

**State of Michigan**  
and  
**United Parcel Service**  
**Rider**  
to the  
**NATIONAL MASTER**  
**UNITED PARCEL SERVICE**  
**AGREEMENT**

**For The Period January 1, 2008**  
**thru July 31, 2013**

## **SCHEDULE OF WAGES**

<b><u>CLASSIFICATION</u></b>	<b><u>8-1-07</u></b>	<b><u>8-1-08</u></b>	<b><u>2-1-09</u></b>	<b><u>8-1-09</u></b>	<b><u>2-1-10</u></b>
P/U & Delivery Dr	28.28	28.63	28.98	29.355	29.73
Tractor-Trailer Dr	28.29	28.64	28.99	29.365	29.74
Tractor-Trailer Dr-Double Bottoms	28.74	28.09	29.44	29.815	30.19
Tractor-Trailer Dr-Db Btm 40's & Trains	29.09	29.44	29.79	30.165	30.54
Porters, Clerks, Car Wash	26.58	26.93	27.28	27.655	28.03
F/T Sorters	27.28	27.63	27.98	28.355	28.73
F/T Preloaders	27.28	27.63	27.98	28.355	28.73
*Journeyman Mechanic	28.68	29.03	29.38	29.755	30.13
**Apprentice Mechanic	27.93	28.28	28.63	29.005	29.38
All Others	25.58	25.93	26.28	26.655	27.03

**NOTE:** Part Time rates - Article 22 Section 5, National Master

**NOTE:** Cost of Living see Article 33 National Master

<b><u>CLASSIFICATION</u></b>	<b><u>8-1-10</u></b>	<b><u>2-1-11</u></b>	<b><u>8-1-11</u></b>	<b><u>2-1-12</u></b>	<b><u>8-1-12</u></b>	<b><u>2-1-13</u></b>
P/U & Delivery Dr	30.105	30.48	30.905	31.33	31.805	32.28
Tractor-Trailer Dr	30.115	30.49	30.915	31.34	31.815	32.29
Tractor-Trailer Dr-Double Bottoms	30.565	30.94	31.365	31.79	32.265	32.74
Tractor-Trailer Dr-Db Btm 40's & Trains	30.915	31.29	31.715	32.14	32.615	33.09
Porters, Clerks, Car Wash.	28.405	28.78	29.205	29.63	30.105	30.58
F/T Sorters	29.105	29.48	29.905	30.33	30.805	31.28
F/T Preloaders	29.105	29.48	29.905	30.33	30.805	31.28
*Journeyman Mechanic	30.505	30.88	31.305	31.73	32.205	32.68
**Apprentice Mechanic.	29.755	30.13	30.555	30.98	31.455	31.93
All Others	27.405	27.78	28.205	28.63	29.105	29.58

**NOTE:** Part Time rates - Article 22 Section 5, National Master

**NOTE:** Cost of Living see Article 33 National Master

# **NATIONAL MASTER AGREEMENT**

## **ARTICLE 3 UNION SHOP AND DUES**

The Company agrees to deduct one (1) months' dues from all seasonal employees and vacation replacements for each month worked, or portion thereof. These deductions will be remitted to the Local Union with the regular monthly check-off.

## **ARTICLE 14, SECTION 5 AND 6 HEALTH AND WELFARE**

Health and Welfare Insurance will be provided during the term of this Agreement as set forth in the three (3) attached and separate insurance policies described:

United Parcel Service Plan for hospital care

United Parcel Service Plan for:

1. Life Insurance coverage for employee, spouse and dependents.
2. Surgical and medical coverage.
3. Health and accident coverage.
4. Major medical coverage.
5. Vision Care.
6. Dental Care.

Paid prescriptions for prescription drug program.

Part time employees effective on the date of ratification will be eligible for Health and Welfare benefits, provided that the part time employee is not covered by another plan. Company will provide such a plan.

## **CENTRAL CONFERENCE SUPPLEMENT**

### **ARTICLE 16 VACATION**

Vacations: Eight (8) years or more - Three (3) weeks.

An employee may at his/her discretion sell back up to two (2) weeks of vacation. The employee must request the "Sell Back" weeks by the beginning of the current selection period.

## **ARTICLE 17 GRIEVANCE PROCEDURE**

The Employer shall have ten (10) calendar days including date of knowledge to issue discipline to an employee by proper written notice with a copy to the Local Union.

It shall be the responsibility of the employee to reduce a grievance to writing from the date of knowledge and/or the date of discipline issued and submit the grievance to the Employer within ten (10) calendar days.

## **ARTICLE 18 MEAL PERIOD**

All Full Time Package Car Drivers shall be entitled to take a fifty (50) minute unpaid meal period. Said Employee shall be required to take no less than twenty (20) minutes unpaid meal period between their 3<sup>rd</sup> and 6<sup>th</sup> hour work.

All Full Time Employees will be entitled to one (1) ten (10) minute paid break.

### **MECHANICS**

1. Any mechanic called back to work after completing his/her scheduled work day shall be guaranteed four (4) hours work or pay at time and onehalf (1 1/2).
2. One change of uniform per day.
3. Foul weather gear.
4. Apprenticeship program.

An employee receiving "Red Circled" rate of pay for a classification listed above shall maintain that rate of pay as long as the employee remains in the same job.

# CENTRAL CONFERENCE SUPPLEMENT

## ARTICLE 19, SECTION 4

Journeyman mechanics will receive a twenty-five cent (\$.25) hourly increase effective January 7, 1980 for the replacement of their personal tools. Mechanics will not be permitted to bid into delivery driving, feeder driving, or tractor trailer driving work. Mechanics will only be used for work outside of their classification of work after all other sources have been exhausted. \*(Includes \$.25 effective 1-7-80.)

\*\*Apprentices: \$.10 per hour increase every six (6) months until they reach Journeyman rate. (The twenty-five cent (\$.25) increase for Journeyman mechanics is not applicable for apprentice mechanics except those in the apprentice classification before January 7, 1980.)

FOR THE COMPANY:

CINDY MORRONNE

CHUCK SCHMIDBAUER

RICHARD GOUGH

FOR THE UNION:

TOM HARTY

GEORGE SORENSON

GREGORY J. LOWRAN

DATE: JANUARY 1, 2008

