LOCAL 295

OFFICE CLERICAL

LOCAL RIDER

For the Period of
April 1, 2026
Through
March 31, 2030

PREAMBLE

This Agreement is entered into by and between DHL EXPRESS (USA), INC. (hereinafter the "Company", "Employer" or "DHL"), the Teamsters DHL National Negotiating Committee ("TDHLNNC"), and LOCAL UNION 295, affiliated with THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (hereinafter "Union" or "Local 295 "). This Local Rider is supplemental to and becomes a part of the National Master DHL Agreement, hereinafter referred to as the "National Agreement" and the Office Clerical Operational Supplement, hereinafter referred to as the "Operational Supplement") for the period commencing April 1, 2026 through March 31, 2030. This Local Rider shall not become effective unless and until it is ratified by the Employer's Clerical employees represented by Local 295 and approved in writing by the National Union Committee as provided in the National Agreement (Article 2, Scope of Agreement, Section 1, Scope and Approval of Local Supplements).

Once this Local Rider becomes effective, it (together with the National Agreement and Operational Supplement) shall supersede, cancel and replace in its entirety the pre-existing collective bargaining agreement between the parties for the affected Clerical employees represented by Local 295.

The terms set forth in each Local Rider shall supersede any conflicting terms in their applicable Operational Supplement. Challenges/grievances arising out of alleged conflicts shall be submitted directly to the National Grievance Committee for a decision.

ARTICLE 21. STEWARDS

Section 1. Super Seniority Status

One (1) Steward at each clerical facility covered by this Local Rider shall be granted super-seniority for layoff and recall. Any additional application of super-seniority for Stewards must be justified as being directly related to the proper performance of the Steward's duties as Steward and permitted by applicable law.

Section 2. Alternate Stewards

Whenever possible, any Alternate Stewards selected in accordance with the terms of the Operational Supplement, shall be selected from a shift other than that worked by the Primary Steward.

Section 3. Steward Meetings

The Union shall be permitted to have up to, but not in excess of one (1), meeting of all the designated stewards (no more than one (1) per terminal), per calendar quarter for the purposes set forth below, provided that the Employer receives at least forty-eight (48) hours prior written notice. Hours lost from the steward's regular shift to attend such meeting shall be paid by the Employer at straight-time rates up to but not in excess of their regular bidded shift. (Stewards shall not be required to cover a night shift following a day meeting.) The Employer shall have no other obligations to pay Stewards for the performance of their duties away from the Employer's

premises. It is expressly understood and agreed that the purpose of such meeting shall pertain solely and exclusively to the business of DHL and shall be limited to and not exceed the following subject matter: (1) the duties set forth in Article 16 of the Operational Supplement ("Stewards"); and (2) Steward training. (Any steward whose shift is "atypical" shall be treated on that day as if his/her schedule was the same as the majority of stewards, i.e., they will not be required to cover the night shift following the day meeting)

Section 4. Contract Negotiations

The Union shall be permitted to designate no more than two (2) stewards to attend contract negotiations. The stewards shall attend such meetings shall be paid by the Employer at straight time rates up to but not in excess of their regular bidded shift. (Stewards shall not be required to cover a night shift following day time negotiations). Union meetings to prepare for negotiations shall not be included.

ARTICLE 22. JOB CLASSIFICATIONS

Section 1. Classifications

A. Dispatcher

1. This Local Rider covers Dispatchers who, under the direction of and as assigned by management, shall perform, (but is not necessarily limited to), the following duties.

    a. the routine assignment of pick-ups to drivers during normal pick-up hours[1],; (It is understood that during the window period above, at least one (1) Dispatcher will be available at the Dispatcher work station).

    b. routinely maintain, under guidelines set by management, the records necessary to assist management and supervision in monitoring service quality, production and operating costs;

    c. perform other related functions and duties as assigned by management and/or supervision;

    d. assist management as requested in training Union dispatch personnel in the proper performance of work duties in conformity with Company policies and procedures;

This Section is intended to illustrate the primary duties of the position, but is not meant to diminish current bargaining unit work.

2. A Dispatcher shall be familiar with Company operations, procedures, and manuals, with airline guides, ocean and surface routing, tariffs and related materials, and be fully competent to make routine decisions, under and subject to supervision based thereon regarding work duties.

[1] Parties will execute a side letter to clarify this.

3. The Dispatcher's performance of the duties set forth above shall in no way, directly or indirectly interfere with or restrict the right of management and supervision to issue non-discriminatory work directives to employees.

4. Dispatchers shall have no authority or responsibility in the warehouse operations at any covered facility.

5. The qualifications of the Dispatcher position will include the following: i) the ability to communicate clearly and effectively; ii) the ability to maintain composure and work efficiently, in pressure situations iii) computer literacy, iv) the ability to read and decipher a road map, v) demonstrated ability to perform all Agent duties, in a competent manner, etc., vi) passage of job related proficiency examinations, etc.

6. When a Dispatcher position becomes available, the most senior Dispatcher who bids for the vacancy shall be deemed qualified and be awarded the position. In the event no Dispatcher bids for the vacancy, the most senior full-time Agent who meets the above qualifications of Section 5 of this Article shall be awarded the position. If there is a displaced Dispatcher in that location, then he/she shall have a one-time opportunity to return to the vacated Dispatcher position before any Agent. However, should the displaced Dispatcher decline this opportunity, then he/she shall automatically forfeit his/her protected Dispatcher pay scale and benefits. Henceforth, such individuals shall receive the pay and benefits applicable to an Agent based on most recent date of hire.

7. Dispatcher Probationary Period: If the successful bidder in Section 6 of this Article is a full-time Agent, he/she shall be subject to the provisions of Article 26, Section 6 of this Local Rider ("Promotions").

8. The foregoing provisions modify the Dispatcher function as set forth in the predecessor contract. The intent of this modification is to eliminate all the managerial duties formerly associated with that job, consistent with NLRA precedent.

9. a. In the event the Company introduces technology that automates the dispatch process of Section 1.(a.) of this Article (i.e., the routine assignment of pick-ups), then the Company shall be permitted to centralize the Dispatch function at a location within the geographic jurisdiction of the Union;

   b. During the term of the Collective Bargaining Agreement, the Company agrees to maintain a minimum of four (4) full-time dispatch positions at the ELZ facility.

   c. If at any time the Company reverts back to the manual routine assignment of pick-ups as in Section 1.(a) of this Article, then that work shall be performed by dispatchers covered hereunder.

B. Agents.

1. This Local Rider covers Agents who, under the direction of and as assigned by management, shall perform, (but is not necessarily limited to), the following duties

a. Receives and responds to telephone calls and electronic messages to and from customers, airlines, agents, and other Company offices regarding specific shipments, rates and flight or ocean or surface infatuation. (Nothing herein contained shall restrict management from answering their phone calls or electronic messages).

b. Provides over-the-counter services in the customer lobby areas.

c. Screens, routes, prepares, and processes air waybills, surface and ocean waybills, and related manifests.

d. Prepares and processes documents related to import and export shipments including clearance of imported and exported shipments.

e. Complies with Problem Resolution Policies and Procedures and acts to resolve customer complaints in a timely manner

f. Performs tracing of packages and expedites urgent shipments.

g. Resolves addressing errors of customer packages in a timely manner.

h. Attempts to resolve any "Not Delivered" package that was scanned by a route driver or courier. Any unresolved "ND" shall be escalated promptly to the attention of management for resolution.

i. Prepares and processes accounts receivable (i.e., cod's, pia's, cbo's) and trades payable (i.e., routine station bills) and cartage payable.

j. Stays current on DHL's products, policies and procedures.

k. Strives to maximize DHL's interests, through professional appearance and good customer relations.

l. Informs sales office of special inquiries as necessary.

m. Updates and maintains station manuals, tariffs, fax notifications, prepares and processes air-waybill counts and service quality reports, and bottoms-up reports.

n. Opens and processes mail, excluding mail addressed to management representatives. (Initial sorting of all mail shall be performed by management.) Picking up of mail at post office, as needed.

o. Entering data into a computer, via keyboard or scanner (i.e., shipment updates, flight tracking info; load plans; etc.) and being responsible for accurate and complete entries. Data captured through on-road automation devices by route personnel or warehouse automation devices by dock personnel shall not be deemed to be bargaining unit work.

p. Transmitting messages (in full compliance to GEMMA (or any such future platforms, policies and procedures), including E mail as and when assigned by management. It is expressly understood and agreed that the transmitting of messages via a computer terminal is bargaining unit work only when the information contained therein is directly related to their job functions.

q. Maintains general work files, i.e., Form 425 book, 008's, dispatch logs, equipment logs, purchase orders, 90 day file, driver manifests, Libra logs, GOP (or any such future platforms), etc.

r. For certified Agents, calculating aircraft weight and balance at the aircraft and Hazardous Material shipment inspection.

s. Performs driver debrief.

t. Performs other clerical duties as assigned.

2. This Section is intended to illustrate the primary duties of the position, but is not meant to diminish current bargaining unit work.

3. Nothing contained herein shall preclude management from utilizing customary office equipment and/or otherwise to access or process data in the performance of their supervisory duties and responsibilities.

4. The parties expressly understand and agree that the completion and processing of confidential documents relating to personnel, and time worked, shall be performed by management personnel.

5. Except as otherwise expressly provided herein, the Employer agrees not to assign work that is normally performed by one classification to another classification.

6. The Employer agrees that employees covered by this Local Rider shall not perform duties assigned to vehiclemen or platform men.

7. The Employer agrees that only employees covered by this Local Rider will perform duties listed in this Local Rider. However, non-Union personnel may train Union personnel.

8. The Employer agrees that except for the bidded vacation replacements and upon mutual agreement, it will not assign an employee from one location, to perform the duties of another employee at a different location. This shall apply to all classifications.

9. The Union will permit temporary assignment of employees from other departments of the Employer to the operations assignments covered by this Local Rider for purposes of training and the employees covered by this Local Rider will use their influence and best efforts to advance the training of such personnel by demonstration and example of techniques and knowledge involved in their assignments. The Employer agrees to limit the number of trainees and the duration of the training periods, and shall not utilize its



prerogative to pre-empt permanent classified assignments.The Company may post a bid with a HAZ required position. This position shall receive a $1.00/hour premium for all purposes (hours worked and PTO). In order to bid a HAZ position, an agent must be HAZ certified prior to the bid. Once in a HAZ position, an agent must take and pass any training required in order to maintain the certification and may not bid out of the position unless and until a replacement HAZ certified agent has been identified and is in place.

In addition to the bidded HAZ position(s) referenced above, all agents in VR and CVR positions must also be HAZ certified. The employees in these positions shall not receive the premium unless they actually perform HAZ duties in which case, they will receive the HAZ premium for the entire day. Each station shall maintain a minimum of 3 qualified HAZ agents. A CVR may count towards this requirement at each of the stations to which he or she may be assigned.

Agents that are HAZ certified but not in a HAZ required bid shall not receive the premium for all hours, however, will receive the HAZ premium on days he or she performs HAZ duties. On any such days, the agent shall receive the premium for the entire day, not just the hours performing HAZ duties.

Any agent who chooses to take the HAZ certification or is forced to take the HAZ certification and any required recertification must pass the required course and test. If he or she fails to obtain the certification or recertification after three attempts, the agent's employment shall be terminated.

10. The Company may post a bid with a W&B required position. This position shall receive a $1.00/hour premium for all purposes (hours worked and PTO). In order to bid a W&B position, an agent must be W&B certified prior to the bid. Once in a W&B position, an agent must take and pass any training required in order to maintain the certification and may not bid out of the position unless and until a replacement W&B certified agent has been identified and is in place.

    In addition to the bidded W&B position(s) referenced above, the Company may require additional agents to be W&B certified. The employees in these positions shall not receive the premium unless they actually perform W&B duties in which case, they will receive the W&B premium for the entire day.

    Any agent who chooses to take the W&B certification or is forced to take the W&B certification and any required recertification must pass the required course and test. If he or she fails to obtain the certification or recertification after three attempts, the agent's employment shall be terminated.

ARTICLE 23. SENIORITY, LAYOFF AND RECALL

Section 1. Layoff and Bumping Rights

This provision supersedes the language set forth in Article 12 Seniority, Layoff & Recall, Section 4 ("Layoffs") of the Office Clerical Operational Supplement.

Should it become necessary for the Employer to reduce its work force, layoffs shall be effectuated pursuant to the following process:

(1) Employees will be laid off in reverse seniority order.

(2) Employees may exercise seniority to bump a more junior employee in their own classification, or in another equivalent or lesser classification represented by Local 295 and covered by either the Operational Supplement or Clerical Local Rider; provided, however, that the employee meets the qualifications and requirements of the position in the new classification. If the employee does not meet the qualifications and requirements of position into which he or she desires to bump, such bump shall not be effective and the employee shall be placed in layoff status within his or her original classification.

(3) An employee bumping a more junior employee pursuant to Paragraph (2) of this Section shall retain his or her seniority.

An employee exercising bumping rights under this Section is not entitled to any of the rights and benefits contained in Article 26, Section 5 of this Local Rider ("Inter-Bargaining Unit Transfer"), and these Sections are not to be read in conjunction with one another. The provisions of this Section are not intended to apply to positions posted or vacated pursuant to Article 26 of this Local Rider ("Job Bidding and Filling of Vacancies"), nor is it intended to apply to newly-created positions, which may be filled pursuant to the provisions contained in Article 26, Section 4 of this Local Rider ("Filling of New Vacancies").

Further, to the extent that an employee exercises his or her seniority to bump a "red-circled" full-time Call Center employee or employee "red-circled" for purposes of lead assignment, it is understood and agreed that such "red-circled" employee shall lose his or her "red-circle" status (for either purpose) and that his or her name shall be removed from the applicable Appendix to this Local Rider.

In the event that there becomes enacted a federal, state or local order, law, or ordinance that prevents employees from being qualified or permitted to work at any facility under this Agreement, the parties promptly shall meet to engage in effects bargaining regarding the topic, including to determine the appropriate application of Master Seniority prior to implementing any changes. If the parties are unable to come to agreement within thirty (30) days after the commencement of bargaining, Master Seniority (including a bump and roll if needed) shall be utilized to address the effects on any unit members.

ARTICLE 24. REVOCATION OF LICENSES

In the event the employees shall suffer a revocation of his license because of violation of any laws by the Employer, the Employer shall provide suitable and continued employment for such employee, at not less than his regular earnings at the time of revocation of license, for the entire period of revocation of license and shall be reinstated in the seniority he held prior to revocation of his license, after his license is restored.

ARTICLE 25. HOURS, PART-TIME PERSONNEL, MEAL BREAKS AND SHIFT DIFFERENTIAL

1. The Employer may continue to employ part-time personnel to fulfill its operational needs subject to the terms and conditions set forth in this Local Rider.

2. The regular work week for part-time employees shall be guaranteed to consist of a minimum of either twenty or twenty-five hours worked within any seven (7) consecutive calendar day period. Days actually worked within such seven (7) day period need not be consecutive provided the hour weekly minimum guarantee is satisfied and the employee receives at least two (2) days off within such time period, scheduled consecutively.

3. Part-time employees may be assigned, as needed, to work in excess of either the twenty (20) or the twenty-five (25) hour weekly minimum. Moreover, although the normal and customary daily work schedule for such employees shall be five (5) hours per day, there shall be no minimum or maximum guarantee of the number of hours to be worked on a daily basis. Accordingly, part-time employees may work as many hours as needed, in accordance with seniority among qualified employees.

4. A minimum of seventy-five percent (75%) of the part-time positions at each terminal shall have a bid start time. Such start times, however, may be changed by the Employer up to two (2) hours per day, based on operational need. The remaining twenty-five percent (25%) of the part-time employees shall be scheduled by seniority. Whenever practicable, the Employer will provide twenty-four (24) hours' notice of schedule changes.

5. Facilities with five (5) full-time bargaining unit employees or less may employ two regular par-time employee. In facilities other than break bulks of over five (5) bargaining unit employees, one (1) additional part-time employee shall be permitted in the following manner:

5 FT employees or less	2 part-timers
6 through 11 FT employees	3 part-timers
12 through 18 FT employees	4 part-timers
19 through 25 FT employees	5 part-timers

Such formula shall carry on for each additional seven (7) employees.

There shall be no reduction on the number of full-time positions as a result of the use of part-time personnel in accordance with this agreement. No part-time employees shall be used if full-time employees are on layoff.

Section 2. Meal Period

A day's work for a full-time employee shall be exclusive of thirty minutes for unpaid lunch, which will be scheduled by management to start not before three and a half hours after the start of the shift and not later than the start of the sixth hour after the start of the shift. Employees may be required to swipe in/out for meal periods.

Part-time employees shall not be entitled to a meal break during their part-time work day. If, however, such employees are required to work eight (8) or more hours on any single day, they shall receive one (1) hour's pay at time and one-half (1 1/2) to compensate for the no lunch (i.e., if part-time employee starts at 7:00 A.M. and is required to work to 3:00 P.M., he shall be paid seven (7) hours at straight time and one (1) hour at time and one-half (1 1/2); if an employee started work at 7:00 A.M. and worked to 2:00 P.M., the employee would get paid seven (7) hours at straight time only).

Section 3. Rest Periods

Employees shall be permitted to take up to three and three-quarter (3.75) minutes per hour of break time; provided, however, that the Employer shall have the discretion to implement procedures relating to such break time that reasonably curtail the number of employees on break at any given time.

Section 4. Voluntary Time-Off

On days when there is no forced overtime on the shift, the Company shall be entitled to offer voluntary time off to full-time and part-time employees on days when the needs of the operation call for it. Voluntary time off will never be mandatory or required. Rather, the Company may offer voluntary time off to employees, in order of seniority, on affected a.m. and p.m. shifts. Employees who agree to take voluntary time off may elect to use PTO or sick leave (not to be counted under the CBA's disciplinary system) for that time.

Section 5. Shift Differential

All employees covered by this Local Rider whose shift commences between 2:00 P.M. to and including 7:00 A. M. shall receive three dollars ($3.00) per day over the applicable wage scale herein. The three dollars ($3.00) shall be added to the wage scale in computing the employee's regular rate of pay for all purposes. The foregoing shift differential shall not be applicable to employees hired on or after November 11, 1991.

ARTICLE 26. JOB BIDDING AND FILLING OF VACANCIES

Section 1. General Bid

All shifts shall be posted for bid by location once each year on January 1st and a second bid may be posted to be effective on September 1st of each succeeding contract year. The January and September bids must be completed within four (4) weeks after posting. Moreover, the current general bids may be changed or rebid in response to significant operational changes upon two (2) weeks advance notice and the consent of the Union, which shall not unreasonably be withheld. In

the event bids are not completed within either of the applicable time periods, the Employer shall assign all such unbid shifts to available employees in order of seniority.

The Employer recognizes the general principles that the senior employees shall have preference to choose their shift, providing such employee is within the classification required for this shift and is qualified. It is understood and agreed, however, that with respect to general bids only, full-

time employees may only bid for full-time positions and part-time employees may only bid for part-time positions in accordance with the seniority principles stated above.

Section 2. Weekend Bid[2]

(a) Weekend bids over the employees regularly scheduled to work on Weekends will be filled by each location. Should any location have a problem filling a Weekend bid, qualified unit personnel within the location shall be forced to fill the vacant shift in reverse order of seniority (i.e., least senior first, etc.).

(b) When the Company operates between one and three routes at a station, on a non bidded day (Saturday or Sunday), a minimum of one agent will be called in to work for a minimum of 4 hours.

When the Company operates more than four routes at a station, on a non bidded day (Saturday or Sunday) a minimum of one agent will be called in to work for a minimum of eight hours.

(c) No more than fifty percent (50%) of the total weekend OT shifts may be bid for five (5) hours (i.e., if there are ten (10) straight eight (8) hour shifts for a weekend, there may be ten five hour shifts for such weekend. Additional shifts shall be subject to the same overall limitation with the first shift being designated a full-time shift.

(d) The Company shall not be required to bring in a dispatcher on weekends if there is no anticipation of performing pick up work. If, however, the Company plans on performing pick-ups as part of a weekend schedule, that work must be covered by the bargaining unit dispatchers. Weekend dispatch work may not be transferred to CVG dispatchers.

Section 3. New limited Full-Time bids covering weekends;

Effective on the date of ratification of the 2017 Agreement, the Company can use up to 10% (partial fractions shall be rounded down if less than or equal to .500 and up if more than .500) of the full-time bidded positions for Sunday through Saturday workweek, however, such bids shall be for five — 8 hour consecutive days and require two (2) consecutive days off. (For example, a shift with Thursday Monday work and Tuesday Wednesday off.) Only additional full-time bidded positions above the number of red-circled bidded full-time positions in place as of the date of ratification at the station created through growth can be used to make up the 10%. Furthermore, if the total number of full-time Monday through Friday bidded positions drops below the red-circled number of bidded full-time positions at the station ("red-circled by number"), the Company shall be prohibited from using any of the weekend bids at the station,

In the event the employer increases the number of full-time Monday — Friday bidded positions by 5% (from the date of ratification of the 2017 Agreement) and maintains that level for more than thirty (30) consecutive days and so long as it is maintained, it may add an additional 5%

[2] The parties shall agree upon and draft a side letter on the Saturday work issue from the grievance General parameters are that a dispatcher will be called in if a certain number of drivers are going to be used and guarantee of hours will be lowered.

(total 15%, partial fractions shall be rounded down if less than or equal to .500 and up if more than .500) to the number of full-time bidded positions for the Sunday through Saturday workweek bids.

Any weekend work above and beyond the regular bids shall be offered in seniority order to regular agents at applicable overtime rates. In addition, any daily work replacement shall be covered by straight seniority.

Furthermore, in locations where the forty (40) hour guarantee is in effect, employees on the full-time seniority list (including those holding open full-time positions) as of the date of ratification shall not be required to work on a weekend bidded position. However, to the extent that the Company adds additional Monday – Friday bidded positions above the red-circled full-time positions in order to offer Monday – Friday bids to a red-circled employee(s), such additional position(s) shall be an open position(s) not withstanding any restriction regarding the percentage of such positions set forth in the Supplement.

In the event that the Company institutes bids covering Saturday and Sunday for drivers, the Company will be permitted to place a minimum of one agent on the agent bid even if they do not meet the staffing requirements set forth above. To place two or more agents on the bid, the Company shall be required to meet the staffing needs set forth above. When a weekend bid is implemented, this provision shall replace the Saturday bid agreement.

In the event that the Company institutes weekend bids that are strictly for delivery purposes and do not include pick-up work, the Company shall not be required to bring in a dispatcher. If, however, the Company plans on performing pick-ups as part of a weekend schedule, that work must be covered by the bargaining unit dispatchers. Weekend dispatch work may not be transferred to CVG dispatchers.

Section 3. Hardship Transfers

The parties agree that a Union committee will screen and approve requests for hardship, or compassionate transfers (after inter-bargaining unit transfers) The Employer agrees to make every reasonable effort to accommodate and approve up to, but not in excess of one (1) transfer per calendar quarter, subject to job availability.

Section 4. Filling of New Vacancies

A. Should the Employer elect in its discretion to create a new shift and/or to fill an existing shift vacancy it will be offered to all eligible employees represented by Local 295 and working under this Clerical Local Rider in accordance with the following terms:

    1. The shift vacancy shall be promptly and conspicuously posted by the Employer at all locations. The document posted shall reflect the classification, assigned hours, location, and days to be worked. Any employee, who intends to apply for that vacancy, must file an application with the designated administrative office, within two (2) working days of the document posting. The bid shall be awarded by the Employer, within 20 days of bid closure to senior, qualified employee, bidding that vacancy.

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2. If an employee is not at work due to any type of extended leave (Worker's Compensation, illness, etc.) the affected employee must give his/her station manager a firm return to work date before the employee will be qualified to bid on the vacancy. Moreover, such employee also must be available to start in the new shift within three (3) weeks of being awarded the bid; and

3. If an employee is on Worker's Compensation, vacation, disability or for any other reason is away from the job, it shall be the employee's responsibility to find out if any bids are posted during the pendency of the employee's absence. An employee may not bid after the two (2) day deadline even if the employee was not at work.

4. Each bid assignment after the general bid will be followed by a waiting period of one hundred twenty (120) days before that employee may bid again.

5. If the initial vacancy posted, and/or any resulting vacancy created by application of the above procedure, is a full-time shift, it shall be offered to all employees at all covered locations on the basis of seniority (subject to the Employer's discretion to fill any such vacancy and to determine the nature (full-time! part-time) of any shift that may be posted).

6. If the initial vacancy posted, and/or any resulting vacancy created by application of the above procedure, is a part-time shift, it shall be offered to all part-time employees only at all covered locations on the basis of seniority (subject to the Employer's discretion to fill any such vacancy and to determine the nature (full-time/ part-time) of any shift that may be posted).

7. Any new vacancies that the Employer elects to fill, shall be filled in accordance with the procedures above; provided, however, that if a shift remains vacant after application of Paragraphs 5 & 6 of this Section, and the Employer continues to elect to fill it, then the vacancy shall be posted pursuant to the Inter-Bargaining Unit Transfer provisions set forth in Section 3 of this Article before the Employer hires from outside.

8. If an employee is interested in a bid but has questions about it, he/she should get them answered before accepting the bid because once an employee has been awarded a bid and accepts it, he/she may not change his/her mind and decline it.

9. When an employee transfers pursuant to the terms of this Section, he/she shall be governed by the terms and conditions of the Local Rider covering that classification of employees only. That employee shall receive the wage rate and benefit entitlements set forth therein, based on his/her date original seniority date. Any disciplinary step accrued prior to the transfer date shall automatically carry over.

10. Notwithstanding the foregoing, if within thirty (30) calendar days following the effective date of the transfer, the employee does not satisfy the

probationary period requirements of the new position or otherwise simply wishes to return to his/her former classification, then the employee may do so within the aforesaid thirty (30) calendar day period, based on the principle of Company seniority and even though this may result in the layoff of a junior employee in the classification to which he/she timely returned.

Section 5. Inter-Bargaining Unit Transfers

Subject to the conditions set forth in Section 2 of this Article ("Filling of Vacancies"), the Employer shall allow eligible employees to exercise "inter-bargaining unit transfer rights" between the Local 295 Clerical Unit and the Local 295 Driver Unit and the JFK Clerical Unit. Likewise, Clerical employees shall have similar inter-bargaining unit transfer rights with respect to the Local 295 Driver Unit.

To be eligible for such "inter-bargaining unit transfer," an employee must:

(a) file a written request with his/her supervisor, specifying the "unit" and geographic area for which such transfer is sought. That request shall be effective for twelve (12) months, and must be renewed thereafter.

(b) demonstrate the qualifications necessary to fill that position, as required by the Company (e.g., passing a customer service exam, international exam, typing proficiency, licenses, etc., as the case may be).

(c) have not previously transferred from one bargaining unit to another, during the life of the current contract.

Where two (2) or more employees are qualified, as determined by the Employer in the exercise of its sound discretion, the vacancy shall be offered to the qualified employee with the most Company seniority.

When an employee transfers pursuant to the terms of this Section, he/she shall be governed by the teens and conditions of the Local Rider covering that group of employees only. That employee shall receive the wage rate and benefit entitlements set forth therein, based on his/her date original seniority date. Whereas, all other seniority rights, including but not limited to layoff, recall, bidding, etc. shall be based on his/her date of transfer. Any disciplinary step accrued prior to the transfer date shall automatically carry over.

Notwithstanding the foregoing, if within thirty (30) calendar days following the effective date of the transfer, the employee does not satisfy the probationary period requirements of the new position or otherwise simply wishes to return to his/her former unit, then the employee may return to such former unit within the aforesaid thirty (30) calendar day period, based on the principle of Company seniority and even though this may result in the layoff of a junior employee in the unit to which he/she timely returned.

Section 6. Promotions

A. The Employer shall have the right to select qualified persons, but as between equally qualified persons, seniority shall prevail. The Employer's selection shall not be subject to grievance unless written request therefore is received by the Employer within seven (7) working days of the selection.

B. Any employee promoted to a higher rated job shall be given a trial for a period not to exceed forty-five (45) calendar days at the rate of the higher job. If it is determined that the employee is not qualified for the new position, or if the employee desires, he shall be returned to the old classification at the same rate of pay which was formerly paid for the old classification.

C. The Employer will furnish study material and render assistance and training to employees assigned to such position.

D. The Company may introduce or eliminate leads at each facility, as determined by management pursuant to the conditions set forth herein.

    a. Lead personnel, if any, shall serve at the behest of management in a non-supervisory capacity only; as such, they shall act under and pursuant to supervisory direction and written operational policies, and provide assistance to a supervisor in the routine preparation of reports, training and direction of fellow unit employees in the proper performance of their work duties. Leads must be full-time employees and may not discipline employees under the provisions of this Rider or the Main Agreement, and may not, under any circumstances, countermand an instruction or direction issued by management/supervision.

        1. The selection of unit employees to fill a lead position shall be based on the Employer's determination as to whom is the best and/or most qualified and suitable candidate for the position.

        2. Employees serving in a lead capacity shall receive one dollar (1.00.) added to their base hourly rate of pay for all time worked in a lead capacity and such premium shall be included therein for the calculation of overtime pay, if any, as well as vacations, holidays, sick days, and bereavement. Such premium pay, however, shall be discontinued as and when a lead person leaves or otherwise downgrades from such lead position.

ARTICLE 27. FRINGE BENEFITS

Section 1. Dependent Care Flexible Spending Account

The Employer will permit employees covered by this Local Rider to participate in its Dependent Care Flexible Spending Account, if any, on the same terms and conditions as it is offered to non-represented employees of the Company.

Section 2. Vacations

A. Employees Hired Prior To September 1, 1988.

1. All employees covered by this Local Rider who were hired prior to September 1, 1988, shall be entitled to five (5) weeks vacation.

   The qualifying periods for vacations shall be as follows:

Vacation Year	Qualifying Period
2026	4/1/26 - 3/31/27
2074	4/1/27 - 3/31/28
2028	4/1/28-3/31/29
2029	4/1/29-3/31/30

2. The pay which an employee shall be entitled to receive for his vacation shall be determined as follows:

   One (1) week's vacation pay for an eligible employee shall be forty (40) hours pay for a full time employee and twenty (20) or twenty-five (25) hours pay for a part-time employee at the employee's current scheduled weekly rate, including premium shift and night shift differential pay.

   All employees shall be paid for all vacation time due according to the schedule listed herein. There shall be no prorating of vacation time. In the event an employee severs his or her employment with the Employer for any reason, the employee shall receive all vacation pay due within two (2) weeks after the employee has terminated (i.e., an employee who has over twelve (12) years of service would be entitled to a total of four weeks vacation pay from the past year and would also receive four (4) weeks vacation pay for the year in which he terminated his employment for any reason).

3. Any employee on the seniority roster as of October 14, 2013 (or who is employed as of October 14, 2013 in another Company/295 Bargaining Unit and who utilizes an IBUT transfer subject to the rules for same) who assumes the classification of Dispatcher shall get the wages and benefits based on date of hire and shall receive the vacation benefits set forth in this Section 2A(1)-(3) of this Article and be subject to the following accrual: Employees who have not completed one year's service by April 1, shall receive one and one-half (1-1/2) days for each full month worked to a maximum of fifteen working days.

   If an employee starts before the fifteenth (15th) day of the month, he shall be granted one and one-half (1-1/2) days for that first month. Employees hired after October 14, 2013 who assume the classification of Dispatcher shall be subject to all new hire provisions.

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4. Likewise, the Company agrees to red-circle by name those employees with a seniority date after September 1, 1988 who were eligible as of June 6, 2008 to receive the vacation benefits set forth 2A(1)-(5) of this Article. Such individuals will be identified by Appendix B, which hereafter will be determinative of any issues concerning eligibility for such benefits.

B. Employees Hired On Or After September 1, 1988.

1 All employees with one (1) or more years of service with the Company as of April 1st of any given year, shall receive a paid vacation of ten (1 0) days (i.e., eighty (80) hours for a full-time employees and forty (40) or fifty (50) hours for a part-time employee).

2. Such employees who have less than one (1) year of service prior to April 1 of any given year, however, shall receive a prorated vacation based on the number of months employed from his/her hire date to April 1 (In calculating such prorated vacation entitlement, employees hired between the 1st and the 14th of a month shall receive full credit for the month; employees hired on or after the 15th of the month shall receive no credit for the month. Moreover, all partial and/or fractional vacation days shall be rounded to a whole number. If the fraction is .5 or above, the number will be rounded up; if the fraction is less than .5, it will be rounded down. Accordingly, by way of example, if an employee is hired November 11, the number of prorated vacation months between hire date and April 1 equals 5. The employee's earned vacation credit is computed by multiplying .833 days/mo. worked by 5 months. This equals 4.17 days which is rounded down to 4 allowable vacation days.)

3. Vacation days for full-time employees shall be increased over the life of this Agreement in accordance with the following schedule:

Length of Service As of April 1st	Days of Vacation Entitlement
5 years but less than 12 years	15 Days
12 years or more	20 Days
20 years or more	25 Days

4. Vacation days for part-time employees shall be increased over the life of this Local Rider in accordance with the following schedule:

Length of Service As of April 1st	Days of Vacation Entitlement
5 years but less than 6 years	12 Days
years but less than 7 years	14 Days
7. years or more	15 Days

C. The Employer shall post the vacation schedule no later than March 1, to be effective April 1, of each year, and shall give preference to the senior employees. Employer will post a single vacation bid list for all employees covered by this Local Rider. Vacations

shall be scheduled on a year-round basis by location according to seniority. The Employer shall have the right to schedule the number of employees who shall receive vacations at a particular time.

D. The vacation period for the eligible employees shall consist of consecutive days, provided that in the case of employees entitled to two (2) or more weeks' vacation the Employer may split the vacation into separate one-week periods with the consent of the eligible employee.

E. The Employer may not change the time of an employee's vacation once scheduled, except by mutual consent.

F. Where any of the contractual holidays to which the employee is entitled occur during the employee's vacation period, said employee shall receive at the employee's option an additional day's pay at straight time or a floating holiday in lieu of the actual named holiday(s), which shall be scheduled in accordance with the procedures for bidding all other floating holidays. After the Employer has completely exhausted the active seniority list for sixth (6th) or seventh (7th) day bids and prior to forcing a junior employee, the Employer shall attempt to contact employees on vacation, who have previously notified the Employer of their desire to bid such work, and offer them such available vacant work shifts, by seniority.

G. Vacation pay shall be paid the eligible employee before he starts vacation. If the employee does not wish to have the vacation pre-paid, he or she shall advise their supervisor at least three weeks in advance of the scheduled vacation.

H If, in the event the Employer claims a man-power shortage has developed, employees may agree to work during their vacation period and such employee shall receive, in addition to his earnings for that week, the pay to which he would have been entitled had he been on vacation or, upon agreement, reschedule his vacation period.

I. In case of death of an employee, the vacation pay due such an employee shall be paid to the employee's estate within two (2) weeks after receipt of death certificate.

J. Cluster Relief The Company may maintain the cluster reliefs (agents covering up to two stations) currently in use. They include: ZYP/ELZ, BKL/LIC, LIC/BRX, ELZ/TTN, ELZ/SWF, BKL/FRG, FRG/LIC and LIC/FRG. Additional cluster reliefs must be agreed to by the Union in advance. Such agreement shall not be unreasonably withheld. Employees in cluster relief positions may be used to cover scheduled vacations and/or other absences of both full and part-time employees, as needed. The Employer may also assign the employee in a cluster relief position based on the needs of the station on a daily basis. The employee in the cluster relief position shall be notified not later than 6:00 pm the night before reporting to the station that is not designated his/her home station. In the event the Employer requires the vacation relief employee to report to the non-home station outside the required notice period, the employee shall report to the home station and commute to the assigned work location on company time. The employee occupying a cluster relief position shall receive a premium of 25 cents per hour for all purposes.

Section 3. Holidays

A. Employees Hired Prior To September 1, 1988.

1. The following days shall be considered holidays under this Local Rider: New

Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Good Friday or Yom Kippur (employee option), Thanksgiving Day, Day After Thanksgiving Day, Christmas Eve Day, Christmas Day, and nine(9) floating holidays. Five (5) of the nine(9) floating holidays may be converted to an extra week of vacation at the employee's option.

2. (a) All hours worked on the following holidays shall be paid for at the rate of two and one-half (2-1/2) times the regular rate of pay, with a minimum guarantee of eight hours work or pay for full-time employees and five (5) hours work or pay for part-time employees, in addition to the holiday pay. New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

(b) All hours worked on the following holidays shall be paid for at the rate of two (2) times the regular rate of pay, with a minimum guarantee of eight (8) hours work or pay for full-time employees and five (5) hours work or pay for part-time employees in addition to the holiday pay: Good Friday or Yom Kippur, Christmas Eve Day and Day After Thanksgiving.

2. Hours worked on such Saturday that is a holiday requiring a two and one-half (21/2) time hourly rate, shall be paid for at the rate of four (4) times the regular rate of pay, and holidays with a double time rate of pay shall be paid for at three and one-half (3-1/2) times the regular rate of pay with a minimum guarantee of eight hours work or pay for full-time employees and five (5) hours work or pay for part-time employees.

3. All hours worked on such Sunday that is a holiday requiring a two and one-half (21/2) time hourly rate shall be paid at the rate of five (5) times the regular rate of pay, and holidays with a double time rate of pay shall be paid for at four (4) times the regular rate of pay with a minimum guarantee of eight hours work or pay for full-time employees and five (5) hours work or pay for part-time employees, provided the holiday is not observed on Monday, in which case the holiday pay would be paid for Monday's work.

4 Dispatchers, hired prior to October 14, 2013, shall receive the holiday benefits set forth in Section 3A(1)-(4) of this Article.

6. Likewise, the Company agrees to red-circle by name those employees with a seniority date after September 1, 1988 who were eligible as of June 6, 2008 to receive the holiday benefits set forth in 3A(1)-(4). Such individuals will be identified by Appendix B (which hereafter will be determinative of any issues concerning eligibility for such benefits).

B. Employees Hired After September 1, 1988.

1. (a) All employees shall be entitled to receive the following paid holidays: Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and

New Year's Day. In addition, such employees shall receive up to nine(9) floating holidays in accordance with their length of service, as follows:

Length of Service With Company	Number of Floating Holidays
Up to twelve (12) months	3
Twelve (12) but less than twenty-four (24) months	4
Twenty-four (24) or more Months	6

(b) Employees with ten (10) or more years of service shall be entitled to receive nine(9) Floating Holidays.

(c) All hours worked on the following holidays shall be paid for at the rate of two and one-half (21/4) times the regular rate of pay, with a minimum guarantee of eight hours work or pay for full-time employees and five (5) or four (4) hours work or pay for part-time employees in addition to the holiday pay: New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

(d) Hours worked on such Saturday that is a holiday requiring a two and one-half (21/2) time hourly rate, shall be paid for at the rate of four (4) times the regular rate of pay with a minimum guarantee of eight hours work or pay for full-time employees and five (5) or four (4) hours work or pay for part-time employees.

(e) All hours worked on such Sunday that is a holiday requiring a two and one-half (TA) time hourly rate shall be paid at the rate of five (5) times the regular rate of pay, with a minimum guarantee of eight hours work. or pay for a full-time employee and five (5) or four (4) hours work or pay for a part-time employee, provided the holiday is not observed on Monday, in which case the holiday pay would be paid for Monday's work.

(0 Holiday pay for Part-time Employees: In the event a contractual holiday is observed on the employee's regularly scheduled day off, he/she shall receive five (5) or four (4) hours pay at his/her regular rate of pay as compensation for such holiday; if, however such contractual Holiday is observed on the employee's regularly scheduled work day, he/she shall receive holiday pay computed at his/her regular rate of pay for not less than five (5) or four (4) hours and no more than the number of hours regularly scheduled to work on such day.

(g) All part-time employees shall be paid pro-rated holiday pay based on the hours worked the two weeks prior to the holiday.

C. Scheduling Of Floating Holidays.

Floating holidays shall be posted for bid along with the annual posting of the vacation schedule. Floating holidays which are not bid shall be requested by the employee at least seventy-two (72) hours in advance. The floaters shall be scheduled by the Employer with due consideration for seniority and for maintaining efficiency of Company operations. For all employees hired prior to 1988, all earned but unused floating holidays shall be paid in April of each contract year; for employees hired after 1988 however, payment shall be made on their anniversary date. The

Company agrees that the Company will not block more than one (1) day per week at each location for floating holiday usage, except for weeks that have named Holidays and weeks during the peak season. For purposes of this section, Peak season starts on the Monday after Thanksgiving and ends following the first Monday after New Year's Day.

D. Employees who elect to work on an evening prior to a holiday and whose work ends on a holiday, shall work the hours necessary to complete that day's work at the regular rate of pay and the regular overtime rate shall be paid thereafter until the regular starting time of the next day at which time the holiday hourly rate shall apply until he completes his work. Employees who elect to work on a Saturday, Sunday or holiday evening and whose work ends on the following day, shall be paid at the Saturday, Sunday or holiday rate until he has completed his work.

E. In order to be entitled to holiday pay (Section 14.A and 14.C), an employee must work his/her regularly scheduled work day immediately preceding the recognized holiday and the regularly scheduled work day immediately following the holiday, unless such absences are due to scheduled vacations or floating holidays, or otherwise expressly excused by the Employer.

Section 4. Sick Leave

A. Employees Hired Prior To September 1, 1988.

1. The Employer agrees to grant each employee in his employ, who was hired prior to September 1, 1988, a total of eleven days off at his or her regular rate of pay including premium pay and night shift pay, in each contract year for the purpose of compensation for "Sickness." The Employer may require verification of employee's eligibility for sick pay. Sick leave shall be payable from first (1st) day of illness.

2. Sick leave shall not be accumulated, but employees shall receive payment based upon their regular rate of pay, including premium and night shift pay, for all unused sick leave within two (2) weeks after the end of the contract year, or at the time the employee severs his employment for any reason. There shall be no prorating of sick leave.

3. Those holding Dispatch Assignments hired prior to October 14, 2013 shall receive the sick leave benefits set forth in this Section 4A(1)&(2) of this Article.

4. Such employees shall be paid for unused sick leave within two (2) weeks after the end of the contract year or at the time the employee severs his employment for any reason.

5. Likewise, the Company agrees to red-circle by name those employees with a seniority date after September 1, 1988 who were eligible as of June 6, 2008 to receive the sick leave benefits set forth in Section 4A(1)&(2) of this Article. Such individuals will be identified by Appendix B (which hereafter will be determinative of any issues concerning eligibility for such benefits).

B. Employees Hired After September 1, 1988.

1. All employees shall be entitled to receive paid sick days based upon his/her length of service with the Employer as of April 1st of each contract year, as follows:



Length of Service (as of April 1st)	Number of Sick Days
Up to one (1) year	6
More than one (1) but less than two (2) years	7
Two (2) or more years	8

2. Payment of sick leave for a full-time employee shall not exceed eight (8) hours peday and sick leave pay for a part-time employee shall not exceed five (5) hours per day. Earned but unused sick leave shall be paid within two (2) weeks after the completion of each contract year, or at the time the employee severs his/her employment for any reason. There shall be no prorating of sick leave.

C. Newly hired full-time employees will accrue sick leave at the rate of one and one-half (11/2) days per month up to April 1st. On the initial April 1st after the employee's hire date, the employee shall be paid their unused sick balance within two (2) weeks and on the same date shall receive six (6) days as set forth above.

1. Employees in the employ of the Employer shall be paid for unused sick leave within two (2) weeks after the end of the contract year or at the time the employee severs his employment for any reason.

2. In the event of a proven illness exceeding five (5) days during the first six (6) months of employment, said employee shall be eligible for up to six (6) days sick leave.

D. Waiver of Applicable Sick Leave Acts and Ordinances. On behalf of itself and all of its members covered by this Agreement, the Union waives any and all rights under: the New York City Earned Sick Time Act, NYC Admin. Code §20-911 et seq, as amended; the New Jersey Paid Sick Leave Act, A-1827, as amended; the Connecticut Paid Sick Leave Statue, §§ 31-57r - 31-57w, as amended; and any other applicable ordinances in effect as of the signing of this Agreement. The parties agree that the sick leave benefits provided herein are comparable to the requirements outlined in the New York City Earned Sick Time Act, the New Jersey Paid Sick Leave Act and the Connecticut Paid Sick Leave Statute. Further, the parties agree to meet and discuss and any future Federal, State or local sick leave ordinances or Acts that may be deemed applicable to the bargaining unit and whose effective date would apply during the term of this Agreement. Where any such future ordinances/acts provide that they shall not be applicable during the term of this Agreement or during the term of an existing collective bargaining agreement, the parties shall discuss such issues in renewal negotiations at the expiration of this Agreement.

Section 5. Retirement Plans

A. The Employer agrees that the Trust Agreement establishing the Local 295 Employer Group Pension Fund shall be deemed to be as though fully set forth herein and the terms thereof shall be deemed incorporated in this Agreement as though hereinafter set forth. The Employer

agrees that upon execution of this Local Rider it will be deemed a signatory to the Agreement of Trust made and establishing the Local 295 Employer Group Pension Fund. It is further agreed that the Union may be considered as an Employer for the purpose of making contributions to the Local 295 Employer Group Pension Fund on behalf of employees and officers of the Union.

Pursuant to Article 20, Section 1 of the DHL - Teamsters Office Clerical Operational Supplement, effective April 1, 2026, and on the 1st day of each April through April 1, 2029, not to exceed 2,080 hours in a calendar year, the Employer shall increase the contribution to the Local 295 Employer Group Pension Fund, in an amount up to one dollar ($1.00) per hour per year per covered employee to be divided between the respective health and welfare fund and the pension fund as determined by the Area Co-Chairs.

1 Employees Hired Prior To September 1, 1988.

Employer contributions to Local 295 Employer Group Pension Fund shall be remitted on the dates and in the amounts determined by the Area Co-Chairs.

2. Full-Time Employees Hired After September 1, 1988.

A full-time employee who has completed one year of service shall have weekly contributions made based on their years of service as a full-time employee for each week the employee appears on the Employer's payroll according to the contribution schedule determined by the Area Co-Chairs (employees who have already achieved one year of service in a part-time capacity shall be initially placed at year one (1) in the contribution schedule; and further, employees who achieve the first year of service by combining part-time service with full-time service shall be placed at year one (1) in the contribution schedule; further increases in the contributions shall be driven by years of service as a full-time employee).

3. Part-Time Employees Hired On Or After September 1, 1988

A part-time employee who has completed one (1) year of service but less than six (6) years of service shall have weekly contributions made for each week the part-time employee appears on the Employer's payroll in an amount determined by the Area Co-Chairs. A part-time employee with six (6) or more years of service shall have weekly contributions made for each week the part-time employee appears on the Employer's payroll in an amount determined by the Area Co-Chairs.

B Dispatcher Pension Benefits.

All Dispatchers hired prior to September 1, 1988 shall receive the Pension benefits set forth in Article 27, Section 5.A.1 of this Local Rider; all employees hired on or after September 1, 1988 who are subsequently promoted any time thereafter to the Dispatcher classification, shall receive the Pension benefits set forth in Article 27, Section 5.A.2, above.

C. Contributions shall be made to the Fund on or before the tenth (10th) day of the succeeding month on account of contributions due for the immediately preceding month.

D. In the event the Employer defaults in payment of pension and/or welfare contributions as provided in Article 27, Sections 5 and 6 of this Agreement, and notice of such default is served upon the Employer pursuant to Article 7, Section 12 ("Grievance and Arbitration Procedure-Delinquent Health & Welfare and Pension Obligations") of the DHL- Teamsters National Agreement, and if said default is not paid within five (5) days after said notice of default, then the Union may thereupon order and enforce a strike against the Employer in default, which shall not be considered a breach of this Local Rider. The Fund Administrator, or the Trustees of each respective fund shall have the right to inspect all books, records, papers and reports of the Employer, and to interview all employees of the Employer, as they, in their sole discretion deem necessary to permit the Administrator and/or the Trustees of the Funds to determine whether the Employer is making full payments to the Funds of the amounts required by this Local Rider. A determination on such audit and inspection to the effect that the Employer has failed to remit its required contribution shall be deemed a default within the meaning of this Article and Section.

In the event the Employer has within the previous twelve (12) month period been the recipient of a five (5) day notice of default as provided herein, any further default by said Employer shall be considered a breach of this Local Rider and the Union, without notice to the Employer, may take such action as it deems necessary in accordance with the provisions of this paragraph.

E. The Employer assumes full responsibility for coverage for all employees and in the event of any loss sustained by the employee or his family resulting from the negligence or failure of the Employer to make regular and timely contributions to the Fund, the Employer shall be personally liable for any such loss.

F. Payments to the Pension Fund shall not be continued during a strike.

G. The parties hereby confirm and approve the composition and membership of the Board of Trustees of the Pension Fund as now and hereafter constituted.

H. A duly authorized agent or representative of the Employer is to acknowledge the accuracy and to verify the contributions by affixing his signature in the space designated on the contribution form submitted by the Fund.

Section 6. Health & Welfare Plans

A. The Employer agrees that the Trust Agreement establishing the Local 295 Employer Group Welfare Fund shall be deemed to be as though fully set forth herein and the terms thereof shall be deemed binding upon it as a signatory to the Agreement of Trust made and establishing the Local 295 Employer Group Welfare Fund. It is further agreed that the Union may be considered as an Employer for the purpose of making contributions to the Local 295 Employer Group Welfare Fund on behalf of employees and officers of the Union. Unless otherwise agreed in the National negotiations, the Employer shall pay the full amount of all Health and Welfare contributions as specified below.

Pursuant to Article 19, Section 1 of the DHL - Teamsters Office Clerical Operational Supplement, for all increases effective prior to March 31, 2030, the Employer will contribute up to one dollar ($1 00) per hour per year to be divided between the respective health and welfare fund and the pension fund as determined by the Area Co-Chairs.

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Effective August 1, 2026, the Employer shall allocate up to an additional $.25 per hour to cover Health and Welfare contribution increases to Taft-Hartley multi-employer plans in the event that the otherwise allocated $1.00 per hour referenced in Articles 19 and 20 of the Office Clerical Operational Supplement is insufficient to cover required increases in pension and health and welfare contribution rates necessary to maintain existing health and welfare benefit levels. In the event that the applicable health and welfare fund contribution increase in the benefit year beginning August 1, 2026, combined with any required pension contribution rate increase in that year, is less than $1.25 per hour, the unused portion of the additional $.25 per hour shall be banked for use, if necessary, to fund health and welfare increases in the benefit years beginning August 1, 2027, August 1, 2028 and/or August 1, 2029.

Effective August 1, 2028, the Employer shall allocate up to an additional $.25 per hour to cover Health and Welfare contribution increases to Taft-Hartley multi-employer plans in the event that the otherwise allocated $1.00 per hour referenced in Articles 19 and 20 of the Office Clerical Operational Supplement, combined with any remaining portion of the additional $.25 allocated on August 1, 2026, and referenced in the previous paragraph, are insufficient to cover required increases in pension and health and welfare contribution rates necessary to maintain existing health and welfare benefit levels during that year. In the event that the applicable health and welfare fund contribution increase in the benefit year beginning August 1, 2028, combined with any required pension contribution rate increase in that year, is less than $1.25 per hour, the unused portion of the additional $.25 per hour shall be banked for use, if necessary, to fund health and welfare increases in the benefit year beginning August 1, 2029.

1. Employees Hired Prior to September 1, 1988.

Employer contributions to the Local 295/ Employer Group Welfare Fund shall be remitted on the dates and in the amounts determined by the Area Co-Chairs

2. Employees Promoted To And/Or Hired As Full-Time Employees On Or After September 1, 1988.

Employees promoted to a full-time position and/or individuals hired as full-time employees at any time on or after September 1, 1988, shall be entitled to enroll and participate in the Local 295 Health & Welfare Plan and the Employer shall remit contributions thereto as of the third (3rd) anniversary date of their employment following their respective dates of promotion, provided there are at least eight (8) weeks in the calendar quarter in which such third (3rd) anniversary date falls. If not, participation in and contributions to such Plan shall commence as of the first day of the following calendar quarter. Contribution rates to the Fund for each year of the contract shall be the same as those set forth in A.1. above.

Until such time as the eligibility period for participation in the Local 295 Welfare Plan has been fulfilled, the Employer shall continue to provide medical, dental and vision insurance to such individuals under its Medical Plans.

In the event, however, such employees subsequently become part-time, coverage by the Local Plan shall cease and henceforth they shall be covered by the Employer's Medical Plans.

3. Part-Time Employees Hired On Or After September 1, 1988 Who Retain Part-Time Status During the Term Of This Agreement.

All part-time employees hired on or after September 1, 1988 who retain such status during the life of this Local Rider shall not be eligible to participate in and shall not be covered by the Local 295 Employer Group Welfare Fund. All such individuals shall be covered by the Employer's medical, dental and vision plan.

Pursuant to Article 19, Section 2 of the DHL - Teamsters Office Clerical Operational Supplement, for all increases effective prior to March 31, 2017, the Employer will continue all existing healthcare plans in effect for these employees at substantially comparable benefit levels on the same basis provided all other plan participants, and costs as they existed on March 31, 2008. As long as the annual benefit funding increases outlined in Article 19, Section 2 of the DHL - Teamsters Office Clerical Operational Supplement are not exceeded (up to $1.00 per hour), the Employer is required to maintain all levels of benefits on the same basis as provided all other plan participants, during the life of this agreement. If the additional cost of maintaining all levels of benefits exceeds the funding increase available in any year, the Employer and local union will meet and determine if benefit levels should be adjusted or employees will be required to participate in paying for the premium necessary to continue the existing level of benefits. Eligible part-time employees with eighty (80) compensable hours per month shall not have any out of pocket premium expense as long as the annual benefit funding increases outlined in Article 19, Section 2 of the DHL-Teamsters Office Clerical Operational Supplement are not exceeded by the additional cost (if any) of such benefits. No employees will be required to pay additional premium costs during life of this agreement as long as the annual benefit funding increases outlined in Article 19, Section 2 of the DHL - Teamsters Office Clerical Operational Supplement are not exceeded by the additional cost (if any) of such benefits.

A summary of such benefits shall be provided to each employee upon his/her successful completion of the probationary period.

B. Dispatcher Health and Welfare Benefits.

All Dispatchers hired prior to October 14, 2013 shall receive the Health and Welfare benefits set forth in Article 27, Section 6.A.1 above. All Dispatchers hired after October 14, 2013 shall receive the Health and Welfare benefits established for all new hires.

C. Contributions shall be made to the Fund on or before the tenth (10th) day of the succeeding month on account of contributions due for the immediately preceding month.

D. In the event there are any revisions to the eligibility requirements for participation in the Local 295/851 Welfare Fund, the parties shall meet and discuss such changes.

E. The Employer assumes full responsibility for coverage for all employees and in the event of any loss sustained by the employee or his family resulting from the negligence or failure of the Employer to make regular and timely contributions to the Fund, the Employer shall personally be liable for any such loss. The Employer further agrees to continue to provide statutory disability benefits for the employees covered by this Local Rider at no cost to the employees covered by Local Rider, subject to the contribution increase cap set forth in Article

19, Section 2 of the DHL-Teamsters Office Clerical Operational Supplement. (Connecticut employees will be provided disability benefits as well, which will also be subject to the contribution increase cap in the DHL - Teamsters Office Clerical Operational Supplement.)

F. Payments to the Welfare Fund shall not be continued during a strike.

G. The parties hereby confirm and approve the composition and membership of the Board of Trustees of the Health & Welfare Fund as now and hereafter constituted.

H. A duly authorized agent or representative of the Employer is to acknowledge the accuracy and to verify the contributions by affixing his signature in the space designated on the contribution form submitted by the Fund.

Section 7. Tuition Reimbursement

The Company shall allow all employees, to participate in the Company's tuition reimbursement program.

ARTICLE 28. WAGES

Section 1. New Hire Bonus

Upon the successful completion of the applicable probationary period, each new hire shall receive a bonus in the gross sum of five hundred dollars ($500.00).

Section 2. Wages

A. Full Time Wages

Full Time employees hired after the date of ratification shall receive the following rates of pay:

1. Effective the first day of employment, sixty percent (60%) of the applicable rate of pay;

2. Effective on the first year anniversary date of employment, seventy percent (70%) of the applicable rate of pay;

3. Effective on the second year anniversary of employment, eighty percent (80%) of the applicable rate of pay;

4. Effective on third year anniversary of employment, ninety percent (90%) of the applicable rate of pay;

5. Effective on the fourth year anniversary of employment, one hundred percent (100%) of the applicable rate of pay;

Part Time employees hired after the ratification date and then subsequently promoted to Full Time shall follow the above progression based on their date of hire.



After reaching 100% of the applicable rate of pay, full time employees shall receive the increases negotiated between the parties, which are as follows:

April 1, 2026 $3.00

April 1, 2027 $1.00

April 1, 2028 $1.00

April 1, 2029 $1.75

DISPATCHER COMPENSATION

Upon Ratification of this Local Rider the top wage rate for Full Time employees holding the position Dispatcher prior to 4/1/16 shall be $30.51. Once the top wage rate is reached such employees shall receive the increases set forth above for those employees who are at the top rate of the progression.

All employees hired on or before October 14, 2013 (but after September 1, 1988) who are subsequently promoted to Lead Agent/Dispatcher shall be paid initially a percent of the prevailing base wage listed above as follows:

Length of Service with the Company	% of Base
Up to 12 months	85% of scale
12 months but less than 24 months	90% of scale
24 months but less than 36 months	93% of scale
36 months but less than 48 months	95% of scale
48 or more months	100%

In no event, however, will any Dispatcher be paid less than $0.50 more than they would be entitled to under the applicable Agent wage progression.

B. Part Time Wages

Start: $20.50

12 mos: $21.00

24 mos: $21.50

Those part-time employees who are at or over the top rate of the progression shall receive the following increases:



a) Effective April 1, 20226 $1.50per hour

b) Effective April 1, 2027: $.60 per hour

c) Effective April 1, 2028: $.60 per hour

d) Effective April 1, 2029: $1.05 per hour

Section 3.

The above-listed wage increases do not include any cost of living allowance provided for in Article 21, Section 2 ("Wages - COLA") of the DHL - Teamsters National Agreement, which shall be calculated according to that article and section and added to the then-effective wage rates as appropriate.

ARTICLE 29. LEAVES OF ABSENCE

Section 1. Bereavement/Funeral Leave

For purposes of this local rider the definition of "Immediate Family" set forth in Article 25, Section 3 of the National Agreement ("Bereavement Leave") shall be modified to include "grandparents." Further, notwithstanding the terms of Article 25, Section 3 of the National Agreement, the provisions relating to "Extended Family" bereavement leave shall apply to this Local Rider with the exception that "grandparents are considered to be "immediate family" as set forth above . Finally, notwithstanding the provisions of the National Agreement, for purposes of this Local Rider, bereavement leave is exclusive of Saturdays, Sundays, vacations, and holidays, when not regular work days.

Leave shall be available to all employees.

Section 2. Jury Duty

It is agreed that employees required to report for Jury Duty shall receive the difference in their regular daily rate of pay and their jury pay up to twenty (20) days.

Leave shall be available to all employees.

Section 3. Personal Leave

Any employee desiring a personal leave of absence from his employment without pay or other benefits shall secure written permission from both the Union and the Employer. The maximum leave of absence shall be for thirty (30) days and may be extended for like periods. Permission for extension must be secured from both the Union and Employer. During the period of absence the employee shall not engage in gainful employment in any industry. Failure to comply with this provision shall result in the complete loss of seniority rights for the employee involved.

Section 4. Status After Leave Of Absence

A. An employee returning after leave of absence may return to his former position, providing

it has not been abolished, or providing a senior employee has not exercised displacement rights thereon, or may upon return or within five (5) days thereafter, exercise displacement rights on any position during such absence. In the event the employee's former position has been abolished or a senior employee has exercised displacement rights over a junior employee, if exercised within five (5) days, the employee so displaced may exercise displacement rights in the same manner.

B. An employee who does not return to work upon termination of his leave of absence, or

provide a satisfactory reason within three (3) days of failure to return, shall be considered as having severed his employment.

Section 5. FMLA

Notwithstanding any terms contained in Article 25, Section 6 of the National Agreement ("FMLA Leave"), the following terms shall apply to this Local Rider. Except as otherwise provided by more favorable tennis of State Law, the Employer will comply with the requirements of the Family and Medical Leave Act of 1993 ("FMLA") and provide an unpaid leave of absence of up to twelve (12) weeks, within any twelve month rolling period, for employees with one (1) or more years of service with the Employer who have worked at least one thousand two hundred and fifty (1,250) hours during each twelve (12) month period immediately preceding the effective date of the requested leave in connection with:

1. the birth of a child of the employee and in order to care for such child (in such instances where an employee is the "birthing mother" then that employee may extend their "FMLA" with an additional "unpaid personal leave" by up to ninety (90) calendar days. Continuation of Health/Welfare benefits during this personal leave shall be the employee's responsibility;

2. the placement of a child with the employee for adoption or foster care;

3. in order to care for the spouse, child or parent of the employee if such spouse, child or parent, has a "serious health condition" as defined in the statute and interpretive regulations and guidelines;

4. a "serious health condition", as defined in the statute and interpretive regulations and guidelines, of the employee which renders the employee unable to perform the essential functions of the employees' job; or

5. it is expressly understood and agreed that in connection with absences under sections 1 and 2 of this Article, the employee may elect or the Employer may require the employee to substitute accrued paid vacation and/or personal holidays for any part of the unpaid 12 week FMLA leave. In such circumstances, the "FMLA" leave entitlement shall be reduced by the number of paid vacation days and/or personal holidays the employee elects to use or the Employer requires the employee to use for such offset purposes; in connection with the absences under sections 3 and 4 of this Article, the same offset procedure shall prevail, but in addition to

vacations and personal holidays, the employee may also elect or the Employer may require the employee to use accrued paid sick leave as a substitute for any part of the twelve (12) week "FMLA" leave. Workers Compensation leave will not be applied toward "FMLA" time.

ARTICLE 30. ATTENDANCE POLICIES

1. Categories: There shall be three (3) categories of offenses under the attendance program: i) tardiness, ii) absence, and iii) pattern absences, as herein defined:

a. **tardiness:** is a failure to complete the scheduled shift (including scheduled pre/post shift work) whether by reason of reporting to work late, or leaving work early. Three (3) incidents of tardiness in a calendar month will be considered excessive and subject to the progressive discipline steps listed below.

b. **absence**: is a failure to report to work on one (1) or more consecutive work days. Two (2) incidents of absence in a calendar month will be considered excessive and subject to the progressive discipline steps listed below. (Provided, however, if the failure to report to work is due to a legally required, or agreed to leave of absence, e.g., workers' compensation, ADA, FMLA, etc., then this period of leave shall not constitute an incident of absence, for the purpose of the attendance policy.)

c. **pattern offense:** is a sequence of like kind incidents (such as extending weekends, vacation, holidays) in a given period of time. Three (3) incidents of absence or six (6) incidents of tardiness in a six (6) month period where such absence or tardiness is wrapped around a weekend, or holiday, or vacation establishes an initial pattern offense. Each incident of like kind thereafter shall constitute an additional pattern offense. Each pattern offense will be subject to progressive discipline independent of, or in addition to, 1.a) and b) above. Any period of six (6) months following the establishment of a pattern in which the employee has zero (0) incidents of a like kind will result in the elimination of the pattern.

2. Progressive Discipline.

a. Steps

1st Step	Written Reprimand
2nd Step	Written Warning Letter
3rd Step	Subject to Suspension
4th Step	Subject to Discharge

The progressive discipline steps will be applied to unlike offenses.

b. Credit

i. If an employee is in the progression, and has a perfect month of attendance for one (1) calendar month from the date of the last incident, then he shall revert back one (1) prior disciplinary step. A perfect month of attendance is one calendar month during which an employee misses zero days of work, other than for days missed due to vacations, holidays, floating holidays, jury duty, bereavement leave, or VTO.

ii. For each two (2) calendar month period thereafter in which the employee has no further incident (perfect month of attendance), the next prior disciplinary step shall be dropped.

iii. In the event the employee ascends to a higher step in the progression, further credits shall be provided in accordance with b)(1) and (2) above.

Provided, however, this mechanism shall not apply to other violations of Company rules. and, provided further, the one (1) or two (2) month period shall be suspended during any legally required or agreed to absence (excluding vacation), but upon completion thereof, any disciplinary steps in existence immediately prior to that leave shall be reinstated as they existed at that time.

ARTICLE 31. DISCIPLINE AND DISCHARGE

Section 1. Just Cause Standard/Progressive Discipline

The Employer shall not discharge, suspend or take any other disciplinary action against any non-probationary employee, excluding casuals, without just cause. With respect to discharge or suspension, the Employer shall give at least one (1) advance warning notice of the complaints) (of a like nature) against the employee to the employee in writing by personal delivery and/or certified mail (return receipt requested) with a copy of same to the Local Union. An employee shall not receive multiple warning letters for a single incident.

Section 2. Cardinal Infractions

No warning notices are necessary for cardinal infractions, including but not limited to the following, for which summary dismissal is appropriate:

(a) Drugs, Alcohol, Weapons:

(i) Drunkenness or drinking during work hours (including lunch time, break periods and overtime assignments), or being under the influence of liquor or unlawful drugs during work hours (including lunch time, break periods and overtime assignments) and/or at any time on the Employer's premises;

(ii) Carrying and/or possessing unlawful drugs, any guns, deadly or illegal weapons or dangerous explosives during work hours (including lunch time, break periods and overtime assignments), or, at any time on the Employer's premises; and/or (iii) Testing positive to a drug and/or alcohol test reasonably requested for just cause.

(b) Theft, or failing or refusing to submit to an investigation of a theft search by the Employer or security person as long as a steward or alternate is present. If neither is available, a member selected by the employee shall be permitted to attend.

(c) Unprovoked assaulting or threatening injury to a supervisor, other Employer representative, fellow employee or to a customer; unprovoked fighting with a supervisor, other Employer representative, customer or employee during work hours (including lunch time, break periods and overtime assignments) or, at any time on the Employer's premises; Unprovoked fighting with a supervisor, other Employer representative, customer or employee after regular work hours, provided such activities has a direct nexus to the Employer's business operations.

(d) Engaging in any conduct in violation of the No-Strike provisions of the Collective Bargaining Agreement.

(e) Willfully falsifying employment application, time cards, customer records or reports, doctor's slips or other Employer records.

(0 Malicious tampering with the Company's or co-worker's property.

(g) Failure or refusal, upon reasonable request, to submit to a search of person, property, locker or employee vehicle (located on Company premises) in connection with an investigation by management/supervisory personnel or security agents as long as a steward or alternate is present. If neither is available, a member selected by the employee shall be permitted to attend. Or;

(h) insubordination (consisting of the refusal to obey a proper work order

Section 3. Survival of Prior Disciplinary Action for Future Use in Progressive Discipline

The warning notice(s) or suspensions shall not remain in effect to support further progressive disciplinary action for a period of more than nine (9) months provided there is no intervening misconduct. All warning notices, discharges, suspensions or other disciplinary action shall be confirmed in writing to the employee and Union.

The nine (9) month period shall be suspended during any legally required or agreed to absence (excluding vacation), but upon completion thereof, any disciplinary steps in existence immediately prior to that leave shall be reinstated as they existed at that time.

Section 4. Deadline for Filing a Grievance Protesting Disciplinary Action

Appeal from a discharge, suspension or written warning notice must be taken within ten (10) calendar days of the employee's receipt of notice of same.

Section 5. Deadline for Taking Disciplinary Action

Within ten (10) calendar days of knowledge, the Employer must issue discipline or provide a notice of disciplinary investigation in the case of alleged harassment or other incidents requiring

additional time for a proper investigation. Such investigation shall be conducted in a diligent fashion and shall be concluded within a reasonable time.

Section 6. Investigatory Interviews of Unit Employees by Management and Supervision

In the event an employee is required to attend an investigatory interview with a supervisor or other management official which he/she reasonably believes will result in disciplinary action, any readily available Local Union steward employed at the Employer's facility or another bargaining unit employee designated by the employee and who is available at the time of the meeting shall be present and participate at such investigatory interview, unless waived by the employee in writing.

Section 7. Video Cameras

The Union acknowledges the right of the Employer to install video cameras on the exterior and interior of Company buildings for security and other legitimate business purposes. The Employer may not use video cameras to discipline or discharge an employee for reasons other than theft or physical violence. If the information on the video tape is to be used to discipline or discharge an employee, the Employer must provide the Local Union, prior to the hearing, an opportunity to review the video tape used by the Employer to support the discipline or discharge.

The Employer shall not install or use video cameras in areas of the Employer's premises that violate the employee's right to privacy such as in bathrooms or places where employees change clothing or provide drug or alcohol testing specimens.

Section 8. Use of Other Devices to Monitor Employee Work Activity

Employees are provided by the Employer with an increasingly sophisticated set of equipment and other devices with which to perform their job functions. Employees do not have any expectation of privacy with the regard to the use of such equipment and other devices, and the Employer may use information contained in or generated by such devices for appropriate disciplinary purposes. This information may include, but is not limited to, E-Talk and live monitoring.

Section 9. Polygraph Test

No employee covered by this Local Rider can be subjected to a polygraph test administered by the Employer or conducted on the Employer's behalf.

ARTICLE 32 DISCIPLINARY GRIEVANCE AND ARBITRATION PROCEDURES

All complaints, disputes, controversies, differences, arguments, problems, and grievances (hereinafter collectively called "grievances") by and between the Union and the Employer and/or between unit employees and the Employer as it relates to disciplinary matters only shall be adjusted and settled solely and exclusively in the following manner:

STEP 1



Any employee or group of employees having a disciplinary grievance shall present same immediately to the Employer's District or Station Manager, in writing, indicating the nature of the grievance and the remedy sought. The written grievance shall be submitted to the Employer's Station Manager within five (5) days after receipt by the employee of written notification of suspension or discharge. Within five (5) days after the submission of the written grievance in Step 2, the Steward together with the grievant(s) shall meet with the Employer's Station Manager in an effort to adjust the grievance. The Employer's Station Manager shall answer the grievance in writing within three (3) days of the meeting.

STEP 2

If the grievance is not satisfactorily adjusted in Step 1, it may be presented to the Employer's Area Operations Manager or designee for resolution. The written grievance must be submitted to the Employer's Area Operations Manager or his designee within five (5) days after receipt of the Station Manager's Step 1 denial. Within ten (10) days after the submission of the written grievance in Step 2, the Union Business Representative(s) or his designee shall meet with the Employer's Area Operations Manager or designee in an earnest effort to adjust the grievance. The parties shall make every effort to schedule Step 2 hearings at a reasonable time so that the steward can complete his work day within eight (8) hours. The Employer's Area Operations Manager or his designee shall submit a written answer to the grievance within five (5) days after the meeting.

STEP 3

If the grievance is not satisfactorily adjusted in Step 2, the Union may submit the grievance to an arbitrator, hereinafter designated, for binding and final resolution. To be timely filed, the Union's demand for arbitration shall be submitted to Arbitration within twenty one (21) calendar days after receipt of the Area Operations Manager's Step 2 denial.

Time Frame

The time periods and limits provided herein shall not include Sundays or contractual holidays. Such time periods may be extended only by the mutual agreement of the Employer and the Union. Accordingly, the failure of the aggrieved employee(s) or the Union to file a grievance initially, to process a grievance in any of the steps in the grievance procedure, and/or to submit the grievance to arbitration in accordance with the express time limits herein shall automatically constitute a waiver of the grievance and bar all further action thereon. The failure of the Employer to so respond or meet within the foregoing time limits, however, shall not constitute or be deemed to constitute an acceptance of the grievance or acquiescence thereto. In such cases, the Union may simply proceed to the next step in the Grievance and Arbitration Procedure without time restrictions.

The Employer and the Union hereby designate Stanley Aiges to serve as arbitrator for the term of this Agreement and any extension thereto. Should Mr. Aiges resign, refuse to act, be incapable of acting, or die, the Employer and the Union shall immediately (not to exceed ten (10) days from the resignation, refusal to act, incapacity or death) designate another person to serve as arbitrator. If they fail to mutually agree upon a designation, grievances requiring arbitral resolution after the



exhaustion of the grievance procedure shall be submitted to the American Arbitration Association pursuant to and in accordance with the Rules of the Association.

Limits on Arbitrator's Power

The arbitrator shall interpret this Agreement in connection with the issues properly presented to him for resolution consistent with the tern's of this Agreement. He does not have the authority or power to add to, delete from, disregard, or alter any of the provisions of this Agreement or supplements or addenda made a part hereof. However, within the foregoing limitations the arbitrator may make such decision or award or deposition of a grievance as he deems just, fair, and equitable and which, in addition to awarding any sum of money or damages or other relief, and may contain provisions commencing, enjoining or restraining acts of conduct

In any arbitration of a grievance involving the discipline, suspension or discharge of an employee, an arbitrator shall be empowered to sustain or deny the grievance in whole or in part, and may award or deny reinstatement with or without back pay. In any event, should the arbitrator sustain a grievance involving the suspension or discharge of an employee, any award of back pay shall be offset and reduced by any interim earnings collected by the grievant. Moreover, all terminated employees shall make a reasonable attempt to mitigate damages. Accordingly, an arbitrator shall adjust the amount of back pay, if any, and/or deny a back pay remedy altogether, in direct proportion to a grievant's mitigation efforts.

Cost of Arbitration

The cost of an arbitration proceeding shall be borne equally by the parties. The Company shall make whole the steward for any time lost to attend a Step 3 hearing and/or arbitration proceeding, not to exceed his daily guarantee. The Employer shall not be responsible for the payment of wages to Union witnesses who appear at an arbitration.

Non Disciplinary Grievances

All grievances not related to disciplinary matters shall proceed through the Panel Process set forth in the National Master Agreement.

ARTICLE 33. MISCELLANEOUS

Section 1. STD & LTD

The Company shall continue to offer eligible employees the opportunity to participate in existing Short Term Disability and Long Term Disability programs through voluntary, direct payroll contribution; provided, however, the Company shall not incur any additional expense in relation to such programs.

Section 2. Transit Check

The Company shall continue to offer eligible employees the opportunity to participate in existing "Transit Check" programs through voluntary, direct payroll contribution; provided, however, the Company shall not incur any additional expense in relation to such programs.



ARTICLE 33. DURATION

The term of this Local Rider is subject to and controlled by all of the provisions of Article 27 of the National Agreement ("Duration") between the parties hereto.

LOCAL 295 Office Clerical Local Rider
DHL Express (USA), Inc.

For the Period of April 1, 2022 through March 31, 2026

IN WITNESS WHEREOF, the parties have set their hands and seals this ____ day of ____, 2026, to be effective April 1, 2026, except as to those areas where it has been otherwise agreed to between the parties.

DHL EXPRESS (USA), INC.	TEAMSTERS LOCAL UNION NO. 295
By:	By:
Name: John Nuttall	Name: Luca Cilibrise
Title: Mgr. Labor Relations	Title: PRES
Date: 10/30/26	Date: 10/15/26

APPENDIX A

[INSERT MAP OR OTHER DEPICTION OF THE CURRENT JURISDICTION OF LOCAL 295 FOR REFERENCE PURPOSES (SEE RECOGNITION ARTICLE)]