Tentative Agreement Highlights
Joint Council 3 Feeder, Package, Mechanics & Combination Employees Rider

Article 1:
- Clarification of existing parties to the agreement.

Article 2:
- Clarification of current practices to protect seniority.
- Provides a uniform framework for bidding of extra Package work for all centers.
- Use of new technologies for offering and signing up extra work.
- Protecting the weekly bidding of open work to unassigned drivers.

Article 3:
- Increased receipted travel expenses from $30 to $50 daily.
- Extends existing layoff protections to off the street Feeder hires.
- Backup Feeder drivers may bid personal holidays with the Feeder seniority list.

Article 4:
- Combination of the three existing Salt Lake operations into one facility for bidding Combo work.
- Elimination of the misinterpreted three month lock-in for newly acquired preferred positions for existing Combos.
- Expansion of 22.3 job protection when moving into Feeder jobs.
- Removal of '97 transition language.
- Allows Combo workers to use four hours of sick pay for half shifts.
- Allows for additional bumps on a case-by-case basis.
- Prioritizes preferred position selection among existing Combo workers.
- Combo jobs bid to or by part-time workers will protect their bid positions on their current shift and allow them to choose from open positions on their new shift.

Article 6:
- Employees must be notified by the end of their shift the day prior when advised not to report to work.
- Provides an avenue to address 12-hour days and working past 10:00pm for Package Car Drivers.

Article 11:
- Protections for Utility Drivers from being forced to work their part-time shift after a full day of driving
- Protection for full-time Regular Package Car Drivers from being laid off while Utility Drivers work.

Article 13:
- Increased receipted travel expenses from $30 to $50 daily for layover.

Article 15:
- Added Martin Luther King Jr. Day as a paid holiday.
- Protecting holiday eligibility when using FMLA.
- Double time pay for work on holidays.
- Increased number of option days available for larger operations.
- 22.3s will select option days with their home sort.

Article 16:
- Employees have the right to choose to use their option week as five single option days.
- Increased number of available weeks throughout the rest of the year to a minimum of 10%.

Article 20:
- Extended health and welfare contributions to one year from six months for on-the-job injuries.

Article 25:
Newly created article for Mechanics in Local 2 & 190.
- Moved existing language to new Article 25.
- Seniority based protections for bidding rights, layoffs/recalls, and following work to new buildings.
- Protecting right to transfer.
- Any special tools required for the job will be provided by the Company.
- Preserves existing tool insurance and provides an annual claim frequency.
- New $250 annual tool allowance.

Tentative Agreement Highlights
Joint Council 3 Sort Rider

Article 2:
- Added an extra bump for permanently eliminated jobs.
- Use of new technologies for offering and signing up extra work (i.e. double shift lists).

Article 3:
- Changed notice to not report to work from "reasonable time" to two hours.
- Inclusion of Western start time language.

Article 7:
- Protections for Utility Drivers from being forced to work their part-time shift after a full day of driving
- Protection for full-time Regular Package Car Drivers from being laid off while Utility Drivers work.

Article 9:
- Added Martin Luther King Jr. Day as a paid holiday.
- Protecting holiday eligibility when using FMLA.
- Double time pay for work on holidays.
- Increased number of option days available for larger operations.

Article 10:
- Increased vacation pay from 20 to 22.5 hours.
- Employees have the right to choose to use their option week as five single option days.
- Increased number of available weeks throughout the rest of the year to a minimum of 10%.

Article 15:
- Updated use of Helpers in Peak to include the final Saturday before 9.5 protections start.