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THE WESTERN REGION OF TEAMSTERS UNITED PARCEL SERVICE SUPPLEMENTAL AGREEMENT AGREEMENT REACHED FOR THE ELEVEN (11) WESTERN STATES OF ALASKA, ARIZONA, SOUTHERN CALIFORNIA, HAWAII, IDAHO, MONTANA, SOUTHERN NEVADA, NEW MEXICO, OREGON, UTAH AND WASHINGTON

For the Period:

~~December 19, 2007 through July 31 2013~~ Upon Ratification through July 31, 2018
covering:

The parties reserve the right to correct inadvertent errors and omissions.
Where no reference is made to a specific Article or Section thereof, such Article and Section are to continue as in the current Master Agreement, as applied and interpreted during the life of such Agreement. Additions and new language are **bold and underlined**.

ARTICLE 4 - SENIORITY

SECTION 2 - SENIORITY LISTS

(b) Employer shall post each separate list at a location easily accessible to the affected employees and shall update such seniority lists on a periodic basis, to reflect termination, **transfers**, and new hires. The list(s) shall include a verifiable time and date of posting. The Local Union may request and shall be furnished an updated seniority list, to resolve seniority issues. If the accuracy of a seniority list is in question, the Company will meet with the Local Union to discuss discrepancies.

ARTICLE 6 - BIDDING AND JOB OPENINGS

SECTION 4 - PART-TIME OPENINGS

The Employer will fill all vacancies and permanent new jobs for part-time employees from the part-time selection list in all months except ~~November and~~ December.

Seniority part-time employees may select permanent vacancies and new permanent jobs on any shift in the same building in all months except ~~November and~~ December including preferred jobs on their own or another shift. Such preferred jobs shall include, but not be limited to, part-time jobs such as;

preload, sorter, clerical, irregular train, hazmat first responder, carwasher, loader and unloader.

ARTICLE 20 - WORKDAY-WORKWEEK

SECTION 2 - PACKAGE CAR DRIVERS

(b) It is agreed that no employee with a seniority date prior to August 1, ~~2011 2008~~, will be forced on to a Tuesday through Saturday work week unless otherwise mutually agreed to or unless the employee bid such work week in accordance with the bidding procedures set forth in Article 6, Section 2.

ARTICLE 28 - GRIEVANCE PROCEDURE

SECTION 1

(o) The WRT-UPS Labor-Management Committee shall be composed of three (3) representatives of the Union, including the Union Chairman, who shall be appointed by the Western Region Director, and two (2) other Union Representatives appointed by the Union Chairman, **one of whom shall be the Negotiating Committee Chairman for the appropriate contract grieved**, unless he/she is party to the grievance, and three (3) representatives of the Employer, including the Employer Chairman who shall be appointed by the Vice President of Labor

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Relations, or his designee, and two (2) other Employer Representatives appointed by the Employer Chairman. Where the WRT-UPS Labor-Management Committee by majority vote settles a dispute, such decision shall be final and binding on both parties and the employee(s) involved, with no further appeal.

ARTICLE 30 - HEALTH AND WELFARE AND/OR PENSION

The one dollar (\$1.00) per hour effective August 1, ~~2013~~ ~~2008~~, the one dollar (\$1.00) per hour effective August 1, ~~2014~~ ~~2009~~, the one dollar (\$1.00) per hour effective August 1, ~~2015~~ ~~2010~~, the one dollar (\$1.00) per hour effective August 1, ~~2016~~ ~~2011~~ and the one dollar (\$1.00) per hour effective August 1, ~~2017~~ ~~2012~~ set forth in National Master United Parcel Service Agreement Article 34 - Health & Welfare and Pension shall be allocated each year within the Western Region **in accordance with Article 34 of the National Master Agreement**, as ~~thirty-five cents (\$0.35) per year to Health and Welfare and sixty-five cents (\$0.65) per year to Pension in the following manner:~~

2. The Company shall continue to pay any increases necessary to maintain Health and Welfare benefits in ~~both the Company and the respective applicable~~ Union Health and Welfare Plans for the term of the Labor Agreement. ~~Monies allocated to Health and Welfare under Article 34 - Health & Welfare and Pension of the National Master United Parcel Service Agreement (\$0.35 per year) shall not be applicable in view of this maintenance of benefits provision, subject to Article 34, Section 1, (f). This paragraph shall not apply to the Teamsters Western Region and Local 177 Health Care Plan.~~

(a) Part-time and full-time employees covered by a Teamster Health and Welfare Fund will continue to be covered by those funds.

(b) For those full-time or part-time employees who have received health and welfare benefits from the Company Health & Welfare Plan, benefits on and after January 1, 2014 will be provided by Teamsters Western Region and Local 177 Health Care Plan in accordance with the Letter of Agreement on the Teamsters Western Region and Local 177 Health Care Plan dated September 6, 2013. The Company will continue to provide health & welfare benefit coverage under the existing plan through December 31, 2013.

(c) Any eligible employee covered by this Section who retires effective January 1, 2014 or thereafter shall be provided retiree medical benefits through the Teamsters Western Region and Local 177 Health Care Plan.

(d) Current retirees who are receiving benefits through a UPS sponsored plan shall receive coverage on and after January 1, 2014 under the terms of the Memorandum Concerning UPS Sponsored Plans, attached to the National Master Agreement.

3. All employees who are covered by the terms of the respective Western Region of Teamsters Package/Feeder and Sort Agreements shall receive ~~the following increases~~ **pension contributions** into the Western Conference of Teamsters Pension Trust **in accordance with Article 34 of the National Master Agreement**, ~~sixty-five cents (\$0.65) per hour effective August 1, 2008, an additional sixty-five cents (\$0.65) per hour effective August 1, 2009, an additional sixty-five cents (\$0.65) per hour effective August 1, 2010, an additional sixty-five cents (\$0.65) per hour effective August 1, 2011 and an additional sixty-five cents (\$0.65) per hour effective August 1, 2012.~~

~~The increases set forth above may be Pension contribution increases to the Western Conference of Teamsters Pension Trust will be made in accordance with Article 34 of the National Master Agreement and may be affected by the provisions contained in National Master United Parcel Service Agreement Article 34, Section 4, Paragraph 2 - Health & Welfare and Pension. In accordance with, and subject to, the provisions contained in National Master United Parcel Service Agreement Article 34, Section 4, Paragraph 2 - Health & Welfare and Pension, each respective Western Region of Teamsters Package/Feeder and Sort Agreement may exercise the right to re-allocate pension contributions to general wage increases and any such decision to do so will be reflected in each respective Agreement.~~

4. Package/Feeder Agreement

A. Effective August 1, ~~2013~~ ~~2008~~

Effective August 1, 2013, twenty-five cents (\$0.25) of the first year pension allocation for Local 104, Local 492, Local 631, Joint Council 42, Local 396, Local 481 and Local 495 shall be reallocated to the Teamsters Western Region and Local 177 Health Care Plan.

Agreement Area	Local Union or Joint Council	Basic Contribution	Total Peer/80	Contribution
Arizona	Local 104	\$6.01	\$8.46	\$0.99 \$1.39 \$7.00 \$9.85
New Mexico	Local 492	\$6.01	\$8.46	\$0.99 \$1.39 \$7.00 \$9.85
S. Nevada	Local 631	\$6.01	\$8.46	\$0.99 \$1.39 \$7.00 \$9.85
S. California	JC 42	\$6.01	\$8.46	\$0.99 \$1.39 \$7.00 \$9.85
S. California	Local 396/481/495	\$6.14	\$8.58	\$1.01 \$1.42 \$7.15 \$10.00
Oregon	JC 37	\$6.21	\$1.02	\$7.23

(The hourly pension contribution increase will be in accordance with Article 34 of the National Master Agreement and may be up to \$0.50 which will be added to the 7/31/2013 contribution rate of \$9.83)

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Washington	JC 28		<u>\$8.41</u>	<u>\$1.39</u>	<u>\$9.80</u>	
<i>(See JC 28 Rider & Sort Supplemental Agreements)</i>						
Montana	JC 3	\$6.18	\$8.84	\$1.02	\$1.46	\$7.20 <u>\$10.30</u>
Utah & Idaho	JC 3	\$6.18	\$8.41	\$1.02	\$1.39	\$7.20 <u>\$9.80</u>
Idaho	Local 483	\$6.21		\$1.02		\$7.23

(The hourly pension contribution increase will be in accordance with Article 34 of the National Master Agreement and may be up to \$0.50 which will be added to the 7/31/2013 contribution rate of \$9.83)

Alaska	Local 959	\$3.35		\$0.55		\$3.90
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(The hourly pension contribution increase will be in accordance with Article 34 of the National Master Agreement - See Local 959 Rider Agreement for rates)

B. Effective August 1, ~~2014~~ 2009

For each Local Union or Joint Council listed below the amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2014 contribution rate.

Agreement Area	Local Union or Joint Council	Basic Contribution	Total Peer/80	Contribution
Arizona	Local 104	\$6.01	\$0.99	\$7.00
New Mexico	Local 492	\$6.01	\$0.99	\$7.00
S. Nevada	Local 631		\$6.01	\$0.99
\$7.00				
S. California	JC 42	\$6.01	\$0.99	\$7.00
S. California	Local 396/481/495	\$6.14	\$1.01	\$7.15
Oregon	JC 37	\$6.76	\$1.12	\$7.88
Washington	JC 28	<i>(See JC 28 Rider & Sort Supplemental Agreements)</i>		
Montana	JC 3	\$6.74	\$1.11	\$7.85
Utah & Idaho	JC 3	\$6.74	\$1.11	\$7.85
Idaho	Local 483	\$6.76	\$1.12	\$7.88
Alaska	Local 959	\$3.35	\$0.55	\$3.90

C. Effective August 1, ~~2015~~ 2010

For each Local Union or Joint Council listed below the amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2015 contribution rate.

Agreement Area	Local Union or Joint Council	Basic Contribution	Total Peer/80	Contribution
Arizona	Local 104	\$6.01	\$0.99	\$7.00
New Mexico	Local 492	\$6.01	\$0.99	\$7.00
S. Nevada	Local 631	\$6.01	\$0.99	\$7.00
S. California	JC 42	\$6.01	\$0.99	\$7.00
S. California	Local 396/481/495	\$6.14	\$1.01	\$7.15
Oregon	JC 37	\$7.32	\$1.21	\$8.53
Washington	JC 28	<i>(See JC 28 Rider & Sort Supplemental Agreements)</i>		
Montana	Utah & Idaho JC 3	\$7.30	\$1.20	\$8.50
Idaho	Local 483	\$7.32	\$1.21	\$8.53
Alaska	Local 959	\$3.35	\$0.55	\$3.90

D. Effective August 1, ~~2016~~ 2011

For each Local Union or Joint Council listed below the amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2016 contribution rate.

Agreement Area	Local Union or Joint Council	Basic Contribution	Total Peer/80	Contribution
Arizona	Local 104	\$7.68	\$1.27	\$8.95
New Mexico	Local 492	\$7.68	\$1.27	\$8.95
S. Nevada	Local 631	\$7.68	\$1.27	\$8.95
S. California	JC 42	\$7.68	\$1.27	\$8.95
S. California	Local 396/481/495	\$7.81	\$1.29	\$9.10
Oregon	JC 37	\$7.88	\$1.30	\$9.18
Washington	JC 28	<i>(See JC 28 Rider & Sort Supplemental Agreements)</i>		
Montana	Utah & Idaho JC 3	\$7.85	\$1.30	\$9.15
Idaho	Local 483	\$7.88	\$1.30	\$9.18
Alaska	Local 959	\$3.35	\$0.55	\$3.90

E. Effective August 1, ~~2017~~ 2012

For each Local Union or Joint Council listed below the amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2017 contribution rate.

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Agreement Area	Local Union or Joint Council	Basic Contribution	Total Peer/80	Contribution
Arizona	Local 104	\$8.24	\$1.36	\$9.60
New Mexico	Local 492	\$8.24	\$1.36	\$9.60
S. Nevada	Local 631	\$8.24	\$1.36	\$9.60
S. California	JC 42	\$8.24	\$1.36	\$9.60
S. California	Local 396/ 481/495	\$8.37	\$1.38	\$9.75
Oregon	JC 37	\$8.44	\$1.39	\$9.83
Washington	JC 28	(See JC 28 Rider & Sort Supplemental Agreements)		
Montana,				
Utah & Idaho	JC 3	\$8.44	\$1.39	\$9.80
Idaho	Local 483	\$8.44	\$1.39	\$9.83
Alaska	Local 959	\$3.35	\$0.55	\$3.90

5. Sort Agreement

A. Effective August 1, ~~2013~~ 2008

Effective August 1, 2013, twenty-five cents (\$0.25) of the first year pension allocation for Local 104, Local 492, Local 631, Joint Council 42, Local 396, Local 481 and Local 495 shall be reallocated to the Teamsters Western Region and Local 177 Health Care Plan.

Agreement Area	Local Union or Joint Council	Basic Contribution	Total Peer/80	Contribution
Arizona	Local 104	\$4.70 \$7.37	\$0.30 \$0.48	\$5.00 \$7.85
New Mexico	Local 492	\$5.00 \$7.67	\$0.32 \$0.50	\$5.32 \$8.17
S. Nevada	Local 631	\$4.70 \$7.37	\$0.30 \$0.48	\$5.00 \$7.85
S. California	JC 42	\$4.79 \$7.47	\$0.34 \$0.48	\$5.10 \$7.95
S. California	Locals 396/ /481/495	\$4.79 \$7.47	\$0.34 \$0.48	\$5.10 \$7.95
Oregon	JC 37	\$5.93 \$8.61	\$0.39 \$0.56	\$6.32 \$9.17
Washington	JC 28	\$7.85	\$0.51	\$8.36
(See JC 28 Rider & Sort Supplemental Agreements)				
Montana,				
Utah & Idaho	JC 3	\$5.08 \$7.99	\$0.33 \$0.52	\$5.41 \$8.51
Idaho	Local 483	\$5.93 \$8.61	\$0.39 \$0.56	\$6.32 \$9.17
Alaska	Local 959	\$2.25	\$0.15	\$2.40

(The hourly pension contribution increase will be in accordance with Article 34 of the National Master Agreement - See Local 959 Rider Agreement for rates)

B. Effective August 1, ~~2014~~ 2009

For each Local Union or Joint Council listed below the amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2014 contribution rate.

Agreement Area	Local Union or Joint Council	Basic Contribution	Total Peer/80	Contribution
Arizona	Local 104	\$5.31	\$0.34	\$5.65
New Mexico	Local 492	\$5.61	\$0.36	\$5.97
S. Nevada	Local 631	\$5.31	\$0.34	\$5.65
S. California	JC 42	\$5.40	\$0.35	\$5.75
S. California	Locals 396/ 481/495	\$5.40	\$0.35	\$5.75
Oregon	JC 37	\$6.54	\$0.43	\$6.97
Washington	JC 28	(See JC 28 Rider & Sort Supplemental Agreements)		
Montana,				
Utah & Idaho	JC 3	\$5.69	\$0.37	\$6.06
Idaho	Local 483	\$6.54	\$0.43	\$6.97
Alaska	Local 959	\$2.25	\$0.15	\$2.40

C. Effective August 1, ~~2015~~ 2010

For each Local Union or Joint Council listed below the amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2015 contribution rate.

Agreement Area	Local Union or Joint Council	Basic Contribution	Total Peer/80	Contribution
Arizona	Local 104	\$5.92	\$0.38	\$6.30
New Mexico	Local 492	\$6.22	\$0.40	\$6.62
S. Nevada	Local 631	\$5.92	\$0.38	\$6.30
S. California	JC 42	\$6.01	\$0.39	\$6.40
S. California	Locals 396/ 481/495	\$6.01	\$0.39	\$6.40
Oregon	JC 37	\$7.16	\$0.46	\$7.62
Washington	JC 28	(See JC 28 Rider & Sort Supplemental Agreements)		
Montana,				
Utah & Idaho	JC 3	\$6.30	\$0.41	\$6.71
Idaho	Local 483	\$7.16	\$0.46	\$7.62
Alaska	Local 959	\$2.25	\$0.15	\$2.40

D. Effective August 1, ~~2016~~ 2011

For each Local Union or Joint Council listed below the amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2016 contribution rate.

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Agreement Area	Local Union or Joint Council	Basic Contribution	Total Peer/80	Contribution
Arizona	Local 104	\$6.53	\$0.42	\$6.95
New Mexico	Local 492	\$6.83	\$0.44	\$7.27
S. Nevada	Local 631	\$6.53	\$0.42	\$6.95
S. California	JC 42	\$6.62	\$0.43	\$7.05
S. California	Locals 396 /481/495	\$6.62	\$0.43	\$7.05
Oregon	JC 37	\$7.77	\$0.50	\$8.27
Washington	JC 28	(See JC 28 Rider & Sort Supplemental Agreements)		
Montana,				
Utah & Idaho	JC 3	\$6.91	\$0.45	\$7.36
Idaho	Local 483	\$7.77	\$0.50	\$8.27
Alaska	Local 959	\$2.25	\$0.15	\$2.40

E. Effective August 1, ~~2017~~ 2012

For each Local Union or Joint Council listed below the amount of the hourly pension contribution increase will be determined in accordance with Article 34 of the National Master Agreement and will be added to the 7/31/2017 contribution rate.

Agreement Area	Local Union or Joint Council	Basic Contribution	Total Peer/80	Contribution
Arizona	Local 104	\$7.14	\$0.46	\$7.60
New Mexico	Local 492	\$7.44	\$0.48	\$7.92
S. Nevada	Local 631	\$7.14	\$0.46	\$7.60
S. California	JC 42	\$7.23	\$0.47	\$7.70
S. California	Locals 396/ 481/495	\$7.23	\$0.47	\$7.70
Oregon	JC 37	\$8.38	\$0.54	\$8.92
Washington	JC 28	(See JC 28 Rider & Sort Supplemental Agreements)		
Montana,				
Utah & Idaho	JC 3	\$7.52	\$0.49	\$8.01
Idaho	Local 483	\$8.38	\$0.54	\$8.92
Alaska	Local 959	\$2.25	\$0.15	\$2.40

ARTICLE 31 – DURATION OF AGREEMENT

This Agreement shall be effective on August 1, 2013 and remain in effect through July 31, 2018.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this effective ~~August 1, 2013~~ ~~December 19, 2007~~.



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