AGREEMENT

BY AND BETWEEN

UNIVAR USA INC.

AND

TEAMSTERS LOCAL 222

Salt Lake City & Woods Cross, Utah

COVERING THE PERIOD OF:

December 8, 2017

through

December 7, 2020

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For the Agreement Between

UNIVAR USA INC.

and

TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS
LOCAL UNION NO. 222

For the Period December 8, 2017 to December 7, 2020

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THIS AGREEMENT, dated December 8, 2017, is between Univar USA Inc., Salt Lake City, Utah, hereinafter called the "Company" and Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 222, hereinafter referred to as the "Union."

ARTICLE 1 - Recognition

The Company recognizes the Union as the sole collective bargaining representative of line drivers, pickup and delivery drivers and material handlers employed by the Company at 650 West 800 South, Salt Lake City, Utah, and 2465 S. 1100 West, Woods Cross, Utah, locations excluding office clerical employees, janitors, guards as defined by the Act, and all other employees, NLRB Case 27-RC-4604.

ARTICLE 2 - Management Rights

Except as expressly and clearly limited by specific provisions of this Agreement, the Company retains the sole exclusive right to operate and manage its business and direct its working forces.

ARTICLE 3 – Non Discrimination

3.1 No employee or applicant for employment shall be discriminated against by the Union, by any employee or by the Company because of race, color, sex, creed, national origin, citizenship status, disability, veteran status, or membership or non-membership in the Union.

3.2 Employees mean all persons covered by this Agreement, whether male or female and the use of masculine terms shall include the feminine.

3.3 If an employee feels he has been discriminated against, the employee must report such discrimination to the office of the Union and the Company within ten (10) working days, or the claim will not be recognized. Upon presentation of the claim within a timely period, an employee shall be entitled to a review and hearing of such claim, pursuant to the Grievance and Arbitration procedure of this Agreement.

ARTICLE 4 - Holidays

4.1 **Holidays:**

New Year's Day	Labor Day
Memorial Day	Thanksgiving Day
Independence Day	Day after Thanksgiving
Three (3) Floaters *	Christmas

* The Company reserves the right to schedule one (1) of the three (3) floating holidays to staff either the day before Christmas or the day before New Year's with limited crews. No employee will be required to work both days.

4.2 Employees scheduled to work on the above holidays shall receive double time (2x) in addition to their eight (8) hours holiday pay.

4.3 Employees will be granted eight (8) hours pay at straight time base rate for each holiday, providing:

4.3.1 The employee has passed the probationary period;

4.3.2 The employee works the full shift the scheduled day before the holiday and after the holiday unless otherwise excused by the employer.

4.3.3 The employee does not refuse to work on the holiday if scheduled to work said holiday.

4.4 Regular employees are entitled to holiday pay if the holiday falls within the first thirty (30) days of absence due to illness or occupational or non-occupational injury.

4.5 Paid holidays shall be considered as eight (8) hours worked in the computation of overtime. At the Company option, employees shall be given the day off before Christmas or New Years.

ARTICLE 5 - Vacations

5.1 The Employer will grant vacation with pay as follows.

Years of Vacation Service as of January 1st	Weeks of Vacation	Hours of Vacation
less than 5	2	80
5 - less than 15	3	120
15 - less than 20	4	160
20+ years	5	200

5.2 All weeks shall be open for vacations.

5.3 Vacations shall be scheduled by seniority.

5.4 Vacation pay shall be forty (40) hours per week, times the employee's current rate of pay.

5.5 Employee shall receive all earned vacation pay upon separation from the Company.

5.6 One (1) employee from each classification shall be allowed off on vacation at any one time. The Company may at its sole discretion, allow additional employees off, as business allows.

5.7 All new hires will receive a pro-rata vacation, as set forth in the company handbook.

5.8 All employees with one (1) or more years of service who are off the job due to a bona fide illness or injury shall accumulate vacation rights and sick leave beginning with the date of illness or injury and continuing to the end of the month and 30 days thereafter.

ARTICLE 6 - Hospital, Medical and Life Insurance Protection Plan

6.1 All qualified employees shall be eligible for the following plans (as now written or as may be modified) during the life of this Agreement:

6.1.1 Health Care Plan (Medical, Dental, Vision, Prescriptions)

6.1.2 Employee Assistance Plan

6.1.3 Sick Leave

6.1.4 Short-Term Disability

6.1.5 Long-Term Disability

6.1.6 Life Insurance

6.1.7 Accidental Death and Dismemberment Insurance

ARTICLE 7 - Retirement Plan

The Univar USA Inc. Retirement Plan and Univar USA Inc. 401K Investment Plan (V.I.P.), as now in effect or as may be modified.

ARTICLE 8 - Rest Periods.

A rest break of fifteen (15) minutes as near the middle of the first half of a normal shift and again near the middle of the second half of normal shift. Employees who are expected to work two hours beyond the completion of their regular eight (8) hour shift shall receive a fifteen (15) minute rest break during the 9th hour of work.

ARTICLE 9 - Jury Duty Pay

Difference between regular pay and amount paid by court, with a maximum of eight (8) hours per day - forty (40) hours per week. Jury duty pay is limited to twenty (20) workdays per year.

ARTICLE 10 - Sick Leave.

10.1 The first of the month following the completion of one full calendar month of continuous employment, new hires will receive five (5) days or forty (40) hours of sick leave.

10.2 Current employees with less than six (6) months of service as of January 1st will receive five (5) days or forty (40) hours of sick leave for the following calendar year.

10.3 Current employees with more than six (6) months of service as of January 1st will receive ten (10) days or eighty (80) hours of sick leave for the following calendar year.

10.4 Employees with at least six (6) months of service shall be paid based on the following schedule for unused sick days at the employee's rate of pay in effect on January 1 of the calendar year in which the sick days are granted. The Company will pay the cash out on the first full pay period in January.

Unused Sick Days	× Payout Rate	= Sick Days Cashed Out
10	100%	10
9	90%	8.1
8	80%	6.4
7	70%	4.9
6	60%	3.6
5	50%	2.5
1–4	0%	0

ARTICLE 11 - Job Classifications and Minimum Rates of Pay

11.1 The job classifications and the minimum hourly wage rates listed in EXHIBIT "A" are made a part of the Agreement. Classifications are listed for identification purposes only and are not intended to limit any work functions, whether regularly performed or not. Nothing in this Agreement shall be construed as a limitation or a guarantee of employment or work assignment. No work belongs to any employee or to any particular job classification. Pay rates are minimums only and the Company may pay individual employees higher rates. No employee receiving a higher rate of pay than the one listed for his classification will receive a reduction in pay on that job as a result of the signing of this Agreement. The provisions of this contract are minimums and will remain in effect for the life of this Agreement.

11.2 The Company reserves the exclusive right of placement into or reassignment from any job classification or work assignment. The Company shall be the judge of competence, qualifications and ability but the Union may question such judgment.

11.3 All claims for wages or complaints which an employee might have against the Company relating to his pay shall be filed within twenty (20) working days after an employee knows or should have known that there is a discrepancy and shall be heard pursuant to the Grievance and Arbitration procedure of this agreement. Otherwise, the Union, the employee and the Company agree that payment settlement covering claim has been made in full.

11.4 Employees are expected to perform any duties to which they may be assigned. Employees at a higher rated job for more than four (4) hours in any one day shall receive the higher rate of pay for the entire day. If employees work less than four (4) hours at a higher rated job in any one day, they shall receive their regular rate for all hours worked for the entire day.

11.5 In the event a new job classification is established under the Labor Agreement, or duties of an existing classification are substantially changed, the Company will fix the rate for the new or changed job. After fifteen (15) days, upon request, the Company will negotiate with the Union a permanent rate which shall be retroactive to the effective date of the new or changed job classification.

11.6 The company may transfer employees to either location on a temporary basis to cover business needs. The transferred employee will be paid the I.R.S. mileage rate for travel to and from his "Home Branch" location.

11.7 Employees who are not members of the bargaining unit shall not perform bargaining unit work, except in the case of emergencies.

ARTICLE 12 - Union Dues Check off

12.1 The Company agrees to deduct monthly from the wages of each employee covered by this Agreement, upon signed authorization therefore, credit union deductions and such employee's Union dues consisting of initiation fees, monthly fees, and uniform assessments owing to the Union as a result of membership therein, and forward same to the Secretary Treasurer of said Union, or pay the same to any authorized business representative by the Union.

12.2 **D.R.I.V.E. Deductions**. The Company agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to D.R.I.V.E. D.R.I.V.E. shall notify the Company of the amounts designated by each contributing employee that are to be deducted from their paycheck on a biweekly basis for all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The Company shall transmit to D.R.I.V.E. National Headquarters on a monthly basis, in one (1) check, the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's Social Security number, and the amount deducted from that employee's paycheck. The International Brotherhood of Teamsters shall reimburse the Company annually for the Company's actual cost for the expenses incurred in administering the bi-weekly payroll deduction plan.

12.3 **Indemnification.** The Union shall indemnify the Company against such suits, demands or other forms of liability which may arise out of the Company's compliance with this article. However, this indemnification shall not apply where such suits, demands or other forms of liability arise solely due to the fault or neglect of the Company.

ARTICLE 13 - Grievances and Arbitration

13.1 A grievance is defined to be any controversy between the Company and Union as to any matter involving the interpretation, application or violation of any provision of this agreement, provided that no grievance shall be considered for any purpose, unless within ten (10) working days after knowledge of the occurrence of the event out of which the grievance arises it is presented to management in accordance with the provisions of Step 1 below of this article.

13.2 Should any such grievance arise between the Company and the Union or the employees, there shall be no suspension of work by the aggrieved on account of such grievance, but an earnest effort shall be made to settle it as follows:

Step 1: Any employee who feels that he has been aggrieved shall attempt to settle the grievance with his immediate supervisor.

Step 2: In the event that the grievance is not satisfactorily settled at this level, the Employee shall write out and submit his grievance via email, fax, mail, or in person, within ten (10) working days after the grievance has been denied. Thereafter, the Union Representative and the Management Representative shall meet and resolve the grievance if possible.

Step 3: Adjustment Board. By mutual agreement of the parties, an Adjustment Board may be convened for the purpose of hearing the grievance. The grievant shall have the right to attend the Board of Adjustment hearing. The Board shall consist of two (2) representatives selected by the Union and two (2) representatives selected by the Employer. Panel members shall not have personal involvement with the grievance at issue. The Adjustment Board shall elect a Chairman and a Secretary to adopt rules of procedure. Any decision by a majority of the Board will be final and binding on both parties. In the event the Board deadlocks and cannot obtain a decision supported by a majority of the Board, the grievance may be moved to the Step 4 no later than ten (10) working days after the Board of Adjustment hearing is concluded. If no Board of Adjustment hearing is held, the grievance must be moved to step 4 no later than ten (10) working days after the parties conclude the Step 2 meeting.

Step 4: In the event the grievance is not settled in Steps 1, 2 or 3 above, it shall be referred to arbitration. The arbitrator shall be selected from a list of seven (7) names to be submitted by the Federal Mediation and Conciliation Service, from which the party requesting arbitration shall have the duty of striking one name and so on in turn until but one name remains on the list. The arbitrator whose name remains on the list shall be deemed selected by the parties as the arbitrator. The arbitrator shall meet and conduct hearings as soon as possible. The arbitrator's decision shall be final and binding upon both the Union and the Company. The expenses incidental to such arbitration shall borne equally by the parties. No grievance shall be considered for arbitration unless it has been appealed to the Company in writing via email, fax, or mail, by the Union within fifteen (15) working days after the receipt of the answer provided in Step 3 above.

13.3 Arbitration shall be limited to one issue at any one time. The arbitrator shall have no power to add to, subtract from–or modify any of the terms of this agreement or any agreements supplementary hereto, nor to establish or change any wage rate. It is expressly agreed that any differences arising incident to negotiation of the terms of a new agreement are not covered by the provisions of this article, the sole purpose of which is to make grievances arising out of and during the term of this Agreement subject to arbitration.

13.4 Working days are defined as Monday through Friday, excluding Saturdays, Sundays and recognized holidays.

ARTICLE 14 - Warning Notice, Suspension, and Discharge

14.1 The Company reserves the right to discipline, suspend and discharge any employee for just cause, except that an employee must be verbally counseled about his action, and issued at least one (1) warning letter and given a suspension before any employee is discharged. Verbal warnings and written warning letters and suspension do not have to involve the same type or nature of infraction. Copies of all warning notices will be sent to the Union via email, fax or by mail within ten (10) working days to be valid. No employee shall be discharged or discriminated against in any way because of membership in or activity on behalf of the Union. No verbal or written warning notices or suspension will be required in cases of:

14.1.1 Dishonesty;

14.1.2 Working under the influence of alcohol or drugs, drug abuse, violation of the Company's drug/alcohol testing rules;

14.1.3 Gross Insubordination;

14.1.4 Willful and flagrant destruction or damage to property belonging to the Company, employees, customers or suppliers;

14.1.5 Use or "on-person" possession of firearms on Company property;

14.1.6 Gross negligence resulting in a serious accident, serious injury, or discharge of a hazardous substance;

14.1.7 Theft of company property;

14.1.8 Assaulting, harassing, threatening or committing an act of violence against another person on Company property; however, employees may defend themselves when necessary;

14.1.9 Violation of the no-smoking rules; the Company will clearly define designate smoking areas.

14.1.10 Failure to report injuries, chemical releases, vehicle accidents, security breaches or property damage within a timely manner. The Company will not interpret this requirement in an arbitrary or capricious manner, or in bad faith.

14.2 All bargaining unit employees covered by this Agreement shall be covered by the same drug testing rules.

14.3 Warning notices, to be considered as valid, must be issued within ten (10) working days after the occurrence of the violation or after the Company becomes aware of the violation claimed by the Company in such warning notice.

14.4 The warning notice as herein provided shall not remain in effect for a period of more than twenty four (24) months from the date of said warning notice.

14.5 The Company will adhere to and apply Weingarten Rights in any investigation involving a Bargaining Unit Employee, where the employee reasonably believes that discipline action may result from a meeting with management. The Company will either honor the request for Union representation or immediately terminate the interview.

ARTICLE 15 - No Interruption of Service

15.1 It is agreed that the Union and its members will not, during the term of this Agreement cause or take part in any strike, picketing, sit-down, stay in, slowdown, sympathy strike, or other curtailment or restriction of production or interference with work in or about the Company's plant or premises. The Company reserves the right to discipline any employee taking part in any violation of this article of this Agreement. Correlative with this provision, the Company agrees not to engage in a lockout during the term of this Agreement.

15.2 It shall not be a violation of this Agreement, and it shall not be a cause for discharge or disciplinary action in the event an employee refuses to enter upon any property involved in the primary, lawful labor dispute, or refuse to go through or work behind a primary picket

line sanctioned by the picketing union, including primary picket lines at the employer's place of business.

ARTICLE 16 - Hours of Work and Overtime

16.1 Firm and unchangeable schedules and work assignments cannot be agreed to by the Company. The Company may create alternative work schedules that begin on any day of the week.

16.2 The Company shall determine operating hours and assign work schedules for employees. Nothing in the Agreement shall be considered as a guarantee or a limitation on the working hours of any individual employee or other person. Overtime at the rate of one and one half (1-1/2) times the regular straight time hourly rate shall be paid for all hours required by the Company to be worked in excess of eight (8) hours in one day or forty (40) hours in any one payroll week. There shall be no pyramiding of overtime. Non work time shall not be used in calculating overtime pay. Lunch periods of thirty (30) minutes as established by the Company, shall not be considered as work time.

16.3 Employees called to work on Saturday or Sunday, or called back after leaving work and completing their normal working shift, will be paid a minimum of four (4) hours pay at one and one half (1-1/2) times the applicable straight time hourly rate. All hours worked on Sunday shall be paid at the rate of double (2x) time at the applicable straight-time hourly rate.

16.4 An alternate workweek will be defined as any five (5) consecutive day schedule that does not begin on Monday. Employees who work an alternative work week schedule shall be paid one and one half (1½) times the regular straight time hourly rate, for all hours required by the Company to be worked in excess of eight (8) hours in one day or forty (40) hours in any one work week. Double time (2x) shall be paid for all hours worked on the employees (7^{th}) work day. If Employees working an alternative work week schedule are either called to work on their non-scheduled day or called back after leaving work and completing their normal working shift, they will be paid a minimum of four (4) hours pay at one and one half (1½) times the applicable straight time hourly pay. Openings for such work schedules shall be posted and bid according to Article (11) Section (2).

16.5 The Company must notify employees prior to the end of the regular shift if the employee is not required to work the following day. If the employees are not notified by the Company prior to the end of the regular shift, they shall automatically report for work at the regular starting time the following day.

16.6 The Company will offer work in order of seniority consistent with past practice. Drivers will be offered work in order of seniority consistent with the daily route bidding guidelines "Letter of Understanding" (LOU). Overtime will first be offered to the employees within the classification normally performing the requested overtime work. If the Employee does not accept the overtime work, then the next senior available qualified employee will be offered the work until the overtime work is filled. If no qualified employee can be found to perform the work, the assignment will be made in the inverse order of seniority. Regular employees will be offered overtime before it is offered to part time or seasonal employees.

16.7 Employees who report for work at the time specified by the Company shall be guaranteed a minimum of four (4) hours work or pay at the applicable straight time hourly rate.

16.9 If employees are required to work overtime, as much notice as is practical shall be given to such employees.

16.10 Employees who are unavailable to work overtime on a daily or weekend basis shall notify their supervisor as promptly as possible so other arrangements can be made to fill the void should overtime become necessary. Every employee will be expected to work a reasonable amount of overtime and continued excuses are not acceptable.

ARTICLE 17 - Length of Service

17.1 Employees are considered probationary or temporary for the first one hundred twenty (120) calendar days. The first one hundred twenty (120) calendar days shall be considered a probationary period during which an employee may be terminated without recourse to the grievance and arbitration procedures. After completing the one hundred twenty (120) calendar day probationary period, length of service is calculated from the last date of employment.

17.2 Vacancies in all classifications (except lead man) shall be posted for a period of three (3) working days. Preference will be given to the present employees, by Bargaining Unit seniority, who possesses the skills to perform the job without the need for training. Any employee promoted to a higher classification shall be on trial for twenty (20) shifts. During such a period, he may be reassigned to his previous classification without recourse. After completion of the trial period, the employee shall receive the higher classification rate.

17.3 When qualifications of two or more employees are relatively equal as determined by the Company, bargaining unit seniority shall govern in layoffs. Recall to available openings as determined by the Company shall be in accordance with the factors outlined above. The Company shall be the sole judge of factors other than bargaining unit seniority. However, the Company's judgment may be subject to review under the Grievance and Arbitration procedure of this agreement, upon a reasonable showing by the Union that such judgment was made in an arbitrary or capricious manner, or was made in bad faith.

17.4 Seniority shall be terminated by:

17.4.1 Discharge for cause.

17.4.2 Voluntary quit.

17.4.3 Failure to report to work after lay-off at the regular starting time within seventy two (72) hours, exclusive of Saturday, Sunday and Holidays observed under this Agreement, after the mailing of notice to report, which notice is to be by Registered or Certified Mail, to the employee's last known address. (The Company shall be free to temporarily fill the job within said seventy two (72) hour period.

17.4.4 Absence from work for six (6) consecutive months of layoff for lack of work.

17.4.5 Absence from work for twenty four (24) consecutive months for any other cause, unless mutually agreed to the contrary by the parties hereto.

17.4.6 If an employee is absent without leave from work for three (3) consecutive workdays without notifying the Company.

17.5 However, nothing in the Agreement shall be construed as entitling any person to get or keep a job for which he is not qualified, or which he refuses to do or which he neglects.

17.6 Employees who transfer to a non-bargaining unit position/status, who have accumulated seniority under the Agreement, shall continue to accrue seniority for a period of (120) calendar days. Provided however, that such employees who work in such supervisory status in excess of (120) calendar days shall suffer a break in seniority for all bargaining unit purposes.

ARTICLE 18 - Bulletin Board

The Company agrees to provide the Union with bulletin board space for the posting of notices to employees. Only official Union business shall be posted on such board.

ARTICLE 19 - Visitation

The authorized business agent or representative of the Union may enter the establishment during business hours, after complying with all visitor requirements to discuss matters with employees. Interviews of employees by the Union shall be carried on in a place in the plant or office provided and designated by the Company. Such visits shall not interfere with the regular work of the employees, and this privilege shall not be abused.

ARTICLE 20 - Safety

20.1 The Company shall make reasonable provisions for the safety and health of its employees during the hours of employment. All protective devices, wearing apparel (other than regular work clothing) and other equipment required by the Company to properly protect employees from injury shall be provided by the Company.

20.2 Safety rules and regulations issued by the Company shall be strictly adhered to, including the wearing of or use of protective devices, wearing apparel and other equipment required by the Company. Significant violations of this provision (such as smoking in an area where hazardous materials are stored), may result in immediate discharge without prior warning notices. This article is subject to the provisions of Article 7, Grievance and Arbitration.

20.3 A plant safety committee shall be established to be composed of representatives of the Company and the employees, in accordance with Company Safety policies. This committee shall assist, make recommendations to, and help enforce all safety rules and regulations.

ARTICLE 21 - Stewards Clause

21.1 The Company recognizes the right of the Union to designate one Steward to represent bargaining unit employees for the Material Handlers and one Steward to represent the drivers. An alternate Steward will also be allowed. The functions of the Stewards shall be limited to the following:

21.1.1 Relaying information from the Union to the employees.

21.1.2 Posting Union Notices.

21.1.3 Investigating Grievances.

21.1.4 Notifying management about workplace concerns.

21.2 Stewards shall be permitted reasonable time to investigate, present, and process grievances on Company property without loss of time or pay during his normal working hours, provided there is not disruption of the Company's operation. The Steward shall only process grievances that arise from employees in his classification, unless the assigned steward is unavailable. Absent management agreement, only one (1) steward shall attend any grievance meeting however, two (2) stewards may participate in contract negotiations.

21.3 One (1) shop steward may take up to five (5) working days off without pay each calendar year to attend union business. The shop steward must provide the Company with at least two (2) weeks advance notice of such leave.

ARTICLE 22 - Bereavement Leave

In the event of a death in the immediate family of an employee who has one or more years of continuous service with the Company, he shall, upon request, be granted such time off with pay as is necessary for the purpose of bereavement, not to exceed three (3) regularly scheduled working days. This provision does not apply and is not intended to pay for

workdays already compensated for during the employee's paid vacation, sick leave or while the employee is on a leave of absence or lay-off. For the purpose of this provision, the immediate family shall be restricted to father, mother, brother, sister, spouse, company recognized domestic partner, child, Step-child, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparents and grandchild. At the request of the Company, the employee shall furnish an obituary and/or proof of relationship.

ARTICLE 23 - Total Agreement

23.1 The parties expressly declare that they have bargained between them on all phases of wages, hours, working conditions and that the specific terms of this Agreement states their full and complete understanding, without reservation or unexpressed understanding. Any aspect of wages, hours and working conditions not covered by this Agreement is declared to have been expressly eliminated as a subject of grievance, bargaining or arbitration, and during the life of this Agreement may not be raised for further bargaining or arbitration without the specific written consent of both parties.

23.2 This Agreement shall become effective on December 8, **2017** and shall continue in effect until midnight December 7, **2020**. This Agreement shall be automatically renewed from year to year thereafter, unless either party gives written notice, by registered mail, of its desire to terminate, amend, alter or modify it at least sixty (60) days prior to December 7, **2020** or December 7 of any subsequent year.

UNIVAR USA INC.

By _____

Title: ~~Vice President - Employee Relations and Associate General Counsel~~ Director of Operations

By _____

Title: ~~Transportation~~ Manager BRANCH OPS

Date _____

TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS, LOCAL No. 222

By _____

Title: Secretary Treasurer

By _____

Title: President

By _____

Title: Vice President

Date April 28, 2018

EXHIBIT "A"

A.1 Classifications and Wage Rates

Classification	12/08/17	12/08/18	12/08/19
Lead-man	(+0.80) $25.90	(+0.24) $26.14	(+0.20) $26.34
Drivers	(+0.80) $24.90	(+0.44) $25.34	(+0.20) $25.54
Material Handler	(+0.75) $21.30	(+0.44) $21.74	(+0.20) $21.94

A.2 Lump Sum Payment: A one-time lump sum payment of five hundred dollars ($500) will be paid December 8, 2019, to every employee covered by this agreement, on the active payroll, as of that date.

A.3 Doubles Pay: An additional five dollars ($5.00) per hour will be added to any driver's regular rate of pay when that driver hauls double trailers from the Salt Lake City facility.

A.4 Mini-Bulk Pay: An additional one dollar ($1.00) per hour will be added to any driver's regular rate of pay when that driver hauls/handles mini-bulk loads.

A.5 Tank Farm Premium: An additional thirty (+0.30) cents per hour applies to all employees assigned to the Tank Farm. Those who work in the Tank Farm on a temporary basis to fill in for vacancies, shall receive the "Tank Farm Premium" for all hours worked.

A.6 New employees; will receive twenty five cents ($0.25¢) per hour below their classification rate for the first one hundred twenty (120) calendar days of employment.

A.7 Breakdowns. On breakdowns and impassable highways, drivers on all runs shall be paid at the applicable straight time hourly rate of pay for their run for all time spent in such delays, commencing with the first (1st) hour or fraction thereof, but not to exceed eight (8) hours out of each twenty four (24) hour period, except when a driver is requested to remain with his equipment during such breakdown or impassable highways, he shall be paid for all

such delay time at the rate specified in this Agreement. When a driver is relieved from duty, he shall, in addition, be furnished clean, comfortable and sanitary lodging.

A.8 Meals and Lodging. Actual expenses, within reason, for meals and lodging shall be paid for by the Company upon presentation of receipts for the necessary, work related expenditures by employees.

A.9 Layovers. In the event that the drivers are required to layover during any one round trip away from their home terminal, they shall be compensated for layover as follows, it being understood that layover time shall be cumulative, but shall mean only one layover per trip:

A.9.1 For the first fourteen (14) hours of each layover period . . . . no pay

A.9.2 For the next eight (8) hours . . . . . at the governing straight-time hourly rate

A.9.3 For the next eight (8) hours . . . . no pay

A.9.4 For the next eight (8) hours . . . . . at the governing straight-time hourly rate and continuing on the same basis for each eighteen (18) hours of continuing layover.

EXHIBIT "B"

B.1 Dedicated Idaho Package Bids

The following guidelines shall be used to selecting drivers to deliver packaged freight to Idaho:

B.1.1 Idaho Package bids will be awarded by seniority.

B.1.2 If less than four drivers sign the Idaho Package bids, the positions will be assigned from the bottom of the seniority list upward, until any remaining positions are filled.

B.1.3 Doubles or the potential of running doubles are part of this bid.

B.1.4 The bid will rotate between (4) four drivers for a term of four (4) months.
B.1.5 At the conclusion of the aforementioned four (4) month period, the four (4) routes will be re-bid and open to all drivers to bid.

B.1.6 This process will continue every four (4) month period.

B.1.7 After completion of the four (4) rotations, the drivers will start over again in their original position.

B.1.8 Idaho package drivers will also complete all assigned work, including waste pickups and container returns.

B.1.9 Idaho rotation drivers will cover vacations, sick or layover days of the drivers in the Idaho rotation.

B.1.10 After the bid is complete initial placement on the following rotation will be offered by seniority.

B.1.11 The four (4) drivers that bid successfully are not available for "Alternative Work Week Bids".

B.1.12 Successful bidders still maintain seniority on the bid list for Saturday and Sunday work as needed.

B.2 Rotating Schedules

B.2.1 The four (4) successful bidders shall rotate according to the following schedule:

1. Week 1 = West ID
2. Week 2 – daily bid
3. Week 3 = North ID
4. Week 4 = daily bid

Univar USA Inc. Salt Lake City
&
International Brotherhood of Teamsters Local No. 222

Letter of Understanding regarding Daily Route Bidding Guidelines

It is hereby understood and agreed upon between and by the parties, that the dispatching of routes available on a daily basis, will be governed by and selected or assigned in accordance with the rules defined within the "**Daily Route Bidding Guidelines**" below.

L.1 On or around 1:00 PM but no later than 3:00 PM the dispatcher (with help of management), will define all available next day(s) loads with start times into 5 categories.

L.1.1 See "Load Definition" below for clarification on how each load is categorized

L.2 The dispatcher will communicate, via PeopleNet (or other approved communication), all available loads for the ensuing workday(s).

L.3 Dispatcher will call the senior driver to receive their single load selection bid of available Premium Priority Load or Priority Load or Mini-Bulk Load for the following day(s).

L.3.1 This practice will continue in order of seniority until all drivers have chosen their load selection.

L.3.2 If driver has not heard from dispatch by 3:00 PM, they need to check in with dispatch.

L.3.3 Drivers may only bid on, per seniority, deliveries they are qualified to make.

L.4 Once all drivers have selected their load, the dispatcher will confirm via PeopleNet the following workday(s) bids with start times.

L.5 The following workday, the driver will start at assigned time and complete initial bid selection.

L.6 Upon completion of the driver's initial bid selection, they will contact dispatch via telephone or text and communicate their ETA to the branch and select/receive their next work assignment.

L.6.1 If no answer, leave voicemail or send text (while parked). Dispatcher will return call.

L.7 Secondary loads will be assigned based on customer(s) needs and dispatcher's discretion.

Load Definition

Univar management will define and prioritize all loads based on customer needs and/or required delivery times. The "Loads" will then be assigned to one of five categories:

1) "Premium Priority Load" 2)"Priority Load" 3)"Hot Shot"
4)"Secondary Load" 5)"Mini-Bulk Load"

"Premium Priority Loads"

"Premium Priority Loads" are defined as single order(s) that involves potential overtime or a layover.

Exception: If a Premium Priority Load is called in after the bid selection has started on the day before the run or before the drivers have left the dock the following morning (day of delivery), the Premium Priority Load will at that time, be offered to the drivers according to seniority. If a driver bids on a Premium Priority during any one day, they are not able to bid and hold a second bid for that day, unless the company determines that there is time to run such loads. Any Premium Priority load which comes in after the bid process has started will be offered by seniority.

"Priority Loads"

"Priority Loads" are defined as order(s) that have set appointment times, and/or scheduled departure times, and/or regular orders, that do not involve potential overtime from the onset. All priority loads will be dispatched before secondary loads.

Exception: If a Hot Shot, becomes available after all drivers have chosen their loads for the next day, Univar can assign the hot shot load the following day, to the first available driver.

"Hot Shot Loads"

"Hot Shot Loads" are defined as orders that come in on the day of delivery and requires immediate product delivery. Hot Shot loads will take priority over all other secondary loads and will be dispatched to the first available driver, regardless of seniority.

"Secondary Loads"

"Secondary Loads" are defined as orders and/or driver work that require delivery or pickup based on customer(s) needs and dispatcher discretion.

"Mini-Bulk Loads"

"Mini-Bulk Loads" are defined as orders that use UVX Mini-Bulk product code.

Plausible Premium Priority Load Scenario's

If a Premium Priority Load is called in after 3:00pm the day before the run or before the drivers have left the dock the following morning (day of delivery), the dispatcher will, at that time, then offer said Premium Priority Load to the drivers according to seniority. If a senior driver elects to select the Premium Priority Load, his daily loads will be offered to the less senior drivers by seniority. This process will continue through the seniority list until all loads have been reassigned.

Plausible Priority Load Scenario's

Priority Loads are bid on by drivers the previous day, for the following day(s) initial run. Drivers will come in the day of delivery and complete the task. Once complete, drivers will contact dispatch and communicate their ETA and select/accept their additional load assignment.

Plausible Hot Shot Load Scenario's

If a customer calls Univar and needs a same day delivery "Hot Shot" load and the company is able to accommodate the customer's request, this "Hot Shot" delivery will take priority over all remaining non-priority loads. Non Priority drivers will be dispatched accordingly. The first driver available, not obligated to a priority run, will be assigned the "Hot Shot Load".

Plausible Secondary Load Scenario's

All remaining orders or driver work that needs to be completed that day. Upon completion of driver's initial bid selection they will contact dispatch via text or telephone and agree upon an ETA to branch. Dispatch will evaluate business needs and communicate with driver the work assignment(s). Driver will return to branch and then complete work as assigned.

Plausible Mini-Bulk Load Scenario's

Mini-Bulk runs are meant to be milk runs and/or multiple stops/products to many customers. These runs generally do not require overtime. They do require special training and said driver must be trained before accepting Mini-Bulk bids.

Univar USA Inc. Salt Lake City
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a. This practice will continue in order of seniority until all drivers have chosen their load selection.
b. If driver has not heard from dispatch by 3:00 PM, they need to check in with dispatch.
c. Drivers may only bid on, per seniority, deliveries they are qualified to make.

4. Once all drivers have selected their load, the dispatcher will confirm via PeopleNet the following workday(s) bids with start times.

5. The following workday, the driver will start at assigned time and complete initial bid selection.

6. Upon completion of the driver's initial bid selection, they will contact dispatch via telephone or text and communicate their ETA to the branch and select/receive their next work assignment.

a. If no answer, leave voicemail or send text (while parked). Dispatcher will return call.

7. Secondary loads will be assigned based on customer(s) needs and dispatcher's discretion.

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Load, his daily loads will be offered to the less senior drivers by seniority. This process will continue through the seniority list until all loads have been reassigned.

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Priority Loads are bid on by drivers the previous day, for the following day(s) initial run. Drivers will come in the day of delivery and complete the task. Once complete, drivers will contact dispatch and communicate their ETA and select/accept their additional load assignment.

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For the Company
Univar USA Inc.

BY _____

DATE 4-30-18

For the Union
Teamsters Local No. 222

BY _____

DATE April 20, 2018