Local 222 Office Clerical Local Rider

Effective
April 1, 2026 to March 31, 2030

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 NO. 222, affiliated with THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (hereinafter "Union"). 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 office clerical employees represented by the Union and approved in writing by TDHLNNC 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 office clerical employees represented by the Union.

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. SIDE LETTERS

All side letters and past practices relating to the economic terms addressed in the National Agreement, the Office Clerical Operational Supplement, and this Local Rider shall no longer be in effect.

ARTICLE 22. TEMPORARY WORK DISRUPTIONS

Temporary disruption of work beyond the control of the Employer and other disruptions caused by fires, floods, or other Acts of God, or unavailability of fuel due to fuel shortages or strikes at terminals shall break the weekly guarantees during the period of such disruptions. Available work during such period of disruption shall be offered in seniority order. At the time such temporary disruptions are terminated, bid employees shall then be returned to their respective bid start times provided the affected employee had eight (8) hours off duty prior to the start of his bid start time. In the event a bid employee had not had eight (8) hours off duty prior to the resumption of his bid, he shall be returned to his bid shift the next following bid day.

Disputes as to the Employer's inability to continue operations due to reasons provided herein shall be subject to the grievance procedure.

ARTICLE 23. MEAL PERIOD AND COFFEE BREAKS

Section 1. Meal Period

Meal periods shall be established by the Employer of either thirty (30) minutes or one (1) hour, but not both, and shall not be changed except by mutual agreement. No employee shall be compelled to take more than one continuous meal periods during his shift nor compelled to take any part of such continuous hour before he has been on duty four (4) hours or after he has been on duty six (6) horns.

Section 2. Coffee Breaks

All employees shall be granted a fifteen (15) minute coffee break approximately halfway through the first half of their shift, and a fifteen (15) minute coffee break approximately halfway through the second half of their shift. Such coffee break shall be taken without loss of pay and the employee shall not be required to make up such time. Time spent by the employee walking from his assigned work area to the coffee break area is included in the fifteen (15) minute coffee break period and time spent returning to his assigned work is excluded from the fifteen (15) minute coffee break period.

In the event an employee is worked on an early call in basis of two (2) hours or more, such employee shall be granted a fifteen (15) minute coffee break at the beginning of their• normal start time.

In addition, an employee who is required to work overtime continuous to their regular scheduled shift shall receive a fifteen (15) minute coffee break at the tenth (10th) hour provided the need to work overtime will continue beyond two (2) hours.

ARTICLE 24. LEAVE OF ABSENCE

Section 1. Sick Leave

Part-time employees on the seniority list on June 6, 2008 and all full-time employees shall be entitled to five (5) days of sick leave. Sick leave will be paid on the first (1st) day of sickness.

Section 2. Personal Leave of Absence

(a) For just reason, the Employer shall grant an employee a personal leave of absence for a period not to exceed three (3) weeks. This request will be submitted to the Employer, if possible thirty (30) days prior to the start of the leave. Granting of such requests shall be made with due consideration to the number of employees requesting such personal leave, and shall be granted unless the granting of the requested leave would adversely affect the Employer's operations. The Employer will give an answer to the employee's request for a personal leave of absence within five (5) working days after receipt of the request. Personal leave(s) granted shall be limited to one (1) per employee during the term of the Local Rider, unless mutually agreed otherwise. All such personal leave requests shall be in writing with a copy to the Local Union.

(b) An employee desiring a leave of absence for personal reasons for a period in excess of three (3) weeks must secure prior written approval from both the Local Union and the Employer. The initial period of such leave shall not exceed a period of ninety (90) days, but may be extended for like periods upon written approval of the Employer, the Local Union.

During the period of such leave the employee shall not engage in gainful employment in the same industry unless mutually agreed to between the Employer and the Local Union.

ARTICLE 25. VACATIONS

Section 1.

Part-time employees on the seniority list on June 6, 2008 and all full-time employees are eligible for vacations.

Eligible employees who have completed one (1) year of service shall receive one (1) week of vacation with pay.

Eligible employees who have completed two (2) years of service shall receive two (2) weeks vacation with pay. A like vacation shall be given upon completion of each year of service through the seventh (7th) year of employment.

Eligible employees who have completed eight (8) years of service shall receive three (3) weeks vacation with pay. A like vacation shall be given upon completion of each year of service through the fourteenth (14th) year of employment.

Eligible employees who have completed fifteen (15) years of service shall receive four (4) weeks vacation with pay for the fifteenth (15th) year. A like vacation shall be given upon completion of each year of service through the nineteenth (19th) year of employment.

Eligible employees who have completed twenty (20) years of service shall receive five (5) weeks vacation with pay for the twentieth (20th) year. A like vacation shall be given upon completion of each year of service through the twenty-ninth (29th) year of employment.

Eligible employees who have completed thirty (30) years of service shall receive six (6) weeks vacation with pay for the thirtieth (30th) year and each year of employment thereafter.

Section 2. Computation of Vacation Pay

Vacation pay for each week of vacation shall be computed on the basis of one-fifty-second (1/52nd) of the gross annual earnings of the employee during the twelve (12) month period immediately prior to his anniversary date. A detailed method of computation of an employee's vacation earnings must accompany the employee's vacation check, including the amount of the gross earnings upon which vacation earnings were computed and the time period covering such gross earnings.

Section 3. Pro-rata Vacations

An eligible employee who has completed one (1) year of service or more and who quits or who is discharged before the completion of any following year of employment shall be entitled to a pro-rated vacation pay allowance upon severance of employment, computed upon the same formula he would have received had he completed such year of employment. Pro-rated vacation pay shall be paid with the final check upon severance of employment. Laid off employees who are qualified to receive pro-rata vacation pay at the time of layoff shall have the option of collecting accumulated pro-rata vacation pay for the portion of the employment year worked at the end of thirty (30) days following date of such layoff.

Where an employee has been on layoff status for more than six (6) months (one-hundred eighty (180) days), he shall not be credited for a year of service in establishing weeks of vacation entitlement. However, such employee shall be entitled to a pro-rata vacation allowance based upon his earnings for the portions of the yea' worked. Original seniority date shall remain the same.

In the event the employee's pro-rata vacation pay is less than three hundred dollars ($300.00) for each week of vacation entitlement because earnings during the vacation qualifying year were reduced due to a long term lay-off and/or illness or injury leave of absence, the employee may at his/her option, elect to work any full week of such earned vacation and such election shall not be considered a violation of any provision of the National Agreement, the Operational Supplement, or this Local Rider.

Transferred Employees

Employees transferred from a division under another supplemental agreement or another area agreement between the same Employer and the Union shall suffer no loss of vacation qualifying time, provided the employment is continuous. The employee shall be paid his vacation in accordance with the supplemental or local agreement under which he works the majority of such year.

Section 4. General Provisions

Time lost through sickness or injury, and time off on leave of absence granted by the Employer, is not to be deducted from the employee's accrued time for vacation benefits. All vacations earned must be taken by employees. An employee, after qualifying for such vacation and upon giving reasonable notice of not less than one (1) week, shall be given his vacation pay before starting his vacation.

The vacation period of each qualified employee shall be set with due regard to the desire, seniority and preference of employees, consistent with the efficient operation of the Employer's business.

In the case of the death of an employee who is qualified for vacation pay, all such pay due to the employee shall be paid to the employee's beneficiary.

Section 5. Vacation Schedule

Past practice shall prevail both as to the time of taking vacations and the number of employees entitled to be off on vacation at any time; provided, however, that a minimum of ten percent (10%) of each seniority list shall be permitted to go on vacation each week between May 1st and October 1st each year.

Vacation schedules shall be posted for the purpose of vacation selection, by seniority, for the period of February 1st thru March 15th of each year, or by mutual agreement.

Employees shall be allowed to split earned vacation in full week increments, other than as herein provided, and the number of times an employee is allowed to split vacation time shall be restricted only by the amount of vacation the employee has accrued. In the event an employee elects to split accrued vacation, such employee shall not be allowed to exercise seniority for selection of vacation time beyond his fit st choice until such time as all other affected employees have had the opportunity

to select their first choice and continuing in this manner until all split vacations have been selected, unless otherwise mutually agreed to. In addition employees may elect to schedule up to two (2) weeks of accrued vacation in increments of one (1) day, or a combination thereof, subject to the following

(a) Employee must notify the Employer at the time of the annual bid of his/her election to schedule either one (1) week or two (2) weeks of accrued vacation in incremental days.

(b) Employee must notify the Employer prior to the date the employee elects to schedule the first day of such vacation in accordance with established Employer policies for receiving vacation pay on the payday prior to the start of a scheduled incremental vacation. Vacation payment for incremental vacation days shall be paid in full weekly amounts for each scheduled incremental week, unless otherwise mutually agreed to. The scheduling of the remaining days of this weeks accrued vacation shall be in accordance with established vacation scheduling procedures. The scheduling of incremental days shall be subject to the number of employees requesting such time off, including the number of employees who had previously scheduled a personal holiday. Granting of incremental vacation days shall be on a seniority basis and the number of employees allowed to schedule incremental days shall not be unreasonable.

(c) Where applicable, a guaranteed employee shall break his/her forty (40) hour guarantee during any week the employee schedules vacation under this provision and such employee shall not be eligible to claim premium day 'work on the sixth or seventh day of that work week but shall be allowed to work such days behind premium day employees and ahead of supplemental casuals at the regular straight time rate of pay.

Section 6.

If an employee's paid vacation period accrues or is payable during a period in which he is otherwise entitled to unemployment compensation, the employee's right to and payment for such vacation shall be deferred until after termination of the unemployment benefit period. The Employer waives the privilege of allocation vacation pay to past, present, or future weeks of unemployment.

Section 7. Absence Due to Illness or Injury

If an employee is out of work because of his proven illness or injury resulting in inability to work for a cumulative period of four (4) weeks or more as evidenced by a doctor's certificate filed with the Employer when returning to work, if required by the Employer, then the actual annual earnings for the vacation year involved shall be divided by fifty-two (52) less the number of weeks of proven illness or injury as outlined above, with a maximum reduction of thirty-eight (38) weeks. Any period of illness or injury less than one (1) week (seven (7) days) duration shall not be used to make up the four (4) weeks.

ARTICLE 26. HOLIDAYS

Section 1.

All employees who have been on the payroll of the Employer thirty (30) days shall receive pay for holidays named below regardless of which day of the week the holiday falls. All qualified full-time employees shall be paid for such holidays if no work is performed at the rate of eight (8) hours pay at the applicable hourly rate for his classification.

All qualified regular part-time employees shall receive paid holidays at the rate of five (5) hours pay at the applicable hourly rate for the classifications.

Section 2.

New Year's Day
MILK Day
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Day after Thanksgiving
December 24
Christmas Day
Employee's Birthday
Employee's Anniversary
Two (2) Personal Holidays (see Note)

Section 3.

When any of the aforementioned holidays fall on Sunday excluding Christmas and/or Christmas Eve, the following Monday shall be considered the holiday for all employees covered by this Agreement If a holiday falls during an employee's vacation, he shall receive pay for the holiday, in addition to his vacation pay. Any employee laid off or terminated fifteen (15) calendar days or less prior to any of the above mentioned holidays shall receive pay for that holiday at the time of lay-off or termination.

Section 4.

Employees who are serving their thirty (30) days probationary period are not entitled to holiday pay for holidays falling within such probationary period.

Section 5. Holiday Pay during Absence from Work.

Regular employees are entitled to holiday pay if the holiday falls within the first thirty (30) days of absence due to illness or non-occupational injury, or due to a death in the employee's immediate family, or within the first six (6) months of absence due to occupational injury. Employees are not entitled to holiday pay if the holiday falls within the period of permissible absence under Article 24 ("Leave of Absence") of this Local Rider.

Section 6.

If any work is performed by such employee on New Year's Day; MLK Day; Memorial Day; Fourth of July; Labor Day; Thanksgiving; Christmas Day; the Employee's Birthday; the Employee's Anniversary Date; the Employee's Personal Holidays; or any day celebrated in lieu thereof, he shall receive eight (8) hours pay at two (2) times the regular rate for work performed in addition to holiday pay.

If worked over eight (8) hours he shall be paid at one and one-half (1 1/2) times the double time rate for such time. Such eight (8) hours is to be used in computing weekly overtime.

If any work is performed by such employee on December 24th or the Day after Thanksgiving Day celebrated in lieu thereof, he shall receive eight (8) hours pay at the regular rate of pay for work performed in addition to holiday pay. If worked over eight (8) hours he shall be paid at one and one-half (1 1/2) times the regular rate of pay for such time.

Such eight (8) hours is to be used in computing weekly overtime. No employee shall be called on the above-named holidays for less than a full day.

In the event an employee has not worked on his birthday, anniversary date or personal holiday, his position shall be filled in the same manner as any other replacement absentee.

When the Employer elects to perform work on New Year's Day, MLK Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, the employee's birthday, the Employee's Anniversary Date, the Employee's Personal Holiday, or any day celebrated in lieu thereof, such work opportunity shall be offered to the appropriate employees, on a seniority basis, and if not filled in this manner, the Employer shall have the right to force employees, beginning with the most junior employee and continuing in this manner until all work opportunities are filled.

When the Employer elects to perform work on December 24th or the day after Thanksgiving, such work opportunity shall be offered on a seniority basis to those employees whose regular workweek includes such holidays as a scheduled workday, including non-guaranteed employees, provided such holiday would not be a sixth (6th) or seventh (7th) day worked, and if not filled in this manner shall then be filled as any other replacement absentee.

However, where the employee's birthday and/or anniversary date is observed on a premium day, the employee may claim the premium day work at the applicable rate of pay in accordance with his seniority and shall be paid eight (8) hours holiday pay in addition for his birthday and/or anniversary day.

Note: Personal Holiday

The following rules are applicable to the paid Personal Holiday days:

(a) An employee may choose any day of his preference for his Personal Holidays by giving the Employer at least fifteen (15) calendar day's written notice prior to the day chosen.
(b) The Employer will giant the employee the days of his choice as his Personal Holidays, unless an excessive number of employees have chosen the same day and granting all the

requests would effect the Employer's operation. In that event, the Employer may deny the request for the day chosen and the employee may request an alternate date. This provision shall also be applicable to the scheduling of back-to-back individual holidays by line drivers as provided herein above.

ARTICLE 27. WAGES

(1) The following wage rates for full-time employees shall take effect on the dates shown:

Hired prior to 4/1/92:

4/1/26	4/1/27	4/1/28	4/1/29
$41.85	$42.85	$43.85	$45.60

Hired after 4/1/92:

At ratification (subject to increase as set forth in Paragraph 2 below):

Hiring date	4/1/2026	4/1/2027	4/1/2028	4/1/2029
New Hire	$37.84	$38.75	$39.65	$41.24
3 months	$38.49	$39.41	$40.33	$41.95
6 months	$39.14	$40.08	$41.02	$42.66
9 months	$39.79	$40.74	$41.70	$43.37
12 months	$40.44	$41.41	$42.38	$44.07
15 months	$41.09	$42.07	$43.06	$44.78
18 months	$41.74	$42.74	$43.74	$45.49

Full-time employees who are outside the progression will receive the following increases:

Effective Dates	Hourly Increase
April 1, 2026	$3.00 * (Inclusive of COLA)
April 1, 2027	$1.00
April 1, 2028	$1.00
April 1, 2029	$1.75

(2) The new hire rates for full-time employees shall be two dollars and forty cents ($2.40) less than the current rate applicable to the classification of work for which the employee is being hired. New hire rates shall be increased in forty cent (40¢ increments every three (3) months until the contract rate for the classification is achieved.

(3) Rates of pay for part-time employees currently in progression or hired after April 1, 2017 shall be as follows:

Start Rate	$20.50
12 mos	$21.00
24 mos	$21.50

Except where expressly noted, the above-listed wage rates 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 each year and added to the then-effective rates as appropriate.

Casual employees shall receive eighty-five percent (85%) of the wage rate increases, by classification, contained in Article 19 of the Office Clerical Operational Supplement.

ARTICLE 28. HEALTH AND WELFARE

Pursuant to Article 19, Section 1 of the DHL - Teamsters Office Clerical Operational Supplement, the Employer will contribute up to an additional one dollar ($1.00) per hour per year per covered employee to be divided between the respective health and welfare funds and the pension fund as determined by the Area Co-Chairs.

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 20 and 21 of the PUD 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. Alternatively, where the Employer is required to participate in the Western Conference of Teamsters Pension Trust, but the Health and Welfare Trust does not need the entire supplemental contribution to fund health and welfare contribution increases, the Local Union may direct the remaining portion of the $.25 supplemental contribution to the pension fund.

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 20 and 21 of the PUD 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 pension contribution rate increase in that year, is less than $1.50 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.

Section 1. Employer Contribution

The Employer shall make monthly contributions to the Health and Welfare Trust as provided in this section.

(a) Regular employees- for each regular active employee who received sixty (60) hours of compensation or more in the previous month.

(b) Benefit Eligibility

Regular employees shall be eligible for benefits in the month following the second month in which contributions were paid on his/her behalf and shall continue in this manner thereafter as described in (1) above. As an example; Employer contributions paid in April will determine eligibility in June and contributions paid in May will determine eligibility in July and continuing in this manner thereafter. This method of determining eligibility will establish a two (2) month lag period for eligibility purposes only.

Western Teamsters Welfare Trust Health and Welfare Contributions

Commencing with the 1st day of August, 2026, and on the 1st day of August in each remaining contract year through August 1, 2029, contributions, including any contribution increases required pursuant to Article 19, Section 1 of the DHL-Teamsters Office Clerical Operational Supplement, must be made to the health and welfare plans (including VEBA contributions) for each hour up to a maximum of forty (40) hours per week, subject to the contribution cap set forth in that article and section.

(a) Probationary Employees: The Employer is required to pay the required health and welfare contributions on any new employee who has served the sixty (60) day probationary period for any Employer subject to this Local Rider. All such contribution shall be paid by the tenth (10th) of each month to the appropriate administrative office as directed by the Health and Welfare Trust, subject to the provisions of Section 6, below.

(b) The Employer shall have no obligation to remit contributions on behalf of any employee based on compensation an employee receives in the form of a cash out of accrued benefits that are paid after the date the employee terminates his/her employment for any reason.

Section 2. Eligibility and Benefits

The Employer contributions paid under the provisions of this Article shall be used to provide health and welfare and related benefits for both active and retired participants. The eligibility rules and the level and nature of benefits shall be determined from time-to- time by the Trustees of the Health and Welfare Trust. Eligibility, benefit levels and the nature of such benefits applicable to active regulars, and retirees may differ.

The retiree's benefits shall be funded, in part, effective April 1, 2013, by the dedication of not less than one-hundred dollars and sixty cents ($100.60) of the Employer contribution paid on behalf of each regular employee as provided in Section 1 (a) above, and possibly by allocating a portion of the contribution increase required by the DHL - Teamsters Office Clerical Operational Supplement to supplement retirees' benefits as directed by the Area Co-Chairs, subject to the contribution cap contained in Article 19, Section 1 of the OC Operational Supplement.

Retirees who elect to participate in the retirees program shall be required to participate in the cost of retiree's benefits by making' self-payments to the Trust. The amounts of such retiree self-payments shall be determined by the Trustees and may be modified from time-to-time when necessary to adequately fund and maintain retiree benefits at levels determined by the Trustees. The amount of the retirees self pay shall be funded, in part, through a benefit provided through a Voluntary Employee Benefit Association (VEBA) as provided in Section 3 below.

In the event adverse claims experience would otherwise require a reduction or elimination of any benefit program for active regular employees during the term of this Agreement, the Local Union and the Employer will meet to determine whether benefit levels should be adjusted or whether employees will be required to participate in paying for the premium necessary to continue the existing level of benefits. This provision shall not prohibit or deter the Trustees from making changes in the benefit pro grains including comprehensive major medical, deductibles, cost containment features, and eligibility periods as the Trustees may determine to be in the best interests of the participants and the long term continuation of the program.

By the execution of this Agreement the parties accept the provisions of the Health and Welfare Trust Agreement. As it may he revised from time to time subject to Section 6, herein and ratifies all actions heretofore or hereafter taken by the Trustees thereof acting within their authority thereunder, subject to the restrictions set forth in this Agreement.

Section 3. Voluntary Employee Benefit Association (VEBA)

There shall be a program titled VEBA established as part of the Western Teamsters Welfare Trust (WTWT), for the purpose of providing the means for pre-funding, in part, the WTWT retiree's self pay rates for Retiree Health and Welfare Benefits. The funding of the VEBA Benefit shall be derived from the diversion from each contribution paid on behalf of each active employee as determined by the Area Co-Chairs, Employer contributions set forth in Section 1(a) above earned income on reserve investments and the transfer of present retiree reserves mto the VEBA account. Contributions provided for in Section 1 (a) above shall be credited to each individual employee on behalf of who such contributions are remitted for the purpose of determining benefit eligibility and entitlement. A detailed explanation of benefit amounts and eligibility requirements will be made available to all participants. The contribution level and self pay amounts necessary to fund the Retirees Benefits shall be determined from time by the WTWT Trustees.

Section 4. Delinquent Contributions

Contributions not paid by the established due dates shall he considered delinquent. Action for collection of delinquent contributions may be instituted by the Local Union or the Trustees. Employers who are delinquent shall pay all attorney fees and other costs of collection including audit fees and expenses.

Section 5. Payments during Period of Absence

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of one (1) month after contribution for active employment ceases and the WTWT waiver of premium period is exhausted (6 months). If an employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contributions shall not be paid for a period of more than twelve (12) months beginning with the first (1st) month after contribution for active employment ceases and the WTWT waiver of premium period is exhausted (6 months). The Employer's obligation for the continuance of remitting contributions under this provision is further subject to the provisions of Article 24, Section 6 of the National Agreement ("Leaves of Absence - FMLA Leave").

Section 6. Disputes

Disputes or questions of interpretation concerning the requirement to make contributions on behalf of particular employees or classification of employees shall be submitted directly to the Regional Joint Aiea Committee by either the Employer, the Local Union or the Trustees. In the event of such referral the Employer shall not be deemed to be delinquent while the matter is being considered, but if the Regional Joint Area Committee by majority vote, determines that contributions are required, the Employer shall pay to the Trust Fund the amounts due together with any other charges uniformly applicable to past due contributions. The Regional Joint Area Committee may also determine whether the Employer's claim was bona fide.

Section 7. Changes in the Health and Welfare Program

The Employer contributions provided for in Section 1 above presently are paid to the Western Teamsters Welfare Trust (WTWT). However, the Western Conference of Teamsters and the Employer jointly retain the right to designate or establish one or more different Trusts to which such contributions, in whole or in part, are to be paid in the future and to effectively recommend to the Trustees of WTWT methods of determining transfer of monies and/or liabilities from WTWT to such newly designated Trust(s).

Section 8. Payroll Audits

The Trustees or their designated representatives shall have the authority to audit the payroll and wage records of the Employer for all individuals performing work within the scope of and/or covered by this Agreement, for the purpose of determining the accuracy of contributions to the Trust and adherence to the requirements of this Agreement regarding coverage and contributions. For purposes of such audit the Trustees or their designated representatives shall have access to the payroll and wage records of any individual, excluding any supervisory, managerial and/or confidential employees of the Employer, who the Trustees or their designated representative reasonably believe may be subject to the Employer's contribution obligation.

ARTICLE 29. PENSION

Section 1. Employer Contributions

The Employer agrees to remit these monies to the appropriate area administrative office by the date designated by that office, and monies received after that date shall be considered delinquent.

Pursuant to Article 20, Section 1 of the DHL - Teamsters Office Clerical Operational Supplement, the Employer will contribute up to an additional one dollar ($1.00) per hour per year to be divided between the respective health and welfare funds and the pension fund as determined by the Area Co-Chairs.

If the increase in applicable Health and Welfare contribution rates (see Article 28) in the benefit years beginning August 1, 2028 or August 1, 2029, is $.75 per hour or more, the Local Union shall have the option to designate up to $.25 per hour (or the maximum amount remaining in the additional $.25 2028 and 2029 health and welfare allocations set forth in the previous Article, whichever is less) to fund additional pension contributions during that year.

Effective August 1, 2026 based on August 2026 employment, the Employer shall make contributions, including any contribution increases pursuant to Article 20, Section 1 of the DHL- Teamsters Office Clerical Operational Supplement, through August 1, 2029 to the Western Conference of Teamsters Pension Trust for each regular and casual employee covered by this Local Rider for each hour of compensation earned as directed by the Area Co-Chairs. Contributions shall he remitted on the first two thousand eighty (2,080) hours of compensation earned during a calendar year.

The Employer shall have no obligation to remit contributions on behalf of any employee based on compensation an employee receives in the form of a cash out of accrued benefits that are paid after the date the employee terminates his/her employment for any reason.

The contribution hourly rate to the basic Plan of Benefits may be increased annually at the direction of the Area Co-Chairs. In such event the contribution to the PEER will be increased so that the PEER contribution equals 16.5% (rounded to the nearest cent), subject to the contribution cap contained in Article 20, Section 1 of the OC Operational Supplement.

The contributions required to provide the Program for Enhanced Early Retirement Program are not taken into consideration for benefits accrual purposes under the basic plan. If the bargaining unit ceased participation the Program for Enhanced Early Retirement such bargaining unit will be ineligible to participate in the basic plan.

Section 2. Disputes

Disputes or questions of interpretation concerning the requirement to make contributions on behalf of particular employees or classifications of employees shall be submitted directly to the Regional Joint Area Committee by the Employer, the Local Union, or the Trustees. In the event of such referral, the Employer shall not be deemed to be delinquent, while the matter is being considered but if the Regional Joint Area Committee by majority vote determines that contributions are required, the Employer shall pay to the Trust Fund the amounts due together with any other charges uniformly applicable to past due contributions. The Regional Joint Area Committee may also determine whether the Employer's claim was bona fide.

Section 3. Payments during Periods of Absence

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of one (1) month after contributions for active employment ceases. If an employee is injured on-the-job, the Employer shall continue to pay the required contributions until such employee returns to work; however, such contribution shall not be paid for a period of more than twelve (12) months beginning with the first month after contribution for active employment ceases.

Section 4. Acceptance of Trust

The Employer and Local Union covered by this Local Rider accept and agree to be bound by the rules and regulations established by the provisions of the Western Conference of Teamsters Pension Trust Fund and the Trustees of such Fund.

Section 5. Delinquent Contributions

Contributions not paid by the established due date shall be considered delinquent. Action for delinquent contributions may be instituted by the Local Union, the Area Conference Director or the Trustees. If delinquent, the Employer must also pay all attorney fees and costs of collection.

Section 7. Audits

The Trustees or their designated representatives shall have the authority to audit the payroll and wage records of the Employer for all individuals performing work within the scope of and/or covered by this Agreement, for the purpose of determining the accuracy of contributions to the funds and adherence to the requirements of this Agreement regarding coverage and contributions. For purposes of such audit, the Trustees or their designated representatives shall have access to the payroll and wage records of any individual, excluding any supervisory, managerial and/or confidential employees of the Employer, who the Trustees or their designated representatives reasonably believe may be subject to the Employer's contribution obligation.

Article 29A. Teamsters Supplemental Benefit Trust Fund

Section 1.

The Employer shall contribute to the Western Conference of Teamsters Supplemental Benefit Trust Fund on behalf of all regular, probationary, and casual employees at the rate of forty cents ($0.40) per hour for each compensable hour (including paid vacations on the basis of forty (40) hours per week, of vacation, paid holidays, and used sick leave) not to exceed one hundred eighty (180) hours per month with a maximum of two thousand eighty (2080) hours per year as directed by the Area Co-Chairs; the Employer shall have no obligation to remit contributions on behalf of any employee based on compensation an employee receives in the form of a cash out of accrued benefits that are paid after the date the employee terminates his/her employment for any reason.

Section 2. Payments during Periods of Absence

If an employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of one (1) month after contributions for active employment ceases. If an employee is injured on the job the Employer shall continue to pay the required contributions until such employee returns to work; however, such contribution shall not he paid for a period of more than twelve (12) months beginning with the first month after contribution for active employment ceases.

Section 3. Acceptance of Trust

The Employer and Local Union covered by this Local Rider accept and agree to be bound by the provisions of the Western Conference of Teamsters Supplemental Benefit Trust Fund and the rules and regulations established by the Trustees of such Fund.

Section 4. Delinquent Contributions

Contributions not paid by the established due dates shall be considered delinquent. Action for delinquent contributions may be instituted by the Local Union, the Western Conference Area Director, or the Trustees. If delinquent, the Employer shall pay all attorney fees and other costs of collection

Section 5. Audits

The Trustees or their designated representatives shall have the authority to audit the payroll and wage records of the Employer for all individuals performing work within the scope of and/or coveted by this Agreement, for the purpose of determining the accuracy of contributions to the funds and adherence to the requirements of this Agreement regarding coverage and contributions. For purposes of such audit, the Trustees or their designated representatives shall have access to the payroll and wage records of any individual, excluding any supervisory, managerial and or confidential employees of the Employer, who the Trustees or their designated representatives reasonably believe may be subject to the Employer's contribution obligation.

ARTICLE 30. 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.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals this _____ day of 9/8/2026

DHL EXPRESS (USA), INC.	INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 222
By: [signature]	By: [signature]
Title: Labor Mgr	Title: Secretary - Treasurer
Date: 9/8/2026	Date: August 14, 2026

ADDENDUM

Cardinal infractions for this Local Rider are:

a. Dishonesty
b. Drunkenness
c. Recklessness resulting in serious accident while on duty
d. The carrying of unauthorized passengers
e. Unprovoked physical assault on an employee or customer
f. Selling, transporting or use of illegal narcotics and/or controlled substances while on duty
g. Willful, wanton, or malicious damage to the Employer's property
h. Proven negligence resulting in serious equipment damage while on duty
i. For the specific reasons provided for under Article 22 of the DHL Teamsters National Agreement ("Special Licenses and Drug/ Alcohol Testing") and Article 3 of the DHL - Teamsters Pick-up and Delivery Operational Supplement ("Equipment, Safety and Health").