1, 2008 who perform any of the limited PM driving, the part-time rate shall be \$2.00 per hour more than the part-time non-driving rate. If they perform driving duties any portion of the day, they shall receive this driver's rate for all time worked that day.

The above increases shall only be applied to the top rate for existing agreements containing pay progressions.

5) Gateway

For employees covered by the Gateway Operational Supplement, the parties have agreed to maintain the current language. The current wage progressions shall continue to apply with increases for those employees who have exceeded the progression as follows:

-Employees in the current progression will remain in the progression.

-Employees currently over the progression will receive a \$1,250 signing bonus.

-Employees who advance the progression during the term of the agreement will receive the hourly increase set forth in the PUD Operational Supplement per practice.

6) Cost-of-Living Adjustments (COLA):

Maintain annual COLA language – change dates to reflect new agreement.

Note: does not apply for 2013.

7) Overtime

The Operational Supplements shall be revised to include double time (2x) for all hours worked over twelve in a day. The parties agree that this will not override any more generous language in a local Supplement or rider.

8) Health & Welfare and Pension Plans:

For Employees covered by the Pick Up and Delivery and Office Clerical Operational Supplements, the following revises Articles 20 & 21 and 19 & 20 respectively :

The Employer shall continue to participate in the same Health and Welfare and Pension Funds. The language in the supplements and/or riders shall remain unless changed.

Increased Employer Contributions to Teamster Health & Welfare and Pension Plans:

If necessary to maintain the Health and Welfare and Pension benefits, the Employer shall increase its contribution to all Teamster Health & Welfare and Pension Plans, up to \$1.00 per year as follows:

Effective Dates	Increases in Employer Contributions
August 1, 2013	up to \$1.00 per hour
August 1, 2014	up to an additional \$1.00 per hour
August 1, 2015	up to an additional \$1.00 per hour
August 1, 2016	up to an additional \$1.00 per hour

Monthly, daily and/or hourly contributions shall be converted from the hourly contributions schedule in accordance with past practice.

Consistent with past practice, the Supplemental Negotiating Committee will determine the allocation of the negotiated contribution amounts to the appropriate Health & Welfare and/or Pension Funds.

Where the Employer has negotiated a long-term fixed pension rate (i.e. through a transition plan combined with payment of withdrawal liability) applicable during the term of the agreement, the provision for up to one dollar (\$1.00) shall be reduced in accordance with the mutual agreement between the Employer and the Local Unions representing employees covered by the fixed pension rate.

In locations where the local Supplement requires maintenance-of-benefits for a Taft-Hartley health and welfare plan, the increases shall first be utilized to fund the maintenance of benefits to the health and welfare fund, with the balance of the monetary amount going to pension. If the health and welfare costs increase and exceed \$1.00 per hour for each employee of each year, then maintenance of benefits will apply, the Employer will pay that amount, with no additional increase to pension for that year.

9) Duration

Effective April 1, 2013 through March 31, 2017 (four (4) years)

End