

The Hertz Corporation  
Mechanic Addendum  
Local 222 – Salt Lake City, Utah  
October 1, 2021 to September 30, 2024  
Car Rental Division

**Wages**

Wages shall be set forth in Exhibit "A" attached hereto

**Shift Differential**

Employees shall be paid fifty cents (\$0.50) per hour differential for all work performed for a shift beginning at or after 12:00 p.m. and before 5:00 am. Employees hired after date of ratification June 9<sup>th</sup> 2022 are not eligible for shift differential pay.

**Mechanic Apprentice**

This new position will allow an individual to train on the job to become a Mechanic. They may perform work in either mechanic or utility classification, and will be paid according to the wage progression in the addendum. The Employer may employ one (1) Apprentice for every five (5) mechanics on payroll. Management will exercise his/her rights under Article II for this position. Employee will only serve as an apprentice for a maximum of twelve (12) months.

**Tool Allowance**

The Company will reimburse Technicians up to six hundred and fifty (\$650.00) dollars per contract year for the purchase of approved work related tools or air tool repair kits, provided that the tools are actually used at work. The Company will reimburse Utility Mechanics up to up to four hundred and twenty-five (\$425.00) dollars for the purchase of approved work related tools or air tool repair kits, provided that the tools are actually used at work. A receipt and expense report must be submitted for reimbursement. Employee must have completed one (1) year of service before they are eligible for the program. Tool allowance may be carried over for one (1) year provided the full year amount has been unused.

**A.S.E. Certification**

The Company will reimburse any Mechanic with over 1-year of service for registration and testing fees associated with the A.S.E. Certification tests. The Maintenance Manager must approve each test in advance.

**Shift Bid**

The company will hold a minimum of two (2) shift bids annually. Shifts will have a minimum often (10) hours off between any shift.

## **Safety Shoes**

The Company will provide safety shoes either by arranging for a vendor to be on site, or the Company will provide one hundred and twenty five dollars (\$125) for safety shoes meeting Hertz safety standards (steel/hard toe and slip resistant, where applicable). To be eligible for the boot allotment each year, the employee must present worn boots to management. For shoes not purchased from the Hertz vendor the following will be required before the employee will be reimbursed.

- The original receipt
- The actual shoes purchased
- The manufacturer's certificate of verification that the soles are slip resistant, and that the shoe has steel/hardened safety toe protection, where applicable.

This information shall be provided to the designated company manager by department for approval before the purchase will be approved and reimbursed.

## **Vacation and Floating Holidays**

The Union and Company agree that there shall be no blackout periods for vacations. There shall be a minimum one (1) Mechanic and one (1) Utility Mechanic allowed off in a given day. Vacation requests should be submitted at least two (2) weeks in advance. Management will respond to vacation requests within seventy two (72) hours or the request will be considered granted.

Employees who are terminated or voluntarily resign without the proper two (2) week notice will not be eligible to receive payout for accrued but unused floating holidays. Upon voluntary resignation with notice, the employee is expected to finish his/her scheduled work (unless excused by management) for the two (2) weeks from the date of notice in order to be paid out for their accrued but unused floating holidays.

The annual vacation bids will be given out during the week of Thanksgiving and turned back to management no later than the last day in November. Management has till December 6<sup>th</sup> to return the bids or they will be granted. The annual vacation bid will be January 1<sup>st</sup> to December 31<sup>st</sup>. A copy of the annual vacation book will be available in the union's cabinet.

When an employee transfers within the bargaining unit, their seniority will carry over for annual vacation allotment. For all other seniority related matters the transfer date within the classification will be the recognized date.

Cash out of unused vacation each calendar year will be done in accordance with Article VI, Section 1 (B) of the Master Agreement.

## **Overtime**

No employee will be required to work more than 4 mandatory hours on a regularly scheduled shift or 8 hours mandatory on a regularly scheduled day off.

A mutually agreed upon Union member will witness all daily overtime and posted overtime calls from a list provided by the company, between 1:00 and 3:00 pm. The union member who

witnesses this daily overtime will not suffer any loss of incentive and will perform this work during their regular scheduled shift.

When a voice message has been left by management, the employee will have 10 minutes to respond before management can go to the next senior employee. If an employee calls, back during the allotted time period & leaves a voice message with management, then management must return their call first before continuing with the seniority list.

All overtime will be assigned by seniority. Mandatory overtime on the seventh consecutive work day shall be paid at two times (2x) the employee's hourly rate for all hours worked provided the employee works mandatory overtime on his/her sixth day.

### **Probation Period**

All new hires shall serve a probation period of one-hundred and twenty (120) days.

### **Attendance**

To qualify for tardy/early out the employee must work at least three (3) hours of the shift or it will be considered a sick call. In the instance of any no call no show, it will only take one occurrence in a thirty-day period to be subject to discipline for absences per the attendance policy. After receiving discipline in any attendance category, the opportunity is available to reduce the discipline by one level. Perfect attendance in the absence and/or tardy/early out category for a consecutive 60 day period will reduce the last letter issued by one level. The company can request a doctor's note only after calling out 3 working days or more.

### **Accidents**

Post accident drug tests will be given immediately following any motor vehicle accident and all on the job injuries. A motor vehicle accident is defined as any damage to a vehicle that results in \$750 or more worth of damage. Employees suffering an on the job injury will only be drug tested in cases where impairment could be the cause of the injury.

### **Discipline**

Pursuant to Article XI of the collective bargaining agreement, written warning notices shall expire after nine months. The Company will consider discipline levels active for a nine month period of time following the issuance of such written notice. After nine months, with no further discipline issued during that time period, the employee will be reduced one active level of discipline. Time off due to leaves of absence, including workers compensation, will not count towards the nine month period.

For example: An employee receives a first written warning for absences and three months later receives a second written warning for absences. The employee will remain at a second written warning level for the next nine months. Following the nine month period, the employee's discipline level will be reduced to a first warning level if no further discipline is received.

## **License Plates**

Vehicle service attendants can be utilized to install license plates, as long as no mechanic is on layoff status, or there is a loss of overtime in the maintenance department. Vehicle service attendants will receive their normal hourly rate while performing this work and will not suffer any loss of incentive.

## **D.R.I.V.E**

D.R.I.V.E The Employer agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to Democratic Republican Independent Voter Education (DRIVE). DRIVE shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on each pay period during the month. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The Employer shall transmit to D.R.I.V.E. National Headquarters on a monthly basis and in one 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 the employee's paycheck. The International Brotherhood of Teamsters shall reimburse the Employer annually for the Employer's actual cost for the expenses incurred in administering the payroll deduction plan. In the event the Employer and the International are unable to reach agreement on the cost for reimbursement, this Section shall be null and void.

The Union agrees to hold the Employer harmless from loss from any judgment of a court of competent jurisdiction and from any order of the Labor Board or agency of the government in connection with or arising out of any deduction made pursuant to this agreement

## **Union Leave**

Upon no less than ten (10) working days' notice, the Employer shall grant an unpaid leave for an employee with seniority to perform work for the Union, pursuant to Union instructions, without discrimination or loss of seniority or fringe benefits protection, not to exceed thirty (30) working days each calendar year, excluding contract negotiations. The notice shall specify length of time off request. No more than one (1) employee in each department will be permitted on such leave at the same time, excluding contract negotiation. The Union agrees that such time off request shall not be exercised to the detriment or disruption of the operation of the business.

## **Health and Welfare – Local 222**

### **Section I**

The Employer agrees to pay one thousand sixty dollars and twenty-five cents (\$1060.25) per month into the Teamsters Security Fund to provide the Gallatin Plan for each regular employee covered under this agreement in accordance with the rules prescribed by the Trustees of said Security Funds. Benefits for this premium shall include hospital, surgical and dental benefits and other benefits as approved by the Trustees.

**Section II**

The employer agrees to provide up to an additional twenty-five cents (\$.25) per hour on each subsequent anniversary of the agreement to be applied toward the cost of benefits outlined in section I above.

Any increase in excess of the amount stated above shall be borne by the employee. The Employer shall have the right to reduce the pre-tax earnings of employees to accomplish such cost sharing. If the increases stated above are not needed to maintain the benefit levels, the remaining amounts will be allocated to a Health Reimbursement Arrangement (HRA) on behalf of each employee.

Any cost sharing payment by employees, which is in effect as of the date of the ratification of the agreement shall continue unchanged. The current cost sharing payment for each employee is twenty nine dollars and eleven cents (\$29.11) per week.

**Exhibit A**

**MINIMUM – STARTING - WAGE – MAINTENANCE**

<b><u>SALT LAKE CITY</u></b>	<b><u>10/01/2021</u></b>	<b><u>10/01/2022</u></b>	<b><u>10/01/2023</u></b>
MECHANIC	\$29.00	\$29.00	\$29.00
MECHANIC APPRENTICE	\$25.00	\$25.00	\$25.00
UTILITY MECHANIC	\$21.00	\$21.00	\$21.00
UTILITY TOW TRUCK	\$19.31	\$19.31	\$19.31

1 - Employees will be paid at a minimum the rates in the Maintenance Wage Progression above that correspond with their job title. The Employer may adjust minimum rates to meet business needs, provided said minimum rates are not adjusted below those rates set forth above. When such adjustments are necessary, all current employees who fall under the new minimum pay rate will be adjusted to the new minimum pay rate for their classification.

2 - Employees who have at least 12 months of employment as of the dates set forth below shall receive the corresponding hourly contractual general wage increases to their then-current hourly rate of pay during each year of this Agreement as set forth below:

<b><u>Year 1</u></b>	<b><u>Year 2</u></b>	<b><u>Year 3</u></b>
\$2.00/hr	\$1.00/hr	\$1.00/hr

3 - Employees are eligible for the greater of the minimum pay rate or the contractual wage increase, but not both.

4 - In the event the local, State or Federal minimum wage is increased and is greater than the above start rates, any employee earning less than the increased minimum wage rate will have their wage rate automatically increased to the higher minimum wage as of the effective date of the new minimum wage.

5 - When minimum wage is increased by law within the year prior to the above scheduled wage increases, employees who are below the increased minimum wage will be entitled to received the greater of the annual wage increases set forth above or the increase in minimum wage.

**MOU**

The parties agree that this addenda and the Master Agreement contain all agreements and understandings between the parties and that any and all side letters, memoranda of understanding and agreements are null and void unless attached to this addenda or acknowledged in writing signed by the Union and the Employer after the ratification date of this addenda.

**LOU** – Dated (10/24/2011) - Regarding mechanics doing “what type of work performed on mandatory overtime” will continue unchanged.

**LOU** – Dated (03/19/2012) – Regarding shop seniority and how voluntary & mandatory overtime is called, will continue unchanged.

**LOU** – Dated (01/16/2014) – Placing ski racks, will continue unchanged.

**LOU** – Dated (03/25/2015) - Regarding mechanics doing mechanical work on vehicles involved in accidents 80/20 rule, will continue unchanged.

**NEW LOU** – Dated (May 2022) – Regarding if the company vends utility work and/or mechanical work, monthly payment of \$400 will be paid to each individual in the shop.

ALL LOU’S WILL BE ATTACHED TO THE ADDENDUM.

**THE HERTZ CORPORATION**

  
\_\_\_\_\_  
Signature

7/1/2022  
Date

**LOCAL UNION NO. 222**

  
\_\_\_\_\_  
Secretary Treasurer

  
\_\_\_\_\_  
Business Agent

07-01-2022  
Date