

PART V

**OFFICE EMPLOYEES
SUPPLEMENTAL AGREEMENT**

**COVERING OFFICE EMPLOYEES EMPLOYED
BY PRIVATE, COMMON AND CONTRACT
CARRIERS**

**For the period of:
April 1, 200308 thru March 31, 200813**

**In the following territory:
California, Washington, Oregon, Nevada,
New Mexico, Arizona, Montana, Idaho, Utah,
Colorado and Wyoming**

The
(Company)

Hereinafter referred to as the “EMPLOYER”

And

The WESTERN MASTER FREIGHT DIVISION and LOCAL UNION No
affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, herein after
referred to as the “UNION,” agree to be bound by the terms and provisions of this
Agreement.

This Office Employees Supplemental Agreement is supplemental to and becomes a part
of the Master Freight Agreement, hereinafter referred to as the “Master Agreement” for
the period commencing April 1, 200308 which Master Agreement shall prevail over the
provisions of this Supplement in any case of conflict between the two, except as such
Master Agreement may specifically permit. Questions arising out of alleged conflicts
shall be submitted directly to the National Grievance Committee.

ARTICLE 57. SCOPE OF AGREEMENT – *No Change*

ARTICLE 58. – *No Change*

ARTICLE 59. MEAL PERIOD – *No Change*

ARTICLE 60. GENERAL PROVISIONS

Section 1. Split Shifts – *No Change*

Section 2. Sanitary Conditions – *No Change*

Section 3. Extra Employees

(a) – *No Change*

(b) – *No Change*

(c) Replacement casuals may be utilized by an employer to replace regular employees who are off due to illness, vacation or other absence. Where the Company has at least three (3) hours notice that a regular employee will be absent from his shift, the casual shall be started at the same time as the regular's starting time, in order to be counted as a replacement casual. Where the Company has less than three (3) hours notice that a regular will be absent from his shift, a casual started within three (3) hours of the absentee's starting time shall qualify as a replacement casual. ~~When used for such replacement the casual's time card shall be so noted, prior to the end of the employee's shift.~~ **For the purpose of verifying that a casual was a replacement casual, the monthly casual report furnished to the local Union in sub-section (f) below shall be so noted. -**

A replacement casual shall work within the classification of the person being replaced provided such casual is qualified to perform the duties of the absent employee.

(d) – *No Change*

(e) Any casual or non-seniority employee used by the Employer for twelve (12) eight (8) hour supplemental shifts within a calendar month shall be automatically processed by the Employer to determine whether the casual meets the Employer's hiring standards and qualifications. Such processing shall be completed within thirty (30) calendar days from the completion of the twelfth (12th) shift worked.

After such processing, if the casual employee meets the Employer's hiring standards and qualifications for regular employment, he/she shall be placed on a **the** seniority list for regular employment; ~~he/she shall not be subject to any probationary period.~~ His/her seniority date will be the date he/she is put on the seniority list. **of the twelfth shift worked.**

When an Employer utilizes eight (8) hour supplemental casuals thirty (30) or more days in any two (2) consecutive calendar months, the Employer shall add one (1) regular employee.

The Employer shall select and place a casual(s) into probationary status who has been working for the Employer. Once the number of new employees has been determined by the parties, the Employer must hire within sixty (60) days unless there is an intervening layoff. In the event of layoff, the time period for hiring will be extended until the last man on layoff is recalled. The balance of the sixty (60) day hiring period then continues in effect that date. Failure to add regular employees within the prescribed time shall subject the Employer to runaround claims.

(f) – *No Change*

(a) – *No Change*

(b) – *No Change*

(c) – *No Change*

(d) – *No Change*

(g) – *No Change*

(h) – *No Change*

Section 4. Coffee Breaks – *No Change*

Section 5. Seniority Violation – *No Change*

Section 6. Paid For time – *No Change*

Section 7. Work in Other Classifications – *No Change*

Section 8. Work in Other Jurisdictions – *No Change*

Section 9. Emergency Callback – *No Change*

Section 10. Call Time – *No Change*

Section 11. Work Opportunity at Other Terminals – *No Change*

ARTICLE 61. – *No Change*

ARTICLE 62. – No Change

ARTICLE 63. – No Change

APPENDIX “A” – No Change

APPENDIX “B”

This Appendix “B” which is attached to the above described Supplemental Agreement is that certain Appendix “B” referred to in Article 61, Section 2 thereof, and sets forth the minimum wage rates for the classification of employment covered by such Supplemental Agreement in each of the variously described areas covered by the Agreement.

Effective April 01, 1999, this new structure will apply to all new hires.

New hire rates:

The new hire rates shall be two dollars and forty cents (\$2.40) less than the current rate applicable to the classification of work for which the employee is being hired. New hire rates shall be increased in forty cents (\$.40) increments every three (3) months until the contract rate for the classification is achieved.

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Joint Council No. 3 - Local Union No. 483

Group I	Effective	4-1-03	4-1-04	4-1-05	4-1-06	4-1-07
Cashier		19.80	20.20	20.60	21.05	21.55
Interline Clerk		19.80	20.20	20.60	21.05	21.55
Billing Clerk		19.80	20.20	20.60	21.05	21.55
O.S. & D Tracing Clerk		19.95	20.35	20.75	21.20	21.70
Group II						
Payroll Clerk		20.22	20.62	21.02	21.47	21.97
Group III						
Rate Clerk		20.47	20.87	21.27	21.72	22.22

Joint Council No. 3 - Local Unions No. 190, 222 and 983

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Group I

Cashier	19.88	20.28	20.68	21.13	21.63
Interline Clerk	19.88	20.28	20.68	21.13	21.63
Billing Clerk	19.88	20.28	20.68	21.13	21.63
O.S.&D. Tracing Clerk	19.98	20.38	20.78	21.23	21.73

Group II

Payroll Clerk	20.25	20.65	21.05	21.50	22.00
---------------	------------------	------------------	------------------	------------------	------------------

Group III

Rate Clerk	20.55	20.95	21.35	21.80	22.30
------------	------------------	------------------	------------------	------------------	------------------

Joint Council No. 3 - Local Unions No. 104, and 492

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Group I

Secretary	20.08	20.48	20.88	21.33	21.83
Cashier	20.08	20.48	20.68	21.33	21.83
Interline Clerk	20.08	20.48	20.68	21.33	21.83
Claim Clerk	20.08	20.48	20.68	21.33	21.83
Billing Clerk	20.03	20.43	20.83	21.28	21.78
O.S. & D. Tracing Clerk	19.98	20.38	20.78	21.23	21.73

Group II

Payroll Clerk	20.25	20.65	21.05	21.50	22.00
---------------	------------------	------------------	------------------	------------------	------------------

Group III

Rate Clerk	20.60	21.00	21.40	21.85	22.35
------------	------------------	------------------	------------------	------------------	------------------

Joint Council No. 28 — Except Local Unions No. 582 and 763

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Group I

O.S & D. Clerk	19.89	20.29	20.69	21.14	21.64
Billing Clerk	19.89	20.29	20.69	21.14	21.64
Cashier	20.01	20.41	20.81	21.26	21.76

Group II

Payroll Clerk	20.18	20.58	20.98	21.43	21.93
---------------	------------------	------------------	------------------	------------------	------------------

Group III

Rate Clerk	20.38	20.78	21.18	21.63	22.13
------------	------------------	------------------	------------------	------------------	------------------

Joint Council No. 28 - Local Unions No. 582 and 763

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Group I

Secretary	19.94	20.34	20.74	21.19	21.69
Billing Clerk	19.79	20.19	20.59	21.04	21.54
O.S. & D. Clerk	19.79	20.19	20.59	21.04	21.54
Claim Clerk	19.79	20.19	20.59	21.04	21.54
Interline Clerk	20.05	20.45	20.85	21.30	21.80
Cashier	20.05	20.45	20.85	21.30	21.80

Group II

Payroll Clerk	20.15	20.55	20.95	21.40	21.90
---------------	------------------	------------------	------------------	------------------	------------------

Group III

Rate Clerk	20.38	20.78	21.18	21.63	22.13
------------	------------------	------------------	------------------	------------------	------------------

Joint Council No. 37

Group I

Secretary	20.01	20.41	20.81	21.26	21.76
Cashier	20.01	20.41	20.81	21.26	21.76
Claim Clerk	20.01	20.41	20.81	21.26	21.76
O.S. & D. Clerk	20.01	20.41	20.81	21.26	21.76
Billing Clerk	19.91	20.31	20.71	21.16	21.66

Group II

Payroll Clerk	20.18	20.58	20.98	21.43	21.93
---------------	------------------	------------------	------------------	------------------	------------------

Group III

Interstate Rate Clerk	20.53	20.93	21.33	21.78	22.28
Transcontinental Rate Clerk	20.53	20.93	21.33	21.78	22.28

Joint Council No. 38

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Group I

Cashier	20.09	20.49	20.89	21.34	21.84
Secretary	20.09	20.49	20.89	21.34	21.84
Interline Clerk	20.09	20.49	20.89	21.34	21.84
Claim Clerk	20.09	20.49	20.89	21.34	21.84
O.S. & D. Tracing Clerk	20.09	20.49	20.89	21.34	21.84

Group II

Payroll Clerk	20.36	20.76	21.16	21.61	22.11
---------------	------------------	------------------	------------------	------------------	------------------

Group III

Interstate Rate Clerk	20.77	21.17	21.57	22.02	22.52
Intrastate Rate Clerk and Transcontinental Rate Clerk	20.87	21.27	21.67	22.12	22.62

Joint Council No. 42

SEE NATIONAL ECONOMIC SETTLEMENT IN THE MASTER AGREEMENT

Group I

Secretary	20.09	20.49	20.89	21.34	21.84
Cashier	20.09	20.49	20.89	21.34	21.84
O.S. & D. Tracing Clerk	20.09	20.49	20.89	21.34	21.84
Interline Clerk	20.09	20.49	20.89	21.34	21.84
Claim Clerk	20.09	20.49	20.89	21.34	21.84
Billing Clerk	20.09	20.49	20.89	21.34	21.84

Group II

Payroll Clerk	20.36	20.76	21.16	21.61	22.11
<u>Centralized Customer Care</u>	<u>Same as Payroll Clerk Rate</u>				

Group III

Interstate Rate Clerk	20.77	21.17	21.57	22.02	22.52
Intrastate Rate Clerk	20.77	21.17	21.57	22.02	22.52
Transcontinental Rate Clerk	20.87	21.27	21.67	22.12	22.62