

TENTATIVE AGREEMENT

COLLECTIVE BARGAINING AGREEMENT BETWEEN TEAMSTERS LOCAL 710 AND UPS FOR THE PERIOD AUGUST 1, ~~2018~~2023 - JULY 31, ~~2023~~2028

This document reflects all changes for the 2023-2028 Collective Bargaining Agreement. Where no reference is made to a specific Article or Section thereof, such Article and Section are to continue as in the current CBA, as applied and interpreted during the life of such agreement.

Additions & new language are underlined and bold. Deletions are ~~struck~~.

NOTE: MONETARY CHANGES MADE HEREIN ARE TENTATIVELY AGREED TO BE RETROACTIVE TO AUGUST 1, 2023.

COLLECTIVE BARGAINING AGREEMENT

This Agreement has been negotiated through the process of collective bargaining and is entered into by and between the parties in mutual effort to stabilize employment conditions and to promote sound labor and management relations.

~~Any reference to gender appearing in this Agreement shall mean both the masculine and the feminine gender.~~

NOTE: All references to gender have been updated throughout the contract. Each instance is not shown in this redline.

ARTICLE 3 - WAGE SCALE

Section 1. Rates for full time Employees on payroll August 1, ~~2018~~2023.

A. CLASSIFICATIONS: Full Time

- | | |
|--|--|
| 1. Tractor Trailer Driver-Single | \$37.005 <u>\$44.355</u> per hour |
| 2. Tractor Trailer Driver-Doubles | \$37.455 <u>\$44.805</u> per hour |
| 3. Tractor Trailer Driver Double Forty/Triples | \$37.805 <u>\$45.155</u> per hour |
| 4. Parcel Delivery Pick up Drivers | \$36.800 <u>\$44.15</u> per hour |
| 5. Preloaders/Sorters | \$36.130 <u>\$43.48</u> per hour |
| 6. All other inside | \$35.080 <u>\$42.43</u> per hour |
| 7. 25.11 Combinations | Applicable Rate |

[NO ADDITIONAL CHANGES TO SUBSECTION A]

B. Full Time Wage Progression

[NO CHANGES UNTIL PARAGRAPH 3 AS FOLLOWS:]

All peak season full time hires and Employees hired to fill vacancies during the vacation period (the first Monday after Easter through the week in which Labor Day falls) will start at sixty percent (60%) of the top rate in effect for their classification on July 31, ~~2018~~2023.

[NO CHANGES TO PARAGRAPH 4]

The progression for employees entering a package car driving, feeder, or other full-time job (other than an air driver, Article 47 job, or a job covered by Section D or Section E below) position after August 1, ~~2018~~ 2023 shall be as follows:

Start	\$21.00	<u>\$23.00</u>
Twelve (12) months	\$23.00	<u>\$24.00</u>
Twenty-four (24) months	\$24.00	<u>\$25.00</u>
Thirty-six (36) months	\$28.75	<u>\$30.75</u>
Forty-Eight (48) months	Top Rate	

[NO ADDITIONAL CHANGES TO SUBSECTION B]

C. General Wage Increases

All full-time employees who have attained seniority as of August 1, ~~2018~~ 2023 shall receive the following general wage increases for each contract year.

The total wage increase will be as follows:

2018	seventy cents (\$0.70)
2019	seventy five cents (\$0.75)
2020	eighty cents (\$0.80)
2021	ninety cents (\$0.90)
2022	one dollar (\$1.00)
<u>2023</u>	<u>two dollars and seventy-five cents (\$2.75)</u>
<u>2024</u>	<u>seventy-five cents (\$0.75)</u>
<u>2025</u>	<u>seventy-five cents (\$0.75)</u>
<u>2026</u>	<u>one dollar (\$1.00)</u>
<u>2027</u>	<u>two dollars and twenty-five cents (\$2.25)</u>

Full-time employees, still in progression on the effective date of this Agreement, shall receive the above contractual increases and will be paid no less than what they are entitled to in accordance with Section B above.

D. Full Time Inside Wages

[NO CHANGES UNTIL THE PROGRESSION RATES AS FOLLOWS:]

Start	\$16.00	<u>\$23.00</u>
Twelve (12) months	\$17.00	<u>\$24.00</u>
Twenty-four (24) months	\$18.00	<u>\$25.00</u>
Thirty-six (36) months	\$21.00	<u>\$28.00</u>
Forty-eight (48) months	Top Rate	

The Top Rate shall be ~~\$30.64~~ \$35.94 plus the general wage increases provided in Section 1 above.

Employees who are in progression as of August 1, ~~2018~~ 2023, will be slotted into the above progression. When the progression is completed for those employees, the employee shall be placed at the then current top rate and shall thereafter be eligible to receive the general wage increases beginning on the next date specified in Article 3, Section (1) (C).

[NO ADDITIONAL CHANGES TO SUBSECTION D]

~~E.— Full Time Wages for Article 25.13 Jobs~~

~~[DELETION OF ENTIRE SUBSECTION E]~~

~~F.E. Part Time Wages and Wage Progression~~

1. All part-time employees who have attained seniority as of August 1, ~~2018~~ 2023 shall receive the following general wage increases for each contract year.

The total wage increase for each year shall be as follows:

<u>Effective</u>	<u>Amount</u>
2018	seventy cents (\$0.70)
2019	seventy five cents (\$0.75)
2020	eighty cents (\$0.80)
2021	ninety cents (\$0.90)
2022	one dollar (\$1.00)
<u>2023</u>	<u>two dollars and seventy-five cents (\$2.75)</u>
<u>2024</u>	<u>seventy-five cents (\$0.75)</u>
<u>2025</u>	<u>seventy-five cents (\$0.75)</u>
<u>2026</u>	<u>one dollar (\$1.00)</u>
<u>2027</u>	<u>two dollars and twenty-five cents (\$2.25)</u>

(A) Any seniority part-time employee below twenty-one dollars (\$21.00) after the application of the general wage increase shall be raised to the minimum of twenty-one dollars (\$21.00) and shall thereafter be eligible for the above general wage increases and the one-time longevity increase below.

(B) After application of the GWI and the minimum twenty-one dollar (\$21.00) rate, the following one-time longevity increases shall become a part of the applicable employee's base wage rate, based on their original hire date:

Five (5) up to ten (10) years of service (YOS)- fifty cents (\$0.50) per hour

Ten (10) up to fifteen (15) YOS- one dollar (\$1.00) per hour

Over fifteen (15) YOS- one dollar & fifty cents (\$1.50) per hour

The applicable longevity increase will be applied for each eligible employee on August 1, 2023.

For example, if an employee's date of hire is August 1, 2002, effective August 1, 2023, the employee will receive the two dollar and seventy-five cent (\$2.75) general wage increase and the one dollar and fifty cent (\$1.50) per hour longevity wage increase based on the accrued twenty-two (22) years of service.

Newly hired part-time employees

2. In recognition of the fact that all of the Company's part-time jobs require skills and to eliminate the two (2) tier progression existing in prior

contracts, the parties have agreed to establish one (1) uniform hourly rate for part-time employees who would have been subject to a progression. As such, all part-time employees, who are hired or reach seniority after August 1, ~~2018~~2023 will be paid according to the following wage schedules:

August 1, 2018	\$13.00
August 1, 2019	\$14.00
August 1, 2020	\$14.50
August 1, 2021	\$15.00
August 1, 2022	\$15.50
<u>Start</u>	<u>\$21.00</u>
<u>Twelve (12) months</u>	<u>\$21.50</u>
<u>Twenty-four (24) months</u>	<u>\$22.00</u>
<u>Thirty-six (36) months</u>	<u>\$22.50</u>
<u>Forty-eight (48) months</u>	<u>\$23.00</u>

The start rate for part-time employees hired after August 1, 2027 shall be increased to twenty-three dollars (\$23.00). Employees already in progression shall be raised to twenty-three dollars (\$23.00) on August 1, 2027.

The wage rates and increases provided in E. (1) and E. (2) above shall be a minimum.

[NO ADDITIONAL CHANGE UNTIL LAST PARAGRAPH AS FOLLOWS:]

From time to time volume may dictate the need for package drivers to use helpers. Laid off drivers used as helpers shall be guaranteed eight (8) hours at their current rate. Part-timers shall then be offered any helper work, provided this does not conflict with the employees' regular scheduled work. Existing part timers used as driver helpers shall be paid no less than eighty percent (80%) of the driver start rate or their current rate of pay, whichever is greater, but not to exceed ~~seventeen dollars and twenty five cents (\$17.25)~~twenty dollars (\$20.00), for all hours worked as a helper. Helpers used without established seniority shall be paid -thirteen dollars (\$13.00) per hour, for all hours worked as a helper. Helper usage will be reviewed with a union steward prior to implementation.

Section 2. Duties

[NEW 6TH PARAGRAPH – NO ADDITIONAL CHANGES TO THIS SECTION]

By January 1, 2026, the Employer shall implement an Employee accessible payroll system that provides access to start and finish times, pay codes, pay amounts, and scheduled time off. This system will also provide the time, date and the nature of any alterations made by any member of management. The information in the system shall be updated on, at least, a daily basis.

Section 4. DOT Hours of Service

The Company shall not change the DOT sixty (60) hours in seven (7) days to the seventy (70) hours in eight (8) days rule for package drivers except at peak-~~and~~Wwith prior approval of the Director of Labor Relations ~~Manager~~ and the Teamsters Local 710 ~~Business Agent~~Secretary-Treasurer or their designee, the DOT

standard may ~~also~~ be changed if required due to Acts of God or emergencies creating service disruptions, again with prior approval of the Director of Labor Relations and the Teamsters Local 710 Secretary-Treasurer or their designee. When the Company changes the sixty (60) hour rule, it shall first solicit volunteers to work in excess of sixty (60) hours from all package car drivers in the center. If sufficient volunteers cannot be obtained to cover the over sixty (60) work hours, Article 3, Section 3 B of this Agreement shall apply. No regular package car driver red circled under Article 25.13 will be required to work on a day off and exceed sixty (60) hours unless ~~he has~~they have a full eight (8) hours of duty available. Any drivers who work over sixty (60) hours in a week pursuant to this paragraph will be compensated at double time for those hours. This paragraph supersedes any provision in this Agreement which addresses this subject.

Section 5. Weekly Pay Day

[NO CHANGES UNTIL PARAGRAPH 5 AS FOLLOWS;]

Shortages involving more than fifty dollars (\$50.00) for full-time employees and twenty-five dollars (\$25.00) for part-time employees, will be corrected and the payment will be made available to the employee at ~~his/her~~their reporting location on ~~his/her~~their second scheduled workday after reporting the shortage. If the Employer fails to make the payment available on ~~the a full-time~~ employee's second scheduled workday and the shortage was the result of the Employer's error, the full-time employee will be paid an additional amount equal to one-half of ~~his/her~~their daily guarantee at ~~his/her~~their regular hourly rate for every full pay period in which the shortage is not paid after the second (2nd) scheduled work day, until corrected. If the payroll error for a full-time Employee is not corrected within two (2) pay periods, the payroll error penalty described above shall be increased to the full-time Employee's full daily guarantee.

If the payroll error involves a part-time Employee, the penalty paid for shortages described above which are not paid on the second (2nd) scheduled work day shall be equal to four (4) hours times the part-time Employee's regular hourly rate. The four (4) hour payroll error penalty for part-time Employees shall continue to be paid for every full pay period in which the shortage is not corrected.

Within thirty (30) days of the implementation of the Employer's new payroll processing system, but no later than January 1, 2026, the following shall apply: The payroll error penalty described above for full-time Employees shall be increased to the Employee's full daily guarantee for every full pay period in which the shortage is not paid after the second (2nd) scheduled work day, until corrected. For part-time Employees, the payroll error penalty shall remain at four (4) hours pay. If the payroll error is not corrected for a part-time Employee within two (2) pay periods, the penalty shall be increased to five (5) hours.

Errors of less than fifty dollars (\$50.00) for full time employees or twenty-five dollars (\$25.00) for part-time employees and overages will be corrected in the following weekly paycheck. All green checks will be taxed at the employee's regular withholding tax rate.

Any grievance settlement not paid within ten (10) working days of the settlement shall entitle the grievant(s) to a penalty payment ~~equal to one-half their daily~~

~~guarantee at their regular rate of pay~~ **as outlined above.** The ten (10) working day period shall begin to run when the ~~Labor Department~~ **management** representative agrees to the settlement, ~~or is notified by the Union or the management team of the settlement.~~ The Employer shall pay a maximum of one penalty payment for a multi-grievant grievance.

Section 8. Trainers

[NO CHANGE TO #1, 4, 5, 8, 9, 10, 11, 12, 14, & 16]

2. Trainers shall be paid a ~~fifty-cent~~ **one dollar (\$0.50\$1.00)** per hour training premium for each hour spent training. Drivers training helpers, in accordance with the Local 710 Agreement, and two (2) drivers on the car for the purpose of route knowledge, shall not be entitled to the training premium.
3. All grievances, controversies, and/or disputes concerning ~~Hourly Trainers~~ **trainers** shall be subject to the regular grievance procedure.
6. The training forms that ~~an hourly Trainer~~ **a trainer** can be required to complete are those agreed to by the parties. If the Employer wishes to amend these forms, the Region Labor Relations Manager and the Secretary-Treasurer of Local 710 will meet and agree on the changes. Such agreement will not be unreasonably withheld. No training form or verbal report by the ~~Hourly Trainer~~ **trainer** will be relied upon to discipline any employee or to evaluate any seniority employees.
7. If a trainer is removed from the qualified list by the Employer, that employee and the Local Union shall have access to the grievance procedure. If the Union establishes that the removal was not for just cause, the grievant shall be reinstated **and shall be entitled to any lost training premium the trainer would have earned.**
13. If ~~an Hourly trainer~~ **a trainer** wishes to remove ~~him/herself~~ **themselves** from the qualified list, ~~he or she~~ **they** will give the company a thirty (30) day written notice. During the thirty (30) days, the company will only use the ~~Hourly Trainer~~ **trainer** after all other trainers have been utilized. However, after 1 year from being removed from the qualified trainer list, the employee may requalify based on the trainer needs of the Company. An employee may exercise this provision once in the lifetime of the contract.
15. When ~~an Hourly Trainer~~ **a trainer** is not training, they will return to their bid or remain on coverage until the end of that week, at the trainers option.
- ~~17. If an Hourly Trainer works more than one hour as a trainer, they will be paid fifty cents (\$0.50) per hour for their entire day. If they work less than one (1) hour, they will receive fifty cents (\$0.50) for just one hour. Part-time trainers will be paid fifty cents (\$0.50) per hour for actual hours worked as trainers.~~

ARTICLE 6 - HOLIDAYS

Section 1. Holidays

Full-time Employees may be asked to work on holidays by seniority. If not enough elect to work, the junior qualified Employees necessary to complete the work will be required to work. Those that do not work, shall be paid eight (8) hours pay at the straight time hourly rate for the following holidays: New Year's Day, **Martin Luther**

King Jr. Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, New Year's Eve Day, and regardless of the day of the week on which it falls, provided they comply with the qualifications set forth hereinafter. Holidays which fall on Sunday shall be observed on Monday.

Effective August 1, seniority qualified Employees (including part-time) shall receive four (4) optional holidays. The below posted request form must be signed seven (7) days in advance of the day requested. The requests will be honored by seniority. The Employer shall allow a minimum of ~~three~~ five percent (~~35~~%) of the Employees, by classification, put to work that day with an optional holiday and/or single vacation day. Additional optional holiday and/or single vacation day requests may be granted prior to allowing a driver to take a voluntary day off pursuant to Article 5, Section 1. Optional holidays and/or single vacation days will be honored by seniority.

Example, form must be signed by Monday prior to the Monday requested, etc.

Optional Holiday and/or Single Vacation Day

Request For Week Ending ____ / ____ / ____

Minimum Allowed Daily

Monday	Tuesday	Wednesday	Thursday	Friday	<u>Saturday</u>	<u>Sunday</u>
35 %	35 %	35 %	35 %	35 %	<u>5</u> %	<u>5</u> %

There shall be no optional holiday between the Monday after Thanksgiving Day and December 24th.

When the Company allows an employee to take an entire workweek off without pay, and said employee has an optional holiday or single vacation day available, the employee shall be allowed to use the optional holiday or single vacation day.

Section 7. Seniority Part-Time Employees

Seniority part-time Employees shall be entitled only to the following named holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, and New Year's Eve Day. As to these holidays, all of the provisions set forth above, shall apply except that holiday pay for eligible part-time seniority Employees shall be four (4) hours' pay at the straight time hourly rate.

ARTICLE 7 - VACATIONS

Section 1. Eligibility

- a. *[NO CHANGE TO SUBSECTION A UNTIL THE ADDITION OF A NEW PARAGRAPH 4 AS FOLLOWS:]*

Effective August 1, 2023, eligible Employees will receive one (1) discretionary day per year on their anniversary date and any anniversary date thereafter. Full-time Employees will be paid eight (8) straight time hours pay for the day. Part-time Employees will be paid four (4) hours for the day.

Effective during the vacation selection period, full-time employees that have earned at least three (3) weeks of vacation as of January 1st, each year, will have

the option of declaring that ~~he/she~~they will be able to split the option week of vacation into five (5) single days. ~~Single vacation days may also be taken in blocks of (two (2) days, or three (3) days).~~

The employee must declare this option at the time of vacation selection.

No single vacation day(s) or discretionary day will be taken during the period from the first Monday after Thanksgiving through December 24th.

~~Seniority shall prevail for selection of single vacation day(s). Approval of vacation days will be at the discretion of the employer. The Company shall not unreasonably deny the request. Single vacation day(s) selected during the calendar year must be selected, in writing, a minimum of eight (8) working days prior to the requested date(s). The Company must approve or deny the requests within one (1) working day of the request. Single vacation days may be granted by mutual agreement outside of the eight (8) working day request provision outlined above. The Company will allow a minimum of one (1) single vacation day in each work classification for areas with twenty-five (25) employees or less; minimum of two (2) for areas with 26-70 employees and a minimum of three (3) employees for areas with 71-100 employees and minimum of four (4) employees for areas with 101 or more employees, provided there is coverage for the single vacation days. These days shall be paid for the first five days that the employee does not work, provided they were scheduled to work on these days and provided there is coverage for the single vacation days.~~

Single vacation days will be requests the same as optional holidays as described in Article 6, Section 1.

[NO ADDITIONAL CHANGES FOR THE REMAINDER OF SECTION 1]

Section 3. Eligibility Part-Time

- a. *[ADDITION OF A NEW PARAGRAPH 3 AS FOLLOWS;]*

For vacation eligibility purposes only, all hours worked by Rockford Air Hub and Gary Gateway employees will count towards the 625 hour threshold.

- b. A part-time Employee who has been employed not less than 625 ~~straight time~~ hours as provided above, shall be entitled to vacation with pay to be taken during the period from January 1st to December 31st except the period from the Monday after Thanksgiving to December 24.

[NO CHANGES TO SUBSECTIONS C, D, AND E]

- f. Effective during the vacation selection period, part-time employees that have earned at least three (3) weeks of vacation (eight [8] years seniority) as of January 1st each year will have the option of declaring that ~~he/she~~they will be able to split the option week of vacation into five (5) single days. ~~Single vacation days may also be taken in blocks of two (2) days or three (3) days.~~

The employee must declare this option at the time of vacation selection.

No single vacation day(s) will be taken during the period from the first Monday after Thanksgiving through December 24th.

~~Seniority shall prevail for selection of single vacation day(s). Approval of vacation days will be at the discretion of the employer. The Company shall not unreasonably deny the request. Single vacation day(s) selected during the calendar year must be selected, in writing, a minimum of eight (8) working days prior to the requested date(s). The Company must approve or deny the requests within one (1) working day of the request. Single vacation days may be granted by mutual agreement outside of the eight (8) working day request provision outlined above. The Company will allow a minimum of one (1) single vacation day in each work classification for areas with twenty-five (25) employees or less; a minimum of two (2) for areas with 26-70 employees; a minimum of three (3) employees for areas with 71-100 employees; and a minimum of four (4) employees for areas with 101 or more employees, provided there is coverage for single vacation days. These days shall be paid for the first five (5) days that the employee does not work, provided they were scheduled to work on these days and provided there is coverage for single vacation days.~~

Single vacation days will be requested the same as optional holidays as described in Article 6, Section 1.

Single vacation days will be paid at five (5) hours per day. Any days not used will be paid off at the end of the year.

Employees may not request vacation day(s) in any week they are not previously scheduled to work, except as provided for in Article 6, Section 1.

ARTICLE 8 - FULL TIME SENIORITY

Section 1. Employee Seniority

[NO CHANGE UNTIL PARAGRAPH 4 AS FOLLOWS:]

Part-time inside Employees in seniority order will be offered the opportunity to bid a minimum of fifty percent (50%) of the (peak/vacation) positions in the center and shall be paid in accordance with Article 3, Section 1(B) peak season.

[NO ADDITIONAL CHANGES TO THE REMAINDER OF SECTION 1]

Section 2. Posting List

[ONLY CHANGE IS ADDED TO THE END OF PARAGRAPH 2 AS FOLLOWS:]

The Company shall promptly notify the Steward when the list is ready to be posted. The Steward and Management shall initial and date each list before it is posted. The Company shall notify the workgroup of the posting by PCM and ODS message.

Section 3. Work Assignment

[ONLY CHANGE IS IN PARAGRAPH 2 AS FOLLOWS:]

If an Employee's package route is temporarily eliminated ~~he/she~~they will have the ability to follow any portion of their route as seniority allows, including duration bids. The displaced driver will displace any junior coverage driver. The displaced coverage driver will work as directed.

Section 5. Posting New Permanent Jobs or Permanent Vacancies

[NO CHANGE UNTIL PARAGRAPH 1 AS FOLLOWS:]

When any vacancy or opening occurs, it shall be posted for bid within ten (10) working days and remain posted for three (3) working days. The Company shall promptly notify the Steward when the bid is ready to be posted. The Steward and Management shall initial and date each bid before it is posted. The Company shall notify the workgroup of the posting by PCM and ODS message. Bids will be posted indicating general duties and starting time. After completion of the job bidding process, a copy of the bid sheet will be given to the Local Union Steward, ~~upon request.~~

[NO ADDITIONAL CHANGES UNTIL NEW 8TH PARAGRAPH AS FOLLOWS:]

Drivers may request a preferred area on their bid route during peak season (the third full week of October through January 15th) when staffing and service permit.

[NO ADDITIONAL CHANGES TO THE REMAINDER OF SECTION 5]

Section 6. Posting Feeder and Spotter Jobs

[NO CHANGES TO SECTION 6 EXCEPT THE LAST PARAGRAPH:]

When a feeder driver's run is transferred, the driver will have the right to follow the run and dovetail by classification seniority into that center's list, or the driver will have the right to bump. ~~Any driver bumped will have the right to bump or follow the run transferred and dovetail by classification seniority into that center's seniority list.~~ If the Driver does not exercise their right to follow the run, all Feeder Drivers on the transferring center's seniority list will have the right to bid on the vacated run and dovetail into the gaining center's seniority list by classification.

Section 8. Feeder Bumping Procedures

[ONLY CHANGE IS IN SUBSECTION C AS FOLLOWS:]

- c. When a bump occurs, the Company shall have two (2) weeks ~~where practical~~ to complete the bump. The Company will implement changes on a weekly basis until the bump is complete. Management will notify employees that they have been bumped when the driver is on duty. Employees so notified shall have the schedules provided to them and bump at that time. Any employee not ready to bump will be assigned the bottom bid run.

When weekly changes are implemented, the Sleeper team with the open route will be assigned to Sleeper coverage based on their seniority until their bump has been implemented. If Sleeper work is not available based on hours of service, the team will be placed on the on-call board based on their seniority for the week. This paragraph applies only to the Sleeper team with the open route. Notwithstanding the foregoing, the Sleeper team with the open route must protect their bid.

Section 12. Feeder Tractor-Trailer School

~~Employees in the package driver classification~~ Employees covered by this contract, excluding Auto Mechanics and Maintenance Mechanics with less than fifteen (15) years of seniority, who are interested in qualifying as a feeder tractor trailer driver, under DOT Rules and Regulations, shall so notify the Company. Such

Employees in classification and seniority order will be permitted to attend, on their own time, the Company training program which may be established from time to time as the need occurs. Classification order shall be (1) Package Car Drivers, (2) other full-time Employees, and (3) part-time Employees. The Company agrees to furnish the necessary equipment and instructors.

To qualify for attendance at the feeder tractor trailer school, an Employee must have one (1) year UPS safe driving for the year preceding ~~his~~their application to attend the school or, if the Employee does not have one (1) year of UPS driving, the must provide a clean driving abstract.

[NO CHANGES TO THE REMAINDER OF SECTION 12 UNTIL THE LAST PARAGRAPH:]

Before hiring from the outside, the Company shall consider other Employees if they can fulfill the same criteria as outside applicants excluding auto mechanics and maintenance mechanics with less than fifteen (15) years of seniority.

Section 13. Procedures For On Call Seniority Feeder Drivers

1. On call drivers are responsible to be available to work on as needed basis twenty-four (24) hours a day. Not more than ten percent (10%) of available on-call Drivers will be allowed to delay their availability by up to two (2) hours once called, and a Driver cannot exercise this option more than one (1) time per week. Drivers will become available in seniority order at the end of their delayed availability. No Driver who exercises this right shall be entitled to file a grievance from work assigned to a junior Driver in the same period of that day.

[NO ADDITIONAL CHANGES TO THE REMAINDER OF SECTION 13]

ARTICLE 11 - STEWARDS

[NO CHANGES UNTIL PARAGRAPH 4:]

Business Agent(s) and/or a steward shall be permitted to attend new employee orientations to talk about the benefits of Union membership. The Employer agrees to provide the Local Union at least one (1) week's notice of the date, time, and location of such orientation. Upon request, the Union representative will be given a list of the names of the employees attending orientation no later than at the meeting. The sole purpose of the Business Agent's or steward's attendance shall be to encourage new employees to join the Union. The steward shall remain on the clock for up to ~~fifteen (15) minutes~~the actual time spent in the meeting for that purpose if the orientation is held during ~~his or her~~their normal working hours at ~~his or her~~their normal place of work.

The Employer recognizes the Employee's right to be given requested representation by a Job Steward at such time as the Employee reasonably contemplates disciplinary action. It will be the Employers responsibility to have a steward ~~present~~of the Employee's choice provided the steward is present and available at all discharges. If the steward is not available at the time of discharge, the company may take the Employee out of service until a meeting can be arranged with ~~his or her~~their steward present. If all stewards are on vacation, another Union member present, of the discharged Employee's choice, may be

brought in to witness the discharge. This process will not be unreasonably delayed by any party to this agreement.

[NO ADDITIONAL CHANGES TO THE REMAINDER OF ARTICLE 11]

ARTICLE 12 - MISCELLANEOUS

Section 1. Supervisors

[NO CHANGES TO SECTION 1 EXCEPT THE LAST PARAGRAPH:]

In the event that any supervisor is found to be in violation of the fourth (4th) paragraph of this Article three (3) times in any nine (9) month rolling period, the grievance shall be paid at ~~triple~~-**quadruple** time the employee's rate of pay for the hours specified in the fourth (4th) paragraph of this article.

ARTICLE 13 - TRANSFER OF COMPANY TITLE OR INTEREST

Section 2. Subcontracting

[NO CHANGES TO SECTION 2 EXCEPT NEW SUBSECTION D:]

d. The Employer may not subcontract work within a local Union's Feeder jurisdiction for the purpose of avoiding overtime. The Employer may not subcontract work in the Feeder classification if any Employee on the applicable Feeder board who is qualified to perform such work is available to cover the work, is displaced from the classification, or is on layoff.

Section 4. Competition

[NO CHANGES TO SECTION 4 EXCEPT NEW SUBSECTION 3:]

3. The Employer may transition to a seven (7) day delivery operation at locations that currently only utilize five (5) or six (6) day operations. The Employer agrees that prior to any transition to a seven (7) operation, it shall notify the Package Division and Local 710 in writing with the specific details and information then available and then meet jointly with them to inform them of the proposed change and to resolve questions raised in connection with the effects of the proposed change. During the joint meeting, the Employer and the Union shall reduce to writing all agreed upon issues and both parties shall sign the written document in acknowledgement of such agreement. The parties shall also reduce to writing all unresolved issues, if any. This meeting shall be completed where practical at least forty-five (45) days prior to the implementation of the seven (7) day operation. The seven (7) day operation may not be implemented until the forty-five (45) days' notice is provided and the meeting is completed. The Package Division and Local 710 shall not unreasonably delay the scheduling or completion of the requested meeting. Any unresolved issues which have been reduced to writing, will be resolved pursuant to Article 23.

Section 5. Personal Vehicle Delivery

The provisions in the following paragraphs shall apply to Peak delivery operations where employees utilize their personal vehicles.

Existing part-time employees shall be allowed to sign an interest list between August 15th and September 15th each year to perform this work between the Monday after Thanksgiving and January 15. Existing part-time employees who have signed the intent list shall perform work covered by this Section before the new hires referenced below. Existing parttime employees who have signed the intent list shall be offered the work opportunities in accordance with the provisions of the 710 Agreement.

Part-time employees shall be paid their inside rate or the RPCD start rate, whichever is higher. Part-time employees performing their inside job and seasonal package deliveries using their own vehicle shall have an eight (8) hour daily guarantee, but shall be obligated to complete their inside job in addition to performing seasonal support work. Prior to offering the work covered by this Section, existing seasonal drivers shall, however, maintain the first right to perform this delivery work in accordance with the 710 Agreement.

If Peak delivery needs are not met by existing part-time employees or cover drivers, the Employer may hire seasonal support drivers who use their personal vehicles to deliver packages between November 15th and December 26th each year. Seasonal support drivers will be part-time seasonal hires, W-2 employees and Union members in accordance with Article 2, Section 3. The Union shall be provided access to these employees for the purpose of encouraging them to join the Union. These employees will receive a three (3) hour daily guarantee. Such employees shall be entitled to all privileges and benefits that may be provided in the 710 Agreement.

Both existing and Seasonal Support Drivers covered by this Section shall be reimbursed at the applicable IRS rate for all miles driven to perform deliveries and be provided insurance coverage for their vehicle while performing work.

In no event shall the implementation of this Section serve to diminish the overtime opportunities for RPCDs not using the protections of Article 3, Section 3(C.) as of September 1st of that year, or alter bid delivery area routes for RPCDs.

Section 6. Surepost

1. In order to retain existing commercial customers that are solicited by a competitor offering services similar to those described herein, or to attract new commercial customers, the Company may offer service contracts that include the delivery of packages by the USPS. Packages eligible for such delivery will normally be less than ten (10) pounds in weight and less than ~~three-two (32)~~ cubic feet in size, in accordance with paragraph (2) below. The Company shall employ technology, prior to applicable preload operation, which identifies packages in excess of ten (10) pounds or two (2) cubic feet shipped via Surepost, so that they are redirected to bargaining unit Drivers. Further, UPS agrees that the Surepost will not be presented as a general service offering except at UPS stores. This service will only be offered

for shipping from a business to a residential customer. The Company agrees that it will not use Surepost as a basis to diminish the size of the bargaining unit. Notwithstanding any provision to the contrary, UPS agrees that it will increase, as provided below, the number of Surepost packages redirected to the bargaining unit on a contract year basis as measured by the national average daily volume (ADV). The redirected volume will be increased by two percent (2%) as compared to the national ADV for calendar year 2022 (i.e. 42%) for each contract year beginning August 1, 2023. For each of the following contract year ending dates, the percentage of volume redirected shall be as follows: 8/1/2024 (44%); 8/1/2025 (45%); 8/1/2026 (46%); 8/1/2027 (48%); and 8/1/2028 (50%).

2. The Company will continue to use technology that identifies two or more Surepost packages to be delivered to the same address and/or any combination of Surepost package(s) and ground package(s) to be delivered to the same address. In such circumstances, all of the Surepost package(s) and ground package(s) will be delivered by package drivers. The Company will maintain and update the technology that identifies multiple addresses in close proximity, defined as within one hundred (100) feet, to which any combination of Surepost and ground packages are to be delivered. The Company will monitor and test the technology used for redirect to ensure it is operating in accordance with the parameters of this Section not less frequently than annually and shall provide evidence of the testing to the Union's Director of the Package Division. The Company shall meet with the Competition Committee to review any potential expansion of the volume to be redirected and determine if it is economically feasible to handle in UPS' operations.

The Company shall not deactivate or interfere with the operation of the technology that redirects Surepost volume to the Company unless volume is being rolled in a building due to delivery constraints. In such event, redirect will only be deactivated for the affected building(s). The redirect technology shall be maintained to ensure that it is impossible for any local Employer operations representative to suspend its operation. The UPS President of Labor Relations, or ~~his~~their designee, will ~~notify~~provide written notice to the Union's Director of the Package Division of ~~any~~the building in which the deactivation is taking place.

3. *[NO CHANGE TO SUBSECTION 3]*

~~Removal of Loads from Rails~~

~~[DELETION OF REMOVAL OF LOADS FROM RAILS SUBSECTION IN FULL]~~

Section 7. Temporary Removal of Loads from Rails

In order to expand the work opportunities for members of the bargaining unit, the Employer will consider removing additional loads from the railroad. When the Employer removes loads on other than a temporary basis, it shall notify the Union of the number of new runs to be created as a result of moving such loads on the ground. After ratification of this agreement, the Company may bring service enhancement projects to the Local Union for review. The Company may not

implement any proposed enhancements without the review of the Union Chair and Company Chair.

Temporary shall be limited to ~~one (1) year~~six (6) months unless there are circumstances beyond the Company's control. The ~~one (1) year~~six (6) months will not be exceeded unless the District Labor Relations Manager and Business Agent mutually agree. Agreement will not be unreasonably withheld.

ARTICLE 14 - EQUIPMENT, ACCIDENT, REPORTS

[NO CHANGE TO BEGINNING OF ARTICLE]

A. General

[ONLY CHANGE IS IN #11 AS FOLLOWS:]

11. The use of hand held devices by non-driving employees will be ~~with the approval of the employer~~allowed in accordance with the facility's current security practice.

B. Package

[ONLY CHANGE IS IN #4 AS FOLLOWS:]

4. ~~All new package cars, P32 and larger, added to the fleet after January 1, 1994, shall be equipped with package compartment venting. The method of venting will be dictated by technology and will vary according to climatic conditions. P-200 through P-470 vans purchased after January 1, 2024 shall be equipped with in-cab air conditioning systems. In addition, pushbacks and fuel trucks purchased after January 1, 2024 shall be equipped with in-cab air conditioning. All new package cars, P-500 and larger, shifting units, and twenty-four (24) foot box vans purchased after January 1, 2024 shall be equipped with in-cab air conditioning systems. All air conditioning systems will be repaired as needed. A single fan will be installed in the cab of every existing package car, P-500 and larger, no later than thirty (30) days following ratification of this Agreement. A second fan will be installed in the cab of every existing package car, P-500 to P-1200, but no later than June 1, 2024.~~

In order to expedite the replacement of existing vehicles with new vehicles equipped with air conditioning, the Employer shall make reasonable efforts to prioritize the allocation of package cars purchased after January 1, 2024 to Zone 1 until such time as all packages cars in Zone 1 are equipped with air conditioning. The Company then shall use reasonable efforts to prioritize Zone 2 and then Zone 3. The allocation of package cars may take into account factors that include, but are not limited to, state emissions and efficiency standards, existing vehicle retirement schedules, and business growth levels. The Employer may, if it so desires, redistribute displaced vehicles for use in other Zones until such time as they are replaced by new vehicles equipped with air conditioning.

All new non-electric package cars and vans that are model year 2023 and later shall be delivered with factory installed exhaust heat shields. P-500 and P-1200 package cars model year 2023 and later also shall be equipped with air induction vents for the package compartment. Within eighteen (18) months following ratification of this Agreement, all non-electric package cars P-500

and larger shall be retrofitted with exhaust heat shields. Within eighteen (18) months following ratification of this Agreement, package cars P-500 to P-1200 shall be retrofitted with an air induction vent scoop.

C. Feeder

[ONLY CHANGES ARE IN #6 & #11 AS FOLLOWS:]

6. The Employer will make every effort to have the heaviest loaded trailers as the lead trailer. If there is a dispute over the load(s), the Company will remove the seal(s) to confirm the percentage(s) while on UPS property. Air Container loads are excluded.
11. All new diesel tractors added to the fleet after January 1, 1994, shall be equipped with vertical exhaust stacks. Recognizing the advances made in the reduction of diesel emissions, the Company may introduce alternate exhaust systems in all new tractors acquired after January 1, 2024.

D. Technology

Technological change shall be defined as any ~~significant~~meaningful change in equipment or materials which results in a ~~significant~~meaningful change in the work wages, hours, or working conditions of any classification of employees in the bargaining unit or diminishes the number of workers in any classification of employees in the bargaining unit. ~~Such changes could include, but are not limited to, the use of drones or driverless vehicles to transport, deliver or pick up packages, or platooning. In all cases, the Company will provide notice of any technological change covered by this Section before the technology is implemented. During the term of this Agreement such changes shall not include the use of drones or driverless vehicles to transport, deliver or pick up packages, platooning or shifting but in the event the Employer desires to implement any change described in this sentence, it shall be required to notify the Union six (6) months in advance of any such change and shall be required to bargain the effects of any such change. If no agreement is reached between the parties, the matter shall be resolved under Article 23.~~

In all cases, the Company will provide notice of any technological change covered by this Section before the technology is implemented.

If a technological change creates new work that replaces, enhances or modifies bargaining unit work, bargaining unit employees will perform that new or modified work. The Employer shall provide bargaining unit employees with training required to utilize the new technology, if necessary.

Vehicles may not be equipped with inward-facing cameras. Forward-facing capability of cameras shall not be used for discipline. Further, there shall be no in-cab audio recording or videotaping. Any functionality included in driver-facing cameras (including their driver recording and monitoring functionality) will be disabled and rendered inoperable to prevent recording and monitoring of in-cab activities. Upon request, evidence of the disabled functionality of any driver-facing camera shall be provided to the Package Division. Driver-facing sensors will only be used for the purpose of triggering in-cab audible alerts related to distracted driving and for the purpose of

identifying coaching/counseling opportunities related to the same during Integrad or the thirty (30) day driver qualification/probationary period. Driver-facing sensors will not be used for any purpose during any phase of a disciplinary process or be the sole basis for disqualifying a driver during the thirty (30) day period.

ARTICLE 16 - DISCHARGE AND SUSPENSION

Section 2. Technology and Discipline

No employee shall be ~~discharged~~**disciplined** if such ~~discharge~~**discipline** is based solely upon information received from GPS or any successor system unless ~~he/she/they~~ engages in dishonesty (defined for the purpose of this paragraph as any intentional act or omission by an employee where ~~he/she/they~~ intends to defraud the Company). The Company must confirm by direct observation or other corroborating evidence any other violations warranting discharge. The degree of discipline dealing with off-area offenses shall not be changed because of the use of GPS.

ARTICLE 20 - HEALTH AND WELFARE INSURANCE

Section 3. Long-Term Disability:

[ADDITION OF NEW SUBSECTION 6 AS FOLLOWS:]

6. An employee will not be denied LTD benefits under this Section based on a failure to qualify for Social Security Disability Benefits.

ARTICLE 21 - HEALTH & WELFARE AND PENSION FUND CONTRIBUTIONS

Section 1. Contribution Rates

Effective August 1, ~~2017~~**2022**, the Employer began paying the sum of ~~\$509.50~~**\$600.94** per week for each full-time Employee to the International Brotherhood to Teamsters Local 710 Pension Fund (Local 710 Fund).

The total Health & Welfare ~~and Pension~~ contribution will be increased by forty dollars (\$40.00) per week on August 1 of ~~2018~~**2023** and on each subsequent August 1st during the life of the contract. TeamCare allocation shall be as follows:

August 1, 2018 2023 -	fifty cents (\$0.50)
August 1, 2019 2024 -	fifty cents (\$0.50)
August 1, 2020 2025 -	fifty cents (\$0.50)
August 1, 2021 2026 -	(TBD based on TeamCare, costs not to exceed \$0.70) fifty cents (\$0.50)
August 1, 2022 2027 -	(TBD based on TeamCare, costs not to exceed \$0.70) fifty cents (\$0.50)

Section 2. Fund Administration

~~For years 2018 through 2021, the remaining fifty cents (\$0.50) will be allocated to the Local 710 Fund for full-time employees. The health and welfare contribution increases in 2021 and 2022 will be based on TeamCare actual costs. In those two (2)~~

years, the pension allocation for the Local 710 Fund shall be the differential between the increase to TeamCare and one dollar (\$1.00).

[NO ADDITIONAL CHANGES TO THE REMAINDER OF SECTION 2]

Section 5. Funding Improvement Plan

- a. Unless and until the Local 710 Fund duly adopts a funding improvement plan or rehabilitation plan that requires contribution rate increases, the maximum amount available under (a)(i) above for August 1 of 2023, 2024, 2025, 2026 and 2027 shall be twenty dollars (\$20.00). This amount shall be available first for use on H&W, with any remaining amount being available for pension only. The additional twenty dollars (\$20.00) referenced in Section (1) above on August 1 of each of these years may only be used to satisfy the requirements of a duly adopted funding improvement plan or rehabilitation plan in those areas with such IBT Pension Plans.
- b. If, in accordance with a duly adopted funding improvement plan or rehabilitation plan, the Local 710 Fund is required to issue a schedule pursuant to ERISA Section 305 (added by the Pension Protection Act of 2006) that requires contributions in excess of those contained within this Article, the Union and the Employer shall promptly meet to negotiate changes in the Agreement to generate sufficient savings to cover the cost of the increased contributions. Agreement shall not be unreasonably withheld. Once completed, the applicable Fund shall be obligated to accept the schedule as if it was the beginning of the term of a new labor agreement.

In the event that there is any change in the existing national health care legislation or if new legislation is enacted, the parties agree to meet and discuss any ramifications of that legislation on the provisions of this Article. In the event the Local 710 Pension Fund is unable to maintain its current zone status under ERISA Section 305 (added by the Pension Protection Act of 2006) during the term of this Agreement at existing contribution rates because of the limits described in (a)(v)(2) above, the parties similarly agree to meet and discuss those circumstances and any ramifications on the provisions of this Article.

ARTICLE 23 - GRIEVANCE AND ARBITRATION

Section 1. Grievance & Arbitration

[NO CHANGE UNTIL THE NOW-NAMED SUBECTION G. AS FOLLOWS:]

- G. If such differences are not settled by the Employer and the Union through the UNITED PARCEL SERVICE 710 Grievance Committee, then an arbitrator who is a member of the National Academy of Arbitrators shall be selected from a list of ~~five (5)~~seven (7) names to be furnished by the Federal Mediation and Conciliation Service ~~from which the Employer and the Union shall each strike two (2) different names and the person whose name remains shall become the arbitrator.~~Selection of the arbitrator shall be made by the ranked choice procedure set forth in Section 1404.12(b) of the FMCS rules. When choosing an arbitrator, either party may reject a panel in its entirety one time. The rejecting party shall request and pay for a new panel within

fourteen (14) days of receipt of the initial panel, or the option to request a new panel is waived.

[NO ADDITIONAL CHANGES TO SECTION 1]

Section 4. Standing Arbitrator

Effective January 1, 2024, on discharge and suspension cases only, an impartial arbitrator will sit as a fifth (5th) Panel member of the UPS Local 710 Grievance Committee who shall hear all testimony and receive evidence with the UPS Local 710 Grievance Committee. The impartial arbitrator shall render a bench decision only if, and after, the UPS Local 710 Grievance Committee deadlocks the discipline grievance. The Arbitrator's decision shall be final and binding on the parties. The Employee will be notified of the arbitrator's decision the following business day.

Within fourteen (14) days of ratification of this Agreement, the parties shall jointly request from the Federal Mediation and Conciliation Service (FMCS) a panel consisting of 25 arbitrators who are members of the National Academy of Arbitrators who shall agree, if mutually selected by the parties, to be part of a permanent panel of five (5) arbitrators. The arbitrators will rotate each month in serving as the fifth (5th) Panel member. The initial selection of the arbitrators for the permanent panel shall be made by the ranked choice procedure set forth in Section 1404.12(b) of the FMCS rules. After receiving the arbitrators' schedules for the upcoming year, the parties will meet in November of each year to mutually establish the rotating schedule or arbitrators for the upcoming calendar year.

No later than November 1 of each calendar year, either party may notify the other party of its intent to remove one of the arbitrators from the permanent panel effective January 1 of the following year. An arbitrator may also be removed from the permanent panel at any time upon the mutual written agreement of the parties. When choosing a replacement arbitrator for the permanent panel, the arbitrator shall be selected from a list of seven (7) arbitrators who are members of the National Academy of Arbitrators to be furnished by the FMCS. Selection for the replacement arbitrator shall be made by ranked choice procedure set forth in Section 1404.12(b) of the FMCS rules. When choosing a replacement arbitrator, either party may reject a panel in its entirety one time.

For purposes of this subsection only, the arbitrator's fees and expenses shall be borne equally by the parties. The procedure of using an impartial arbitrator shall be reviewed yearly and may be amended by mutual agreement of the parties, or canceled by either the Union or Company upon thirty (30) days notice prior to the end of the calendar year. No attorneys shall be allowed at the UPS Local 710 Grievance Committee.

All deadlocked cases not covered by this Section shall be resolved in accordance with the procedure set forth in Section 1 (G).

ARTICLE 25 - PART-TIME EMPLOYEES

Section 3. Full Time Work

[ONLY CHANGE IS IN PARAGRAPH 8 AS FOLLOWS:]

If the part-time or combo (25.11) full-time Employee disqualifies ~~himself~~themselves in the first thirty (30) working days, the Employee shall not be eligible again for ~~three (3) years~~eighteen (18) months.

Section 4. Seniority

Part-time Employee will work off the part-time Employee seniority list at each Center.

On a daily basis, when it becomes necessary to reduce the number of employees for that day, the company will go to the seniority list for that designated work area and will ask for volunteers from the present and available employees. The Company will allow seniority part-time employees, and combination employees on their second (2nd) shift, to take off without pay before allowing a junior person to take off without pay, providing the operation is properly staffed to ensure service. The Company will maintain a schedule showing the execution of this procedure. Any combination employee that applies the above provision to their second shift will be paid for hours worked.

A seniority part-time employee and/or a combination employee will not be allowed to take a second day off until all seniority part-time employees and/or combination employees had an opportunity to get a day off.

Part-time Employees shall be notified of their starting time in writing. If a part-time Employee's starting time is changed, they shall be notified the day before such change is to be made by the end of the prior shift. If a part-time Employee is called in before their regular start time, they shall not be paid the overtime rate. Part-time Employees are to receive overtime only after completing five (5) hours work on the same shift. In hubs, a day is defined as a shift.

Part-time Employees and 25.11 Combination Employees will be given the opportunity to move to an open preferred job position on their current shift based on total Company seniority, when such jobs become available in their center before the company hires from the outside. These positions shall include, but not be limited to: Preloader, Sorter, Clerical, Data Acquisition, SPA, Small Sort, Surepost, High Picks, Irregular Train, Designated Responder, Car Washer, Spotter, Loader and Unloader. Employees do not have the right to select any specific unit, load or workstation.

[NO ADDITIONAL CHANGES TO SECTION 4]

Section 7. Breaks

All part-time Employees shall be given a ten (10) minute paid break. Break shall not be scheduled prior to one (1) hour of work, or during the final hour of work being performed, unless emergency situations exist. Part-time Employees who work over seven (7) hours on a single shift shall be given an additional ten (10) minute paid break. Part-time Employees who double-shift shall be given an additional paid break of ten (10) minutes during the second shift.

Section 8. Part-Time Pension

[CHANGES BEGIN AFTER THE 1ST PARAGRAPH OF A AS FOLLOWS:]

Effective August 1, 2023 the benefit formula in the UPS Pension Plan for current or future employees will be increased to sixty-five dollars (\$65.00) for each year of future Credited Service to a maximum of 35 years of Credited Service. If a participant is in Covered Employment on August 1, 2023, they shall receive the sixty-five dollars (\$65.00) benefit formula for the entire 2023 plan year.

The total monthly service pension benefit will be equal to the following provided the employee meets the Credited Service requirement.

~~\$2275.00~~\$2450.00 at any age after thirty-five (35) years of part-time Credited Service

~~\$1950.00~~\$2100.00 at any age after thirty (30) years of part-time Credited Service

~~\$1625.00~~\$1750.00 at age sixty (60) with twenty-five (25) years of part-time Credited Service

~~\$1325.00~~\$1450.00 at any age with twenty-five (25) years of part-time Credited Service

(Based on ~~\$53.00~~\$58.00 per year of credited services)

[NO ADDITIONAL CHANGES TO SECTION 8]

Section 10. Transfers

Part-time Employees who wish to transfer to another location for educational purpose may submit a written request to the Employer. In addition, part-time Employees who wish to transfer to another location for non-educational purposes may submit a written request to the Employer provided the facilities in question are more than fifty (50) miles apart. ~~If approved, t~~The transfer shall be allowed subject to the following conditions:

[NO CHANGE TO SUBSECTIONS A, B, C, D, AND E]

f. It is the Employee's responsibility to verify all benefits including, but not limited to, medical, dental, vision, retiree's medical coverages and pensions at the requested transfer location.

g. The Employer shall be required to notify the Local Union that has jurisdiction over the requested transfer location that the Employee has been transferred to that location.

[TOTAL DELETION OF ARTICLE 25, SECTION 13]

ARTICLE 26 - MILITARY CLAUSE

[NO CHANGE UNTIL THE ADDITION OF NEW PARAGRAPH 6 AS FOLLOWS:]

Time off provided other than vacation, shall continue to accrue while on approved military leave and will be restored on a pro-rata basis in the same manner as vacation for eligible employees, depending on the quarter in which the employee returns to work. Any fractional day will be rounded up to the next whole number.

The treatment of unused vacation and the scheduling of the vacation, as well as the treatment and scheduling of time off other than vacation, shall be in accordance ~~to~~ with this Agreement.

Upon notification from an Employee that ~~he/she is~~ they are taking USERRA qualified military leave, the Employer shall notify the Local Union within five (5) business days.

ARTICLE 28 - EMERGENCY REOPENING

[NO CHANGE TO PARAGRAPH 1]

In the event of the declaration of a National Emergency due to a Pandemic, either the Union through its Package Division, or the Company through its President of Labor Relations, may serve notice to engage in bargaining on a national basis over the effects of the Pandemic. The parties shall meet within five (5) business days of either party serving notice under this section. However, there shall be no modifications of this Agreement under this provision without approval of the Teamsters UPS National Negotiating Committee.

ARTICLE 34 - COST-OF-LIVING

[ONLY CHANGES TO THIS ARTICLE ARE UPDATES OF ALL DATES FROM 2018 & 2019 TO 2023 & 2024]

ARTICLE 37 - GOVERNMENTAL EXAMINATION AND IDENTIFICATION FEES

Section 2. Identification

Should the Employer find it necessary to require Employees to carry or record full personal identification, such requirement shall be complied with by the Employees. The cost of such personal identification shall be borne by the Employer. Employees, other than applicants, shall be paid up to two (2) hours at their current straight time hourly rate of pay for their time in the process of obtaining an airport badge. This includes obtaining the initial badge and any recertification badge.

All management personnel shall wear an ID badge or nametag identifying them as supervision while on duty and shall provide their name upon request.

[NO ADDITIONAL CHANGES TO SECTION 2]

Section 3. Controlled Substance Testing

[NO CHANGE TO SUBSECTIONS 3.1 THROUGH 3.11]

Section 3.12 Rehabilitation and Testing After Return to Duty/SAP and Employer Duties

[ONLY CHANGE TO THIS SUBSECTION IS AS FOLLOWS:]

Follow-up testing shall consist of at least six (6) tests in the first twelve (12) months following the employee's return to duty. The one (1) year period may be extended as necessary by written verification of the Substance Abuse Professional. The affected Employee and Local Union shall be notified in writing within ten (10) days of any extension required by the SAP beyond

the required one (1) year follow-up testing period. Tests shall be conducted under direct observation.

Section 3.13 Disciplinary Action

[NEW SUBSECTION C UNDER REASONABLE CAUSE TESTING:]

c. Non-Driving Reasonable Cause

- i. 1st offense – A positive test for cannabis/marijuana shall result in a warning letter (subject to successful completion of rehabilitation)
- ii. 2nd offense – A positive test for cannabis/marijuana five (5) or more years after the first offense shall result in a warning letter (subject to successful completion of rehabilitation).
- iii. 3rd offense – A positive test for cannabis/marijuana is a dischargeable offense.

[NO ADDITIONAL CHANGES TO SUBSECTION 13]

[NO CHANGES TO SUBSECTIONS 14 THROUGH 21]

ARTICLE 38 - NON-DISCRIMINATION

The Employer and the Union agree not to discriminate against any individual with respect to hiring, compensation, terms or conditions of employment because of such individual's race, color, religion, sex, gender identity, sexual orientation, national origin, physical disability, veteran status, ~~or age~~, or any other class protected by in violation of any federal or state law, or engage in any other discriminatory acts prohibited by law, nor will they limit, segregate or classify employees in any way to deprive any individual employees of employment opportunities because of race, color, religion, sex, gender identity, sexual orientation, national origin, physical disability, veteran status, ~~or age~~, or any other class protected by in violation of any federal or state law, or engage in any other discriminatory acts prohibited by law. This Article also covers employees with a qualified disability under the Americans with Disabilities Act.

ARTICLE 39 - MECHANICS

Section 1. Rates

EFFECTIVE AUGUST 1, ~~2018~~2023

Mechanics Journeymen ~~\$37.45~~\$44.79 per hour

[ONLY OTHER CHANGE IS THE ADDITION OF THE FOLLOWING PARAGRAPH AFTER THE APPRENTICE PROGRESSION:]

On August 1, 2023, and August 1, 2025, all Journeyman Mechanics who have completed the above progression will receive a fifteen cent (\$0.15) increase in addition to the general wage increase (GWI).

Section 3. Posting Mechanics Jobs

[NO CHANGE UNTIL THE LAST PARAGRAPH AS FOLLOWS:]

The filling of openings by bidding shall be ~~unlimited to four (4) bids, the original and three (3) others.~~

ARTICLE 41 - LOSS OR DAMAGE

Section 3. Loss on Duty or on Property

The Employer shall reimburse Employees for loss of personal money or personal property in a hold-up while on duty, up to a maximum of two hundred dollars (\$200.00) per Employee, provided the Employee promptly reports such hold-up to the Employer and the police and cooperates in the investigation of such hold-up. Employees shall be paid for all time involved, however, reimbursement for cash loss shall be limited to one hundred dollars (\$100.00). In addition, if Employees experience theft or vandalism issues related to personal vehicles in designated Employee-parking lots, the applicable Local Union may notify the District Labor Manager of the issues and request a meeting with Security to discuss specific concerns, as well as possible steps that can be taken to enhance security in the affected parking lot. In addition, if an Employee whose personal vehicle was subject to theft or vandalism while parked in a designated Company parking lot provides immediate notice to the Company and obtains a police report, the Company will reimburse the Employee up to five hundred dollars (\$500.00), to the extent the theft or vandalism is not covered by the Employee's insurance.

ARTICLE 45 - LEAVE OF ABSENCE

Section 4. Parental Leave

[NEW 2ND PARAGRAPH AS FOLLOWS:]

The Employer shall provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an Employee to express breast milk. A reasonable break time for an Employee to express breast milk for such Employee's nursing child shall be considered hours worked if the Employee is not completely relieved from duty during the entirety of such break.

Section 6. Family and Medical Leave Act (FMLA)

All employees who have worked for the Company for a minimum of 12 months and worked the least 1250 hours during the past 12 months are eligible for unpaid leave as set forth in the Family and Medical Leave Act of 1993.

Additionally, any employee not covered above, that has worked for the Company for a minimum of thirty-six (36) months and accrued at least 625 paid hours during the past twelve (12) months is eligible for unpaid leave as set forth below, except that the amount of leave allowed will be computed at one half (½) of the time provided by the FMLA. Eligible employees are entitled up to a total of 12/6 weeks of unpaid leave during any twelve (12) month period for the following reasons:

1. Birth of a child;
2. Adoption or placement for foster care;
3. To care for a spouse, child, or parent of the employee due to a serious health condition;

4. A serious health condition of the employee.

The employee's seniority rights shall continue as if the employee had not taken leave under this section, and the Employer will maintain health insurance coverage during the period of the leave.

The Employer may require the employee to substitute accrued paid vacation or other paid leave for part of the 12/6 week leave period. Employees shall be allowed to retain up to two (2) weeks of accrued paid vacation that will not be substituted for part of the 12/6 week leave period.

The employee is required to provide the Employer with at least thirty (30) days advance notice before FMLA leave begins if the need for leave is foreseeable. If the leave is not foreseeable, the employee is required to give notice as soon as practicable. The Employer has the right to require medical certification of a need for leave under this Act. In addition, the Employer has the right to require a second (2nd) opinion at the Employer's expense.

The provisions of this section are in response to the Federal Act and shall not supersede any state or local law, which provides for greater employee rights.

Section 7. Substance Abuse Professional (SAP)

When an employee, in any job classification requiring driving, has lost their license for driving under the influence of alcohol or a controlled substance, they will be offered available inside work of one (1) full-time or two (2) part-time openings, not to exceed two (2) years provided that the employee is assessed by a Substance Abuse Professional (SAP) and is released to return to work by the SAP.

The SAP shall establish the terms upon which the Employee may return to work.

The employee must also enter a rehabilitation program, if required by the SAP, within one (1) month of the SAP's assessment. The employee shall be returned to driving once they successfully complete the rehabilitation program, provided their driving privileges have been restored.

The employee shall receive the appropriate rate of pay for the job performed based on their seniority. Coverage for benefits shall continue for the length of the leave of absence or for the job duration, up to two (2) years. Any Driver cited for Driving Under the Influence who does not have their license suspended, or who has limited driving privileges, shall be assessed by a SAP within five (5) working days of the citation.

If the SAP determines the driver does not require rehabilitation, then they shall be allowed to return to driving. Until the assessment is completed, the driver shall be allowed to work at their hourly wage and guarantee.

If rehabilitation is required, the above paragraph shall also be applicable. The right to rehabilitation provided in Article 37, Section 4. 1 1 shall not be applicable to a driver who completes a rehabilitation program under this paragraph, unless, as a result of the DUI citation, the driver is convicted or loses their license for driving.

If a citation later results in a non-conviction, the SAP will determine whether the Employee needs to complete or immediately be released from the rehabilitation and/or aftercare treatment program.

ARTICLE 46 - AIR AGREEMENT PREAMBLE

In order for the Employer, the Union and the employees to further benefit from the expanding air operations the following Sections shall supersede language on the same subjects in this agreement, unless specifically stated otherwise in this Article.

Section 1. Air Drivers

[NO CHANGE UNTIL SUBSECTION D:]

d. Air Driver Guarantee and Overtime

1. Full-time air drivers shall have the same daily and weekly guarantees as provided for regular drivers in this Agreement. They shall receive overtime pay for hours worked in excess of eight (8) hours in a twenty-four (24) hour period or in excess of forty (40) hours per week. Full-time air drivers who work a sixth or seventh report shall receive time and one half (1 ½) for all hours worked.
2. Less than eight (8) hour air drivers (part-time air drivers) who have a regular scheduled start time shall have a three and one half (3 ½) hour daily guarantee.

[NO ADDITIONAL CHANGES UNTIL SUBSECTION J AS FOLLOWS:]

j. Holiday Work

6. All part-time bid air drivers who work on a holiday will be provided a three and one-half (3 ½) hour guarantee.

[NO ADDITIONAL CHANGES TO SECTION 1]

Section 6. Wages

All hourly wages for employees covered under Article 46 will be determined only in accordance with this Section.

- a. Part-time air drivers including exception air drivers will be paid as follows:

Start	\$15.00 \$23.00
Twelve (12) months	\$16.00 \$24.00
Twenty-four (24) months	\$17.00 \$25.00
Thirty-six (36) months	\$21.00 \$29.00
Forty-eight (48) months	Top Rate

1. Effective August 1, ~~2018-2023~~ the prior ~~\$28.64~~**\$33.94** forty-eight (48) month (top) rate shall change on August 1st of each year of the Agreement to reflect the agreed upon general wage increases.

[NO ADDITIONAL CHANGES TO SUBSECTION A]

- b. Full-time air drivers will be paid as follows:

Start	\$17.00 \$23.00
Twelve (12) months	\$18.00 \$24.00
Twenty-four (24) months	\$19.00 \$25.00
Thirty-six (36) months	\$23.00 \$29.00
Forty-eight (48) months	Top Rate

1. Effective August 1, ~~2018-2023~~ the prior ~~\$30.64~~**\$35.94** (top) rate will change on August 1st of each year of the Agreement to reflect the agreed upon general wage increases.

- ~~2. Seniority full time employees entering a full time air driver job will be slotted based on their Company seniority. Full time air drivers in progression as of the ratification of this Agreement will maintain a two (2) year progression to Top Rate as set forth in Article 46, Section 6(b) of the 2013-2018 Agreement but will be paid the applicable hourly rates as set forth above.~~

[NO CHANGES TO SUBSECTIONS C, D, E, F, G, H, & I]

- j. Upon ratification of this agreement, employees performing deice and pushback duties in air hub and gateways shall be paid an hourly premium for the duration of the shift in which such duties are performed. For deice duties the premium shall be one dollar (\$1.00) per hour, for pushback the premium shall be seventy-five cents (\$0.75) per hour.

Within thirty (30) days of the implementation of the Employer's new payroll processing system, but no later than January 1, 2026, the following shall apply: Employees performing k-loading duties, on aircraft only, shall receive a premium of fifty cents (\$0.50) per hour for the duration of the shift in which such duties are performed.

ARTICLE 47 - PREMIUM SERVICES

Section 2. Sleeper Team Operations

The Employer may use subcontractors for new custom contracts for reasonable start-up periods. In no event shall such start-up period exceed thirty days.

1. Bidding and Mileage

- a. Sleeper cab runs approved pursuant to the provisions of Article 47 will be posted and employees may bid for such runs in accordance with the bidding procedures set forth in this Agreement. No seniority employee shall be forced to drive in a sleeper cab run unless otherwise provided in their Feeder Work Rules or Local Union practice. If after the bidding process is exhausted, the new jobs/vacancies have not been filled, the following procedure shall apply. The jobs will be offered to other facilities within the jurisdiction of the local union which have qualified feeder drivers on lay-off, displaced, or otherwise not holding a bid within the feeder classification, before hiring off the street. To be eligible to transfer and fill these new jobs/vacancies, the employee must be qualified at the time the job is offered. Any employees transferring from another facility pursuant to this paragraph will have their seniority determined by this agreement. The employee shall retain benefits (e.g. vacation, sick leave, holidays, etc.) based on the employee's length of service. If no employee fills these new jobs/vacancies, the company will hire off the street. Drivers hired off the street to cover open sleeper jobs under this provision will be required to perform Sleeper work for a period of eighteen (18) months. A senior driver who successfully bids a sleeper cab run shall be permitted to select ~~his~~their respective sleeper cab team partner without regard to seniority, provided that the driver selected as a

partner has, prior to such bid, acknowledge ~~his~~their agreement, in writing, to accept such permanent sleeper cab run driving assignment and provided further that the selected partner possesses the required qualifications.

- b. There shall be no two (2) person operations on runs with loads of less than five hundred fifty (550) outbound miles ~~and one thousand one hundred (1,100) miles round trip on the first leg.~~ All bids and cover drivers will receive reasonable time off at their home center. Every team driver shall be guaranteed at least forty (40) hours of pay per week.

3. Furnished Transportation and Lodging

[ONLY CHANGE IS IN PARAGRAPH 2 AS FOLLOWS:]

Under unusual circumstances in which the Employer is unable to furnish satisfactory lodging, the employee shall be paid ~~fifty~~one-hundred dollars (~~\$50.00~~\$100.00) for each rest period; except where accommodation is unavailable at such figure and it is necessary for the driver to pay in excess of ~~fifty~~one-hundred dollars (~~\$50.00~~\$100.00), ~~he~~they shall receive reimbursement of the actual cost of the room.

5. Sleeper Equipment

[ADDITION OF LAST PARAGRAPH AS FOLLOWS:]

Leased equipment should be consistent with the above specifications and comply with all DOT Regulations. Any variations shall be reviewed with the Union Chair and Company Chair.

6. Subsistence Allowance

Each employee shall be allowed road expense in the amount of ~~thirty-five dollars (\$35.00)~~forty-five dollars (\$45.00) for each one thousand (1,000) miles traveled.

- 11. All employees entering after August 1, ~~2018~~2023, a job classification paid on a mileage rate, who have not yet completed a full-time progression, shall be paid a progression rate equal to the following:

	Single	Double	Triple
Start	0.5816	0.5939	0.6062
Twelve (12) months	0.6203	0.6335	0.6466
Twenty four (24) months	0.6591	0.6731	0.6871
Thirty six (36) months	0.6979	0.7127	0.7275
Forty eight (48) months	Top Rate		
	<u>Single</u>	<u>Double</u>	<u>Triple</u>
<u>Start</u>	<u>0.6370</u>	<u>0.6504</u>	<u>0.6639</u>
<u>Twelve (12) months</u>	<u>0.6473</u>	<u>0.6611</u>	<u>0.6747</u>
<u>Twenty-four (24) months</u>	<u>0.6866</u>	<u>0.7012</u>	<u>0.7158</u>
<u>Thirty-six (36) months</u>	<u>0.7465</u>	<u>0.7623</u>	<u>0.7781</u>
<u>Forty-eight (48) months</u>	<u>Top Rate</u>		

Those drivers in progression as of the ratification of this agreement will maintain a ~~three (3)~~four (4) year progression to Top Rate ~~as set forth in Article~~

~~43, Section 2 (11) of the 2013-2018 NMA but will be paid the applicable mileage rates as set forth above~~ **and be slotted into the above progression rates.**

Section 3. Mileage Rates

Premium service drivers will be paid the cents per mile shown below for all miles driven. Sleeper teams will receive a two (2) cents per mile premium on the appropriate mileage rate and will equally divide the appropriate rate.

The mileage rates set forth below shall be effective **on August 1** for each of the specified contract years. The total increases for each year will result in the following mileage rates:

	Single	Double	Triple
August 2018	0.8442	0.8626	0.8810
August 2019	0.8613	0.8800	0.8988
August 2020	0.8796	0.8987	0.9179
August 2021	0.9001	0.9196	0.9393
August 2022	0.9229	0.9429	0.9631
	Single	Double	Triple
<u>August 2023</u>	<u>1.0148</u>	<u>1.0361</u>	<u>1.0577</u>
<u>August 2024</u>	<u>1.0320</u>	<u>1.0537</u>	<u>1.0757</u>
<u>August 2025</u>	<u>1.0492</u>	<u>1.0713</u>	<u>1.0937</u>
<u>August 2026</u>	<u>1.0721</u>	<u>1.0947</u>	<u>1.1176</u>
<u>August 2027</u>	<u>1.1237</u>	<u>1.1474</u>	<u>1.1714</u>

ARTICLE 48 - CONTRACT TERMS

This Agreement shall become effective August 1, ~~2018-2023~~ and continue in full force and effect to and through July 31, ~~2023~~~~2028~~. This agreement will continue in full force and effect from year to year thereafter unless written notice of termination is given by either party hereto sixty (60) days or more prior to July 31, ~~2023-2028~~ or sixty (60) days or more prior to July 31 of any year thereafter.

ARTICLE 49 - WEEKEND WORK SCHEDULES

Effective upon ratification previously classified Article 25.13 drivers shall be reclassified to Regular Package Car Drivers (RPCDs), placed in seniority according to the language in the 710 Agreement and have their pay rate adjusted to Top Rate or applicable Article 3, Section 1.b. progression rate, effective August 1, 2023. Further, they will be covered by the Article 3, Section 3(C) "9.5" provisions and "8 hour requests" as well as all other rights and benefits as an RPCD.

The parties agree in those buildings where the Employer is currently utilizing or elects to utilize in the future, a six (6) day package delivery operation the following will apply:

Section 1. Process of Reclassifying

- a. RPCD workweeks shall be Monday through Friday or Tuesday through Saturday. These two workweek schedules will be staffed in accordance with the 710 Agreement except as follows:
 - i) Drivers hired as a RPCD before August 1, 2019 shall not be forced to a Tuesday-Saturday (T-S) workweek but shall be allowed to bid such

workweek according to the 710 Agreement.

- ii) Drivers hired as a RPCD after August 1, 2019 may hid either a Monday-Friday or Tuesday-Saturday workweek as may be determined in the 710 Agreement.
 - iii) Previously classified Article 25.13 drivers shall remain on a T-S workweek unless the number of necessary Tuesday-Saturday workweek schedules can be covered by RPCDs described in Paragraphs (i) or (ii) above.
 - iv) If the number of T-S workweek schedules cannot be covered by the drivers in Paragraphs (ii) or (iii), the Company may assign the open T-S workweek schedule(s) to the junior RPCD hired after August 1, 2019 according to the 710 Agreement.
 - v) In any buildings without sufficient staffing to handle Saturday delivery needs after the process set forth above, the Union and the Company will meet and resolve on a local basis. If not resolved within sixty (60) days of ratification, the matter may be referred to the Co-Chairs of the National Negotiating Committee or their designees for resolution.
- b. No RPCD shall be forced to work any day outside of their regular scheduled workweek. RPCDs who currently qualify for 9.5 rights shall not have their rights affected due to the reclassification of 25.13's.

Section 2. Six Day Operations

Recognizing that the Employer currently only utilizes five (5) day delivery operations in some locations, at least forty-five (45) days advance written notice shall be provided to the affected Local Union(s) prior to transitioning to a six (6) day delivery operation following ratification.

NOTE: The Local 710 Premium Services “Work Rules” Agreement will be included in the contract book as follows ([...] denotes no change):

PREMIUM SERVICES

Guidelines for Mileage Layover, Mileage Turn and Sleeper Team Drivers

- (1) No Feeder Driver will be laid off or displaced from the Feeder Classification as a direct result of the implementation of a Premium Service Job.
- (2) If the Employer's existing Feeder Network can meet the Employer's time and service needs, that network will be used first.

In the event the Employer proposes to implement either a mileage layover, or sleeper team run in accordance with the provisions of section (1.) above, the run must first be reviewed and approved by the ~~Union~~ Business Agent. Such approval shall not be unreasonably denied. All disputes will be referred to the Local 710 grievance committee.

~~After approval by the Union, the accommodation shall be submitted to the Joint Premium Service Review Committee for review.~~

~~The Employer may also submit the accommodation to the Committee for review in the event approval is denied by the Union.~~

~~No such accommodation shall be implemented without the approval of the Joint Premium Service Review Committee chairpersons.~~

~~Approval shall not be unreasonably denied.~~

~~Any run that has been approved and is changed, such change must be reviewed with the Union.~~

[...]

Mileage jobs not scheduled to equal ten (10) hours of pay will be filled in with local hourly feeder work in the following order. This would not apply to jobs domiciled at Addison, Jeff Street, Palatine, and CACH:

[...]

Holidays:

[...]

When the mileage turn, ~~and~~ layover ~~and sleeper team~~ drivers are required to work on a holiday, the driver will be paid at the appropriate holiday rate under the Teamsters Local 710 / UPS Agreement.

For sleeper team drivers, all work performed on a holiday will be paid at double the applicable rate.

[...]

Scheduled time off / Unscheduled Absenteeism:

[...]

~~Efforts to pre-connect mileage turn, layover and sleeper team driver's trailer units at the local origin will be made at both the start and the finish of the run in a regular location on the lot.~~

Trip Sheets: [NO CHANGE]

Start Work: Designated Areas

Each building having mileage runs shall continue to have a designated area. These areas are in place and have been agreed upon by UPS and the Local 710 Business Agent. If these areas are to be changed, UPS and the Local 710 Business Agent will meet and review.

Loaded trailer(s) as well as empties will be parked and hooked in the designated area as agreed upon by UPS/Local 710 Business Agent.

Efforts to pre-connect mileage turn, layover and sleeper team driver's trailer units at the local origin will be made at both the start and the finish of the run in a regular location on the lot.

Delay Time:

"It is the intent of the parties to make the driver whole for all justified delay time, such as waiting for late loads, unscheduled on-property work, accident or weather delay or unload equipment breakdown. Any disputes will be referred to the Local 710 / UPS Grievance Committee."

[...]

When sleeper team runs require waiting time at the furthest point, such waiting time may be non-paid, but not to exceed ~~two (2) hours~~ **one (1) hour**.

The driver will be paid from the actual arrival time to the extent that an early arrival is not the fault of the driver. Each arrival at the home domicile will reset the furthest point, **but in no instance will a team have more than one (1) unpaid hour total at furthest points in any one week, except as provided below.**

[...]

Run Changes:

[...]

For peak season and holiday weeks, all Sleeper Team runs that are temporarily changed shall be subject to the bid procedure with the following stipulations:

- 1. Runs that are temporarily changed by at least 550 miles or a change in all destination legs shall be subject to a bid and will be posted ten (10) days prior for review.**
- 2. A-Drivers whose runs meet this criteria and would like to exercise their seniority rights to select an affected job (see #1 above), must notify management of their intent to bump by 11:59 p.m. of the Friday of the week the affected jobs are posted for review.**
- 3. Drivers that notify management will be able to select from any job in seniority order that meets the criteria set forth in #1 above.**
- 4. Teams must stay together during this bid process.**
- 5. All bids will be filled.**

If a Sleeper Team bid workweek has a permanent gate time change of at least two (2) hours, or a change in a destination leg, or a change of a minimum of 550 miles may stay with the job or start a rebid or bump.

Extension: [NO CHANGE]

Vacated Sleeper Position Selection:

In the event the senior driver (A driver), of a bid team permanently vacates the team for any reason, the **run shall be rebid within ten (10) days.** ~~junior driver (B driver), will become the senior (A driver), for that team for the purpose of selection of his/her replacement. The selection will be in accordance with Article 47, Section 2 (1) (a) of the Teamsters Local 710/UPS Agreement.~~

[...]