

TEAMSTERS

DHL National Negotiating Committee



MEMORANDUM

TO: DHL Express Local Unions Covered by the National Agreement

FROM: William Hamilton, Co-Chairman, TDHLNNC

DATE: August 29, 2022

RE: **DHL CBA Implementation Schedule**

Please be advised the new DHL Master Agreement including all Supplements and Local Riders has been fully ratified by the Local Union membership. The last remaining Local Rider was ratified late Friday, August 26, 2022. The schedule of implementation for the collective bargaining agreement shall be as follows:

1. New hourly rates will be utilized in the first payroll check following thirty (30) days after the Date of Ratification. Increases to base wages shall be paid retroactively to April 1, 2022.
2. The Company shall pay all retroactive wage rate adjustments in the first payroll check following forty-five (45) days of ratification.
3. New and/or increased differentials (e.g., Class A or B CDL differentials, HAZ differentials, load planner differentials, training differentials, etc.) will become effective for work performed on or after the Date of Ratification. These will be utilized in the first payroll check following thirty (30) days after the Date of Ratification, with any retroactive payment of new and/or increased differentials for work performed on or after the Date of Ratification included in the retro payment referenced in paragraph 1, above.
4. Provisions in the successor agreement (including provisions in Area Supplements and Local Riders) pertaining to so-called "penalty pay" shall not apply to the implementation of increases to base wage rates, new and/or increased differentials, or that payment of retroactive wages as set forth above until the first payroll period after thirty (30) days have passed following an employee's written notice to the Station Manager of the specific payroll shortage involved.

Thank you.

WH/ae

cc: Regional Coordinators