



Highlights of the Tentative National Master Agreement

Here is a more detailed look at the strong gains for members in the tentative 2013-2017 National Master DHL Agreement:

National Master

- **Cost-of-Living** clause. The tentative agreement maintains the DHL COLA clause further protecting against the harmful effects of inflation in 2014 and beyond.
- **Grievance Procedure.** The agreement continues to require the company to pay 100 percent of the cost to hire an arbitrator in resolving disputes.
- **Organizing Language.** The tentative contract includes a strong neutrality agreement that will make it easier for the Teamsters Union to organize non-represented DHL operations. This could help build Teamster Power, which will benefit all DHL members through increased negotiating leverage.
- **Local and Regional Autonomy.** The tentative agreement preserves a significant degree of regional and local autonomy for the Local Unions and the members they represent. The national committee refused to impose local work rules on the supplemental committees.
- **Union Defeats Take-Aways.** The union was able to defeat the use of part-timers for 30 percent of daily work (all non-driving classifications, 15 percent for driving), including straight time weekend pickup and delivery work; modifications to the grievance procedure; and elimination of restrictions on a laid-off employee's right to bid on new or part-time work.
- **Protections From Unjust Discharge Due to Garnishment.** The tentative agreement eliminates the contractual language that allowed the company to take disciplinary

action against any employee who has had his or her wages garnished.

For Employees Covered by the PU&D and Office/Clerical Agreements:

- **Health, Welfare and Pension Benefits.** The tentative contract, which runs through March 31, 2017, maintains the contribution increases negotiated in the current National Master DHL Agreement. The Tentative Agreement requires the Company to continue to participate in the same health, welfare and pension funds. To maintain current benefits, the employer has agreed to increase its contribution to all Teamster health, welfare and pension plans up to \$1.00 per hour per year.
- **Bonus and Wage Increases.** The tentative agreement calls for a \$1,250 lump-sum payment immediately in lieu of a wage increase this year. 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 the \$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.
- **Double Time After 12 Hours.** The union secured a double time rate (2x) for all hours worked over 12 per day for all employees. This should help address excessive overtime for drivers and limit the potential abuse of

overworking 10-hour employees where they exist.

- **Part-Timers' Wages.** Significant increases for part timers, both new hire starting rates and those already in progression. The new hire progression has been shortened by 25% to 36 months. Those workers already in progression will benefit from both higher rates and a quicker progression.
- **40-Hour Guarantee.** The tentative agreement preserves the essence of the 40-hour guarantee. However, if a worker calls in sick or is out of work for less than the entire week, he remains guaranteed for the 40 hours but his replacement is paid for only the days worked. But, the union was able to get the company to agree that when an employee is scheduled out of work for the week, the company will replace that employee for the entire week rather than simply adding extra work to his co-workers. This is known as "1-for-1 replace."
- **Protections Against Abuse of Employees on Workers Compensation.** The tentative agreement limits the employer's ability to require employees on worker's compensation to continually participate in "modified/light duty" work (limit is 12 weeks now vs. unlimited in the current contract).

For Gateway Workers

The wage progressions were maintained, which in many cases amount to over \$0.80 per year in wage increases. Plus, if Gateway workers reach the top of the progression or already are out of the wage progression, they will receive the same wage increases as the PU&D employees.

GENERAL WAGE INCREASES PU&D AND OC

FULL-TIME

- Effective April 1, 2014: \$1.00 per hour
- Effective April 1, 2015: \$0.60 per hour
- Effective April 1, 2016: \$0.35 per hour
- Effective Oct. 1, 2016: \$0.25 per hour

PART-TIME (OUT OF PROGRESSION)

- Effective April 1, 2014: \$0.50 per hour
- Effective April 1, 2015: \$0.30 per hour
- Effective April 1, 2016: \$0.30 per hour