

Summary of 2022-2024 Teamsters Contract Changes

Article 2, § 23: CDL Medical Examinations	<i>Provides for reimbursement for out-of-pocket expenses up to \$250 related to the DOT medical examination</i>
Article 6, § 7: Personnel File	<i>Clarifies current practice of keeping <u>all</u> discipline in the personnel file (no changes to time frames for use in progressive discipline)</i>
Article 7, § 3: Rest and Meal Periods	<i>Changes from 30 minutes unpaid lunch to paid, on-duty meal period and establishes parameters regarding proximity to the worksite and length of time</i>
Article 7, § 4: Post-trip Inspection/Clean-up	<i>Revises time allowed for clean-up and post-trip inspections and further establishes expectations for the clean-up period</i>
Article 14, § 1: Holidays Recognized and Observed	<i>Adds Juneteenth as an observed holiday</i>
Article 14, § 3: Holiday Work	<i>Provides option for employees to choose compensatory time in lieu of pay for hours worked on an observed holiday</i>
Article 16, § 4 & § 5: Military Leaves	<i>Combines temporary and extended military leave sections and revises language to comply with federal regulations and current process</i>
Article 18: Wages	<i>--One step increase for eligible employees (meets expectations) in each year of the contract</i> <i>--Across the board increases to matrix: .5% in 2022, 1% in 2023 and 2024</i> <i>--Implements incremental wage adjustment to incentivize completion of competency program categories</i>
Article 20: Termination and Amendments	<i>Three year contract term</i>