

Memorandum of Agreement

- **Wage Increase each year as follows:**
 - **\$.90 per hour increase in year one - \$27.40 per hour rate.**
 - **\$.90 per hour increase in year two - \$28.30 per hour rate.**
 - **\$.90 per hour increase in year three - \$29.20 per hour rate.**
- **Lump sum Retro for hours back to August 16, 2019 (contract expiration). Company will need 30 days to complete.**
- **For all new hires after Jan. 1, 2020 - sick/personal days will be capped at 6 total and will be as follows:**
 - **5 sick days**
 - **1 personal day**
- **Floating Holiday in lieu of Birthday. Floating Holiday can be taken throughout the year with approval however, black out period (12/1-3/31) will apply. The regular 7 Holidays will remain.**
- **Employee taken sick on the job will get paid for hours worked only. Employee will have right to take one of their paid sick days (10 hours) should they wish.**
- **Health Insurance employee give back will not increase and will remain the same (\$40.00 and \$75.00).**
- **Layover pay will increase to \$45.00 per night.**
- **Union to take responsibility for Paid Family Leave Act and Disability – approved by Trustees.**
- **Company Contribution for Welfare will be \$280.00 per week year one, \$280.00 per week year two and \$296.00 per week in year three.**
- **Company Contribution for Pension will be \$331.51 per week year one, \$340.53 per week year two, and \$349.82 per week in year three.**
- **Unpaid Labor/Management meetings to be held quarterly. Meetings will include the 2 shop stewards, 1 senior employee and 1 junior employee. Shop stewards will choose the Sr. and Jr. employee to attend.**
- **Management Rights Clause to be added.**
- **Contract terms 3 years from August 16, 2019 thru August 15th, 2022**
- **Managements Rights**

Unless specifically prohibited by an express provision of this Agreement, the usual and inherent rights and prerogatives of management remain the right of the Company. The Company shall have the right to

address matters of safety, attendance and punctuality, standards conduct, and work rules and policies and procedures set forth in the Company's Handbook and/ or Manual, including any amendments or modification thereto. The Union retains the right to bargain over issues they see fit.

All other terms and condition of the CBA remain in full force and effect.

For LP Transportation

Deo E. O.
TOOD ELORED, COO

Date

2/25/2020

For Teamsters Local 445

Daniel Maldonado

Date

2-25-2020