

AGREEMENT

BETWEEN

Veritiv Operating Company, Westampton, NJ

-and-

TEAMSTERS LOCAL NO. 35

EFFECTIVE: April 1, 2018

EXPIRATION: March 31, 2021

AGREEMENT

BETWEEN

Veritiv Operating Company, Westampton, NJ

-and-

TEAMSTERS LOCAL NO. 35

April 1, 2018 – March 31, 2021

INDEX

<u>DESCRIPTION</u>	<u>ARTICLE NO.</u>	<u>PAGE</u>
ABSENCE	11	7
CHECKOFF	4	2
COMPLETE AGREEMENT	2	1
DISCHARGE OR SUSPENSION	8	3
DRUG TESTING	39	23
EQUAL EMPLOYMENT OPPORTUNITY	21	10
FUNERAL LEAVE	31	20
GENERAL CONDITIONS	25	11
GRIEVANCE AND ARBITRATION PROCEDURE	9	5
GROUP UNIVERSAL LIFE	37	22
HEALTH AND WELFARE	28	17
HOLIDAYS	30	20
HOURS OF WORK	29	18
INSPECTION PRIVILEGES	17	9
JURY DUTY	24	11
LOSS OR DAMAGE	19	9
MAINTENANCE OF STANDARDS	6	2
MANAGEMENT RIGHTS	23	11
MILITARY CLAUSE	13	8
NO STRIKE – NO LOCKOUT	22	10
PARTICIPATION	35	22
PENSION	36	22
POLITICAL ACTION COMMITTEE	41	23
POSTING OF NOTICES	15	8
PREAMBLE		1
PROTECTION OF RIGHTS	12	7
RECOGNITION	1	1
SAFETY AND HEALTH	10	6
SAFETY OSHA/VPP	40	23
SENIORITY	26	14
SEPARABILITY AND SAVINGS CLAUSE	20	10
SICK LEAVE	32	21

INDEX (cont.)

<u>DESCRIPTION</u>	<u>ARTICLE NO.</u>	<u>PAGE</u>
STEWARDS	7	3
SUBCONTRACTING	18	9
SURVEILLANCE	38	22
TERMINATION	34	22
TRANSFER OF COMPANY TITLE OR INTEREST	5	2
UNION ACTIVITIES	16	9
UNION SECURITY	3	1
VACATIONS	27	15
WAGES	33	21
WORK ASSIGNMENTS	14	8

**PREAMBLE**

Veritiv Operating Company, Westampton, having offices at 1200 Highland Drive, Suite 1B, Westampton, New Jersey, hereinafter referred to as the “Employer” or the “Company”, and Local Union No. 35, affiliated with the International Brotherhood of Teamsters, having its office at 620 U.S. Route 130, Trenton, New Jersey, hereinafter referred to as the “Union”, agree to be bound by the terms and provisions of this Agreement.

**ARTICLE 1**  
**RECOGNITION**

The Employer recognizes and acknowledges that the Local Union is the sole and exclusive representative of all employees in the classification of work covered by this Agreement for the purpose of collective bargaining as provided by the National Labor Relations Act.

**ARTICLE 2**  
**COMPLETE AGREEMENT**

This Agreement contains the full and complete Agreement on all bargaining issues between the parties. Any side agreements, memoranda of understanding of any kind, written or oral, grievance settlements and any past practices which are not specifically incorporated in writing into this Agreement are null and void.

If the Union believes there is some past practice that might exist it may request a meeting to address these issues with the Company.

**ARTICLE 3**  
**UNION SECURITY**

All present employees who are members of the Local Union on the effective date of this subsection or on the date of execution of this Agreement, whichever is the later, shall remain members of the Local Union in good standing as a condition of employment. All present employees covered by this Agreement who are not members of the Local Union and all employees who are hired hereafter to be covered hereby shall become and remain members in good standing of the Local Union as a condition of employment on and after the 31<sup>st</sup> day following the beginning of their employment or on and after the 31<sup>st</sup> day following the effective date of this Agreement, whichever is the later. This provision shall be made and become effective as of such time as it may be made and become effective under the provision of the National labor Relations Act, but not retroactively.

The failure of any person to become a member of the Union at the required time shall obligate the Employer upon written notice from the Union to such effect and to the further effect that Union membership was available to such person on the same terms and conditions generally available to other members to forthwith discharge such person. Further, the failure of any person to maintain his Union membership in good standing as required herein shall upon written notice to the Employer by the Union to such effect, obligate the Employer to discharge such person.

In the event of any change in the law during the term of this Agreement, the Employer agrees that the Union will be entitled to receive the maximum Union security which may be lawfully permissible.

**ARTICLE 4**  
**CHECKOFF**

The Employer agrees to deduct from the first two pays of the month of all employees covered by this Agreement the dues, initiation fees, and/or uniform assessments of the Local Union having jurisdiction over such employees as specified by the Local Union from time to time, and agrees to remit to said Local Union all such deductions in a manner described by the Local Union at the end of the month for which the deduction is made. Where written authorization is required by law, the same is to be furnished by the Union in the form required. No deduction shall be made which is prohibited by applicable law.

**ARTICLE 5**  
**TRANSFER OF COMPANY TITLE OR INTEREST**

This Agreement shall be binding upon the parties hereto, their successors, administrators, executors and assigns. In the event an operation or any part thereof is sold, leased, transferred, or taken over by sale, transfer, lease assignment, receivership or bankruptcy proceedings such operation shall continue to be subject to the terms and conditions of this Agreement for the life thereof.

The Employer shall give notice of the existence of this Agreement to any purchaser, transferee, lessee, assignee, etc., of the operation covered by this Agreement or any part thereof. Such notice shall be in writing with a copy to the Union at the time the seller, transferor, lessor executes a contract or transaction as herein described.

In the event the Employer fails to give such notice herein requested, and/or fails to require the purchaser, transferee or lessee to assume the obligations of this contract, the Employer shall be liable to the Local Union and the employees covered for all damages sustained as a result of such failure to require assumption of the terms of this contract.

**ARTICLE 6**  
**MAINTENANCE OF STANDARDS**

The Employer agrees that all conditions of employment relating to wages, hours of work, overtime differentials and general working conditions shall be maintained at not less than the highest standards in effect at the time of the signing of this Agreement and the conditions of employment shall be improved wherever specific provisions for improvements are made elsewhere in this Agreement.

It is understood that the provisions of this section shall not apply to inadvertent or bona fide errors made by the Employer or the Union applying the terms and conditions of this Agreement if such error is corrected with ninety (90) days from the date of error.

This provision does not give the Employer the right to impose or continue wages, hours and working conditions less than those contained in the Agreement.

The Employer agrees not to enter into any Agreement or Contract with its employees covered by this Agreement, individually or collectively which may in any way conflict with the terms and provisions of this Agreement. Any such agreement shall be null and void.

**ARTICLE 7**  
**STEWARDS**

The Employer recognizes the right of the Union to designate Stewards and alternates. The authority of stewards and alternates so designated by the Union shall be limited to, and shall not exceed the following duties and activities:

1. The investigation and presentation of grievances in accordance with the provisions of the collective bargaining agreement;
2. The collection of dues when authorized by appropriate Local Union action;
3. The transmission of such messages and information which shall originate with, and are authorized by the Local Union or its officers, provided such messages and information (a) have been reduced to writing or (b) if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusals to handle goods or any other interference with the Employer's business.

Stewards and alternates have no authority to take strike action or any other action interrupting the Employer's business except as authorized by official action of the Union.

The Employer recognizes these limitations upon the authority of the stewards and his/her alternates and shall not hold the Union liable for any unauthorized acts. The Employer in so recognizing such limitations shall have the authority to impose proper discipline, including discharge, in the event the Steward has taken unauthorized strike action, slowdown, or work stoppage in violation of this Agreement. The Steward shall be permitted reasonable time to investigate, present and process grievances on Company property without loss of time or pay during the regular working hours and where mutually agreeable to the Local Union and the Employer off the property and other than during his/her regular schedule without loss of time or pay. Such time spent in handling grievances during the Steward's regular working hours shall be considered working hours in computing daily and/or weekly overtime if within the regular schedule of the Steward.

All meetings concerning grievances with management representatives under the terms of the grievance procedure and arbitration procedure, contained in this Agreement shall be held within the regular working hours of the Stewards. Should the Company schedule meetings beyond or outside the regular work hours of the Stewards, the time spent in such meetings by the Stewards will be considered working hours.

**ARTICLE 8**  
**DISCHARGE OR SUSPENSION**

*Section 8.01*

The Employer shall not discharge nor suspend any employee without just cause. All employees shall comply with company Work Rules. The Union recognizes the rights of the Company to adopt, modify, promulgate, and enforce Company rules and regulations. The Union and the employees shall be notified of rule changes and shall have an opportunity to discuss them with the Company prior to implementation. Copies of any such rules shall be made available to the Union and the employees prior to implementation.

In all cases involving discharge or suspension of any employee, the Company must immediately notify the employee in writing of his discharge or suspension and the reason therefore. Such written notice shall also be

given to the Shop Steward and a copy mailed or electronically delivered to the Local Union office, within one (1) working day from the time of the discharge or suspension.

With respect to discharge or suspension, except on grounds for immediate dismissal as described herein, the Employer must give one verbal warning with a written note or memorandum to file, one (1) written warning and one (1) suspension or final written warning. Copies of the two (2) written notices shall be also given to the Steward and electronically delivered or mailed to the Local Union by the Employer within one (1) working day from the date of issue. Discipline shall be progressive in nature. However, certain offenses may merit discipline up to and including discharge without regard to the progressive disciplinary process.

Each warning notice as herein provided shall not remain in effect for a period of more than one (1) year from the date of occurrence upon which the complaint and warning notice are based.

#### *Section 8.02*

Management will notify the business agent which shall be within three (3) days of dismissal. No employee may be dismissed except where provisions of this section provide for dismissal:

1. Calling or participating in any unauthorized strike, work stoppage or slowdown;
2. Reporting for work under the influence of alcohol or narcotics or taking either during working hours or possessing either on the Employers premises;
3. Proven theft and/or dishonesty;
4. Unprovoked assault or proven threat of assault on Employer or Employer's representative or fellow employees, customers or anyone while in the course of his employment;
5. Proven destruction except by accident of Company property or property of other Company employees or personnel;
6. Insubordination (e.g. refusing to follow the direction of a supervisor), if not immediately corrected by the Company, the Steward and the employee.
7. Intentional sleeping on the job
8. Job abandonment

#### *Section 8.03*

Any employee discharged must be paid in full for all wages owed him by the Employer, including earned vacation pay and unused personal days, within the next payroll period from the date of discharge, less any monies due by him to the Employer.

#### *Section 8.04*

A discharged or suspended employee must advise the Local Union in writing, within two (2) working days after receiving notification of such action against him of his desire to appeal the discharge or suspension. Notice of appeal from discharge or suspension must be made to the Employer in writing within five (5) days from the date of discharge or suspension.

*Section 8.05*

Should it be proven that an injustice has been done to a discharged or suspended employee, he shall be fully reinstated in his position and compensated at his usual rate of pay for lost work opportunity or the parties may negotiate a settlement. If the Union and the Employer are unable to agree to the settlement of the case, then it may be referred to the grievance machinery as set forth in this Agreement.

**ARTICLE 9**  
**GRIEVANCE AND ARBITRATION PROCEDURE**

*Section 9.01*

A grievance is hereby jointly defined to be any dispute regarding the interpretation, application or claimed violation of this Agreement shall constitute a grievance and shall be settled in the following manner.

**STEP 1.** The aggrieved employee or employees and/or Shop Steward must orally present the grievance immediately or as soon as practical to the immediate supervisor in whose area the grievance arose. The supervisor, employee and/or Shop Steward shall orally attempt to resolve the grievance at that time, if no satisfactory settlement is reached following the oral attempt, the aggrieved employee must present the grievance in writing to the Shop Steward within five (5) working days after the reason for the grievance occurred. The Shop Steward shall present the grievance in writing to the supervisor within one (1) working day after receiving the grievance from the employee and the supervisor shall answer such grievance in writing to the Steward within (1) working day. A thirty (30) day limit shall apply in case of violation of wage provisions of the Agreement. Time limits defined in this section can be extended at the mutual agreement of the parties. If no satisfactory settlement is reached at this level (Step 1):

**STEP 2.** The Shop Steward and the employee shall within two (2) working days following the written answer from the supervisor in STEP 1, submit the grievance in writing to the Union's Business Representative. Within five (5) working days the Business Representative shall meet with a representative of the Company with authority to act to attempt to resolve said grievance, unless such time limit is actually extended by the parties. A decision must be made and a written answers given five (5) working days after conclusion of the above meeting.

If the Company fails to comply with any settlement of the grievance, the Union shall have the right to take the grievance to arbitration.

*Section 9.02*

In accordance with Article 7, any Shop Steward shall be permitted to leave work to investigate with all reasonable speed and adjust the grievance of any employee within his jurisdiction, after notification to his Supervisor. Employees shall have the right to have the Shop Steward or a representative of the Union present during the discussion of any grievance with representatives of the Company.

*Section 9.03*

If no satisfactory settlement can be agreed upon the parties shall select a mutually agreeable and impartial Arbitrator within five (5) days after receipt of written answer in STEP 2 above. In the event they are unable to agree upon an Arbitrator, the matter shall be referred to the Federal Mediation and Conciliation Service (FMCS) within five (5) days after receipt of written answer above and the Arbitrator shall be selected in accordance with

the rules of that Agency. The expense of the Arbitrator selected or appointed shall be borne equally by the Company and the Union.

*Section 9.04*

The Arbitrator shall not have the authority to amend or modify this Agreement or establish new terms and conditions under this Agreement. The Arbitrator shall determine any question of arbitrability. In the event the position of the Union is sustained, the aggrieved party shall be entitled to all the benefits of this Agreement which would have accrued to him had there been no grievance.

*Section 9.05*

Both parties agree to accept the decision of the Arbitrator as final and binding. If the Company fails within the time fixed by the Arbitrator to comply with the award of the Arbitrator or with the procedures of this Article, the Union has the right to take all legal and economic action enforcing compliance. In no case will the financial liability on any grievance extend beyond six (6) months from the date of the selection of the arbitrator. If scheduling the arbitrator delays the process, the financial liability will be extended to accommodate the arbitration date. It is not the intent of the parties to delay the timeliness of processing grievances. The timeline can be extended by mutual agreement.

**ARTICLE 10**  
**SAFETY AND HEALTH**

*Section 10.01*

The Company hereby agrees to maintain safe, sanitary and healthful working conditions in all shops and facilities and to maintain on all shifts adequate first aid equipment to take care of its employees in case of accident or illness.

*Section 10.02*

The Company agrees to furnish good drinking water, The Company agrees to furnish hot water for wash-ups; floors of the toilets and washrooms will be kept in good repair and in a clean, dry sanitary condition. The employees shall be required to fully cooperate in maintaining the foregoing conditions.

*Section 10.03*

Should an employee be injured at work and is unable to continue working as a result of the injury, he shall be paid for the entire day and should the employee request transportation or is unable to request transportation the Company shall provide transportation for medical attention and such attention shall be provided as soon as possible. Should he lose time during any day thereafter for treatment for injuries suffered while employed, he shall be paid for lost time not to exceed four (4) hours on each day, and the same is to be counted as time worked for the purposes of computing overtime pay. No employee shall lose his job as a result of such injury, if he is physically able to perform it. In the event of injury, the Company has the right to send the injured employee to the Company designated worker's compensation doctor approved by their insurance coverage. The Company has the right to make appointments with the employee's personal physician.

*Section 10.04*

The Employer agrees to cooperate toward the prompt settlement of employee on-the-job illness or injury claims, and will file all necessary forms within three (3) days after occurrence causing such claim. The Employer shall provide at no cost to the employee, Workers Compensation and Temporary Disability Insurance for all employees as required by law.

**ARTICLE 11**  
**ABSENCE**

*Section 11.01*

The Employer agrees to grant the necessary time off, without discrimination or loss of seniority rights and without pay to any employee designated by the Union to attend a Labor convention or serve in any capacity on other official Union business, provided forty-eight (48) hours written notice is given to the Employer by the Union, specifying length of time off. The Union agrees that, in making its request for time off for Union activities, due consideration shall be given to the number of employees affected in order that there shall be no disruption of the Employer's operation due to lack of available employees.

This provision is limited to one (1) employee at any time.

*Section 11.02*

Any employee desiring leave of absence from his employment shall secure written permission from the Employer who shall notify the Union of its decision within one (1) day. Permission shall not be unreasonably withheld. The maximum leave of absence shall be for thirty (30) days and may be extended for additional thirty (30) day periods. Permission for same must be secured from the Employer who shall notify the Union as herein above required. During the period of absence, the employee shall not engage in gainful employment unless mutually agreed between the Employer and employee. Failure of the employee to comply with this provision may result in the complete loss of seniority rights and job at the sole discretion of the Employer. Inability to work because of proven sickness or injury shall not result in the loss of seniority rights. The Employees must make a suitable arrangement for continuation for Health and Welfare and/or Pension Fund payments before leave of absence may be approved by the Employer.

*Section 11.03- Educational Leave*

Two (2) days paid leave of absence for Stewards to attend seminars for Health and Welfare and Pension at the Local Union Office.

**ARTICLE 12**  
**PROTECTION OF RIGHTS**

It shall not be a violation of this Agreement, and it shall not be cause for discharge or disciplinary action in the event an employee refuses to enter upon any property involved in a primary labor dispute, or refuses to go through or work behind any primary picket line, and including primary picket lines at the Employer's place of business. In order to ensure the needs of customers are met, the Union agrees to notify the eCompany in writing as soon as administratively feasible, if an employee is going to refuse to cross a bona fide picket line around a company not party to this Agreement.

**ARTICLE 13**  
**MILITARY CLAUSE**

The Company and the Union agree to abide by all federal, state and local regulations governing members of the armed forces.

**ARTICLE 14**  
**WORK ASSIGNMENTS**

The Employer agrees to respect the jurisdictional rules of the Union and shall not direct or require their employees or person other than the employees in the bargaining units here involved to perform work which is recognized as the work of the employees in said units, except in the event of emergency or absence of bargaining unit employees.

*Section 14.01*

The Employer, in order to maintain the best operating efficiency, reserves the right to temporarily transfer employees within the department for the purpose of completing a shift, vacation relief, covering absences, fill-in work or temporary fluctuations in workload provided they are qualified to safely perform the work.

The Company agrees that no employee will be laid off, terminated, or suffer a reduction in their wages as a result of the implementation of this provision. The Company will not use a third party carrier or outside vendor in place of the employee transferred to a temporary position.

This section is not intended to circumvent Section 14.02 below.

*Section 14.02*

The Company and the Union have developed a process that will permit the bidding of routes based on the combination of start times and broad geographic areas. The process will be bound by the following parameters:

The bids will be posted no later than November 15<sup>th</sup> of each year. Once all drivers have signed the bid sheet, management and the Union will review for accuracy and approve. The bids will take effect the first Monday of January in the following year. If a driver's run is active when he comes to work, he will be assigned to that run. If driver's run is eliminated, he is required to make the deliveries that are assigned by management. If more than one run is eliminated, assignments will be based on seniority. No driver can be bumped from his original bid by a more senior driver.

When the Center City/Philadelphia run is uncovered for any reason, the Company may cover the run with the least senior driver.

**ARTICLE 15**  
**POSTING OF NOTICES**

The Employer agrees to provide a suitable bulletin board for the exclusive use of the Union, in a place accessible to all employees covered hereunder. A copy of any notice which is to be posted shall be given to the Company prior to such notice being posted.

**ARTICLE 16**  
**UNION ACTIVITIES**

Any employee member of the Union acting in any official capacity whatsoever shall not be discriminated against for his acts, as such officer of the Union, so long as such acts do not interfere with the conduct of the Employer's business nor shall there be any discrimination against any employee because of Union membership or activities.

**ARTICLE 17**  
**INSPECTION PRIVILEGES**

Authorized agents of the Union shall have access to the Employer's establishment during working hours for the purpose of adjusting disputes, investigating work conditions, collection of dues and ascertaining that the Agreement is being adhered to, provided, however, that there is no interruption of the firm's working schedule.

**ARTICLE 18**  
**SUBCONTRACTING**

*Section 18.01*

With respect to products delivered from the facility, the Company agrees that unless all active regular drivers are working or have been given the opportunity to work, the Company will not use a third party contractor, except where necessary to satisfy customer demand or where it is pressure of work/economically unfeasible to make a delivery with a Company Driver.

*Section 18.02*

The parties agree that due to the changing nature of the business environment, there will be types of business, which will require exemption from the wage and benefit and working conditions of the labor agreement. Examples of exemptions would be the "kitting" business where numbers of temporary contractors or part time contractors are assigned to specific duties for specific customer/jobs and specific times. Contractors assigned to the "kitting" business will perform only those specific duties directly related to the assignment. In addition, unloading product from trucks, loading product into trucks and operating powered material handling equipment will be performed by bargaining unit employees. This provision will not dilute or cause layoffs of bargaining unit employees.

The parties agree that the assembling of kits is not bargaining unit work. The Company may therefore employ temporary or part-time contractors to perform such work who shall be exempt from the wage and benefit and working conditions of the Labor Agreement. Kit assemblers shall not be assigned or perform any bargaining unit work nor shall they operate any equipment or machinery used by bargaining unit members.

**ARTICLE 19**  
**LOSS OR DAMAGE**

Employees shall not be charged for loss or damage unless clear proof of negligence is shown.

**ARTICLE 20**  
**SEPARABILITY AND SAVINGS CLAUSE**

If any Article or Section of this Agreement or of any supplements or riders thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and of any supplements or riders thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affect thereby.

In the event that any Article or Section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of the Union, for the purpose of arriving at a mutually satisfactory replacement within sixty (60) days after beginning the period of invalidity or restraint, the matter shall be referred to arbitration.

**ARTICLE 21**  
**EQUAL EMPLOYMENT OPPORTUNITY**

Neither the Employer nor the Union will discriminate against any individual with respect to hiring, compensation, terms or conditions of employment because of such individual's race, ethnicity color, creed, religion, sex, sexual orientation, marital status, gender identity or expression, genetic information, national origin or age, (nor will they limit, segregate or classify employees in any way to deprive any individual employee of employment opportunities due to race, ethnicity color, creed, religion, sex, sexual orientation, marital status, gender identity or expression, genetic information, national origin or age). In addition, there shall be no discrimination against any qualified handicapped or disabled employee as defined in the Rules and Regulations relative to Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act of 1990 or, any qualified disabled veteran or veteran of the Vietnam era or any other classification protected by law.

**ARTICLE 22**  
**NO STRIKE-NO LOCKOUT**

*Section 22.01*

The Company agrees that during the term of this Agreement, it will not engage in any lockout of its employees in whole or in part.

*Section 22.02*

Except as otherwise provided in this Agreement, during the term of this Agreement, the employees covered hereby shall not engage in, encourage or sanction any strike, sit-down, picketing or such actions which will interrupt or interfere with the operations of the Company. No suit or claim of damages shall be instituted or initiated by the Company against the Union, its representatives or members by reason of such strike if the Union has taken the steps described herein. The Union agrees that during the terms of this Agreement, neither it nor its officers or agents will engage in, encourage or interfere with the operations of the Company. In the event of any unauthorized violation of this Agreement, the Union agrees that, upon notification by the Company to it, it will take affirmative steps with the employees concerned to bring about a resumption of the normal operation of the Company.

*Section 22.03*

It is further agreed that in the event of any violation of this Article, except as provided otherwise in Article 8, Section 8.03, the Company may discharge or otherwise discipline any employee (whether individually or in a group) who has violated such Article. In such event, an employee discharged or otherwise disciplined may file a grievance under the grievance provisions of this Agreement.

*Section 22.04*

At any time after the anniversary date, if no agreement on the questions at issue has been reached, either party may give written notice to the other party of intent to terminate the agreement in ten (10) days. All the provisions of this agreement shall remain in force and effect until the specified time has elapsed. During this period attempts to reach an agreement shall be continued. If the parties have failed to resolve their differences before the specified time has elapsed, all obligations under this agreement are automatically cancelled.

**ARTICLE 23**  
**MANAGEMENT RIGHTS**

Unless limited by a specific provision of this agreement, the Employer reserves and retains, solely and exclusively, all of its inherent rights to manage the business, as such rights existed prior to the execution of this agreement. Such rights include but are not limited to management's right to establish or continue policies, practices and procedures for the conduct of the business and to assign work to such employees in accordance with requirements determined by management; to make and enforce reasonable work rules; and otherwise to take such measures as management may determine to be necessary for the orderly, safe and efficient conduct of the business. These rights are not intended to allow modification of wages, hours, and working conditions unless agreed upon by both parties.

**ARTICLE 24**  
**JURY DUTY**

If you are summoned to jury duty, you must report receipt of a jury summons to your manager. You must notify your supervisor of the need for time off for jury duty as soon as notice or summons from the court is received.

You will be excused from work for only that part of the day required for jury duty. Your regular pay will continue for up to eight (8) hours a day, up to your regularly scheduled work hours per week, for the duration of the trial. You must bring proof from the court reflecting time served on jury duty and money received.

**ARTICLE 25**  
**GENERAL CONDITIONS**

*Section 25.01 – Notice of Layoff*

The Employer agrees, where possible, to give two (2) full working days notice in writing, whenever making layoffs, to the employees, the Union and the Shop Steward. Where such required notice is not given, the Employer shall pay the employee two (2) days wages in lieu thereof.

*Section 25.02 – Inspection of Payroll/Employee Records*

Whenever a complaint is made concerning the wages, vacations, and/or holidays of an employee, an authorized agent of the Union will have the right to inspect the Employer's payroll and time cards of the employee during the second step of the Grievance Procedure.

Employee files should be open to said employee or Union Representative under supervision for inspection of disciplinary records.

*Section 25.03 – Probationary Period*

The probationary period shall be for ninety (90) calendar days after date of hire, plus any days absent from work, and during such period the Employer may discharge such employee at his option and such employee shall have no recourse under the terms of this Agreement, provided that such discharge is not to evade the terms and conditions of this Agreement.

*Section 25.04 – Wage Execution*

No employee shall be subject to discharge or penalty for attempt to attach or assign his wages.

*Section 25.05- Opening of New Business*

In the event the Employer opens a new place of business which takes work from the employees within the bargaining unit, the deprived employees shall have employment opportunities at the new location or place of business without loss of seniority. In the event the work subsequently returns to the original place of business, the employees shall be offered the opportunity to return with their seniority.

*Section 25.06 – New Equipment or Operations*

When major changes are made in the facility, which create new jobs or substantially change the duties of existing jobs, Management will carefully evaluate the situation and, prior to implementation, discuss with the Union the new rate or rates without delay. If the rates proposed by Management are not satisfactory and satisfactory rates cannot be agreed upon, the rate proposed by Management will be instituted, but will be the subject of further negotiations at the next contract negotiations.

**Multi Depot Routing:** The Company has the right to deliver Veritiv product from any Veritiv location to any customer using available Veritiv drivers. The Company agrees that the sole intent of Multi Depot Routing is to ensure that we are meeting customer requirement in a timely manner and that there is no intent to erode or unduly burden the Local 35 bargaining unit.

*Section 25.07 – Break Time*

All hourly employees covered under this Agreement shall receive a fifteen (15) minute break in the A.M. and a fifteen minute break in the P.M. and such break periods shall occur near the midpoint of each half of the work shift.

*Section 25.08 – Shoes and Rain Gear*

Employees are required to wear safety shoes compliant with Company guidelines. The Company has included \$.07 in the hourly base wage rate of this agreement as a safety shoe allowance.

Should the Employer require uniforms or other apparel to be worn by the employees, such apparel will be furnished by the Employer free of charge. The employee is responsible for ensuring the clothing is kept in neat, clean and good condition.

Any required clothing provided by the Company shall be replaced as needed.

#### *Section 25.09 – Safety Committee*

The Safety Committee shall consist of one (1) bargaining unit employee plus two (2) representatives from Management. In the event a dangerous condition occurs and is not immediately corrected, the Safety Committee will investigate and take steps to have same corrected.

#### *Section 25.10 – Lunch Area*

The Company agrees to continue to provide a clean and suitable place for employees to have their lunches and breaks where such is provided at the time of the execution of this Agreement. Where no such designated area exists at the time of execution of this Agreement, the Company shall before the termination of this Agreement, provide a clean and suitable place for employees to have their lunches and breaks.

#### *Section 25.11 – Part Time Employees and Temporary Labor*

Part Time: Employees who are regularly scheduled for less than twenty (20) hours per week are excluded from all coverage. It is understood that the Employer will not exercise this provision for purposes of effecting a subterfuge to defeat the terms and provisions of this Agreement for regular full time employees, and shall limit part time employees to two (2).

Temporary Labor: Employees who are not full-time or part-time employees shall be paid through a temporary agency designated by the Company. This will in no way affect terms of consideration for hiring, rate of pay, call in, and benefits as provided within this agreement or any other provision specified in this agreement. Nothing set in this article shall obligate the Employer to provide benefits for any workers in the temporary classification. Only full-time employees shall receive benefits. Temporary workers will be considered for a part-time or full-time position after (90) calendar days when a temporary worker is not replacing an employee on leave.

Temporary workers shall be required to pay a service fee to the Union each month or partial month worked. Such fee shall be equal to regular monthly union dues based upon the contract rate of the job they perform. A prorated fee will be imposed if a temporary worker works for less than two weeks. The Employer agrees to forward to the Union the name and hire date of the temporary worker at the time of temporary employment. The Union is required to maintain a separate roster of temporary employees and the service fees they pay. The temporary worker roster shall be submitted to the Company on a monthly basis as a union pre-bill for reconciliation and such fees shall be forwarded to the Union.

#### *Section 25.12 – Comfort Provisions*

The Employer shall provide heat in work areas. In the event the temperature throughout the shop area falls to 55 degrees Fahrenheit or less, the Employer must exert his best effort to remedy the situation as soon as possible. If the temperature is not corrected after an hour's time and it is within the Employer's ability to remedy the situation, the Employer shall permit the affected employees to stop work until such time as the temperature is returned to normal, at no loss of pay to such employees. Employees will cooperate in the closing of doors.

*Section 25.13 – New Trainees*

All sales trainees working in the warehouse and doing bargaining unit work will be limited to three (3) months per person, provided it does not result in a layoff of bargaining unit employees.

*Section 25.14 – Shift Differential*

The Company shall have the right to establish and/or discontinue such shifts as it determines it requires. The Company shall designate starting times, except that day shift employees starting times shall be between 4:00 AM and 11:59 AM. The second (2<sup>nd</sup>) shift shall be between 12:00 PM and 7:59 PM and third (3<sup>rd</sup>) shift shall be between 8:00 PM and 3:59 AM.

Employees who work second (2<sup>nd</sup>) or third (3<sup>rd</sup>) shift shall receive an additional fifty cents (\$.50) per hour added to his or her wage rate in effect.

**ARTICLE 26**  
**SENIORITY**

*Section 26.01*

Seniority shall be defined as the length of service with his respective Employer within the bargaining unit, from the most recent date of hire.

*Section 26.02*

The principal of seniority shall govern and control all cases of transfer, decrease, or increase of the working force within the respective Employer's bargaining unit, provided the employee can do the work required. In promoting employees or in filling vacancies or openings within the respective Employer's bargaining unit, the Employer shall have the right to select qualified persons, but as between qualified person, preference shall be given according to seniority. Employees employed by the Company, if qualified, shall be selected to fill new posts or vacancies. In the event the Employer is not satisfied with the qualifications of the employee after a thirty (30) day trial period, the Employer shall have the right to return the employee to his original job. The Employer shall be the sole judge of employees' qualifications subject to the grievance procedure contained in this Agreement.

*Section 26.03*

The principle of seniority shall control all layoffs and recall. The last employee to be laid off shall be the first to be rehired, provided, that such last employee laid off is one capable of doing the required work properly and further that such laid off employee responds to a call to report for work no later than two (2) working days after receipt of notice sent to him to his last known address and to report for work within a week after his response.

It is the responsibility of the employee to maintain their current address with the Company.

*Section 26.04*

Seniority and all rights under this contract shall be lost by an employee for any of the following reasons:

1. If he should voluntarily quit his job;
2. If he is discharged and not ordered reinstated;

3. Fails on recall from layoff to report for work within a week after he should have made his response to the recall to report for work;
4. If the employee has been elevated to a supervisory position and remains in that position for a period exceeding ninety (90) days, and then returns to a lower category;
5. If an employee has been laid off for a period of 18 months;
6. If absent for three (3) consecutive working days without notifying the Company unless failure to do is beyond the employee's control.

*Section 26.05*

The Chief Shop Steward designated officially by the Union shall have super seniority for purposes of layoff and recall.

*Section 26.06*

When a job opening occurs, such job shall be posted on the bulletin board for a period of not less than three (3) working days. Such posting shall contain the job title, rate of pay, duties, shift assignment, and all other necessary information. Employees wishing to fill such job opening shall sign their names to that posted bid sheet.

**ARTICLE 27**  
**VACATIONS**

*Section 27.01*

Vacations may be taken during the entire calendar year.

Every regular employee who has been continuously in the employ of the Employer shall if he meets the other qualifications set forth herein, receive paid vacation as set forth below. The qualifying year for vacation is based on the calendar year January 1<sup>st</sup> – December 31<sup>st</sup>. Only full years of accrued service as of January 1<sup>st</sup> of each year will determine vacation entitlement. Employees will be entitled to schedule an additional week of vacation in the calendar year that their anniversary date entitling them to an additional vacation week falls. If an employee leaves employment prior to earning vacation previously taken (by reaching their anniversary date), the Employer may subtract the amount of unearned vacation time taken from the employee's final paycheck.

Employees may elect to take three (3) weeks of vacation in day-at-a-time increments. All other vacation must be taken in full week increments. All vacation, regardless of how taken, is subject to advance notice requirements in existence at the time.

Vacations of two (2) weeks or less may be consecutive and the vacation periods shall be determined by seniority.

*Section 27.02*

Vacations to which an employee shall be entitled are based from date of hire, and shall be as follows:

<u>Years of Service</u>	<u>Vacation (weeks)</u>
Less than 1	0
1 to less than 2	1
2 to less than 8	2
8 to less than 12	3
12 to less than 20	4
20 or more	5

Upon mutual agreement, the Company will buy back up to two (2) weeks of vacation from the employee at the end of each calendar year.

*Section 27.03*

Vacation pay shall be at the rate of pay of the employee at the time of payment and shall include differentials if any exist.

*Section 27.04*

Employees who are laid off shall be paid vacation pay at the time of layoff at the rate of one-twelfth (1/12) of vacation to which he would normally be entitled for each month or portion thereof during which he worked since his last anniversary date.

After returning to work, at his next anniversary date, such employee shall be entitled to additional vacation based on the above formula for the balance of his vacation calculation year. Notwithstanding any provision to the contrary, any employee who works six (6) months or more in any year (anniversary to anniversary) shall be entitled to full vacation with pay. This entitlement shall not apply to employees who are voluntarily or involuntarily terminated.

*Section 27.05*

In the event of a death of any employee, earned vacation monies of such employee shall be paid to the employee's beneficiary as designated to the Employer or if none is so designated, to the legal constituted person representing said employee. Such payment shall be made within ten (10) days.

*Section 27.06*

In the event the Company desires to shut down operations or part thereof for vacation purposes, it shall notify the employees of such decision prior to February 1 of each year that such vacation closing will be effective.

Vacations selected by employees and approved by the Company shall remain in effect if such notice is not given, if an employee is entitled to vacation time in excess of the shutdown, or if there is no shutdown.

Employees are required to notify the Employer of their vacation selection on or before April 1 of each year.

*Section 27.07*

Tim Anderson (hire date: 11/3/1997), Virgil Brown (hire date: 9/22/1987), Jim Gray (hire date: 6/26/2004), and Jim Mshar (hire date: 4/3/2001) are former Central Lewmar employees. For purposes of vacation calculation, the adjusted service date with Central Lewmar listed above will be used to calculate vacation years of service.

**ARTICLE 28**  
**HEALTH AND WELFARE**

*Section 28.01*

1. The Employer shall contribute the sum each month in accordance with the schedule set forth in Section 28.02 for each employee who has worked, or reported for work on one (1) day of such calendar month. New hires shall be contributed for in accordance with the schedule set forth in Section 28.02, after thirty-one (31) days of employment.
2. Contributions set forth herein shall continue to be made by the Employer for one (1) calendar month after layoff for employees who are laid off.
3. Contributions set forth herein shall continue to be made by the Employer for two (2) calendar months for employees who are on sick leave.
4. Contributions set forth herein shall continue to be made by the Employer for six (6) calendar months for employees who are absent due to a compensable injury or illness.
5. The Employer shall not be obligated to contribute for employees after termination where such employees voluntarily terminate or are discharged for just cause.

*Section 28.02*

The monthly rates for health and welfare coverage are:

SINGLE	\$1427.32
PARENT & CHILD(REN)	\$1769.10
FULL FAMILY	\$2373.44

In the event that, during the life of this Agreement, a rate increase is affected by Horizon Blue Cross and Blue Shield, such additional sums shall be remitted to the Fund by the Employer.

Such rate increases shall be automatically added to the rates set forth in this section, and in no event shall the contributions be less increases included.

Beginning April 1, 2018, the employee will contribute 17% of the premium;

Beginning April 1, 2019, the employee will contribute 18% of the premium;

Beginning April 1, 2020, the employee will contribute 19% of the premium.

*Section 28.03*

Contributions shall be remitted to the Fund no later than the tenth (10<sup>th</sup>) of each month for that calendar month. All remittances to the Fund shall be in a manner described by the Fund, and failure on the part of the Employer to comply shall be considered a violation of this Agreement.

*Section 28.04*

The Company agrees to provide Workers Compensation Insurance and State Disability Insurance as required by law.

*Section 28.05*

By the execution of this Agreement, the Employer agrees to be bound and governed by the Agreement and Declaration of Trust establishing the Teamsters Local 35 Health & Welfare Fund. The Employer authorizes the Employer Trustees of said Health & Welfare Fund to enter into appropriate trust agreements necessary for the administration of such Fund, and the Employer designates the Employer Trustees of such Fund as its representatives and hereby ratifies all action already taken or to be taken by said Trustees within the scope of their authority.

**ARTICLE 29**  
**HOURS OF WORK**

*Section 29.01 – Work Day and Work Week*

The payroll week shall be Sunday thru Saturday.

The work week shall consist of five (5) consecutive days, Monday through Friday and the work day shall consist of eight (8) hours exclusive of the lunch period. The lunch period shall be one-half (1/2) hour for drivers.

The Employer agrees to make every effort to maintain stable daily work schedules and will attempt to continue in effect the present daily work schedule. No change will be instituted without prior consultation with the Union and further, no change will be made in any midweek (calendar).

*Section 29.02 – Hours of Work*

Hours worked in excess of forty (40) per week shall be paid at the rate of one and one-half (1-1/2) times the regular straight time rate of pay. Paid time off, in accordance with the provision in the Agreement shall be

counted as hours worked when calculating overtime. Daily hours in excess of eight (8) per day, shall be paid at the overtime rate of one and one-half (1-1/2) times the regular straight time rate for all hours worked in excess of eight (8) when the employee is not afforded the opportunity to work all of his/her scheduled work week by Company action of layoff, due to lack of work, or other conditions beyond the control of the Company, such as power failures, fires, floods or similar causes.

#### *Section 29.03 – Pay Day*

Employees shall be paid biweekly, payable on Friday, for the two weeks ended the prior week. When the regular payday falls on a bank holiday, the preceding workday shall be payday. The Employer shall furnish each employee with an itemized statement of earnings and deductions specifying hours paid, straight-time and overtime, vacation pay, holiday pay, and other compensation payable to the employee, which is involved in the check. All employees will enroll in direct deposit for payroll processing.

#### *Section 29.04 – Overtime Distribution*

Overtime shall be considered a condition of employment. Drivers are expected to complete their bid run each day which will often receive overtime hours. Drivers will not be required to perform work in addition to their bid run that require overtime exceeding 11 hours unless mutually agreed upon. Overtime as used in this section, shall mean authorized overtime, and no employee shall work overtime without the knowledge and consent of the Company. Employees are subject to progressive discipline for working overtime without authorization.

#### *Section 29.05 – Scheduling Errors*

When employees have been denied work due to scheduling errors (including doubling, holdover and call-ins) they will be made whole by providing them with the opportunity to work a comparable number of hours. Penalty payments will not be permitted in the settlement of grievances. This shall not preclude payment of back pay in appropriate circumstances, such as management abuse.

#### *Section 29.06 – Report Pay*

In the event that an employee reports for work at the beginning of his regular work day without having been notified by an authorized representative of the Employer by telephone directed to his last known address as listed on the payroll books of the Employer at least eight (8) hours before his work day begins not to report, he shall be given four (4) hours pay provided however that if lack of work is caused by fire or flood, power failures or acts of God, four (4) hours of pay shall not be required.

In the event an employee reports and in fact begins work, he shall be given eight (8) hours work or eight (8) hours pay for that day, provided that he is willing and capable of performing his work.

#### *Section 29.07 – Notice of Overtime*

The Employer agrees to give reasonable notice to the employees of overtime required. Overtime requested on holidays shall require the Employer to request such overtime not later than noon on the previous day. Failure to provide such prior notice of overtime shall permit the employees to refuse same and such refusal shall not subject the employee to discipline or otherwise be recorded in his employment record.

#### *Section 29.08 – Pyramiding of pay*

There shall be no pyramiding (premium on premium) of overtime. If more than one provision, as outlined in this booklet, is applicable, he shall be paid at the highest specified rate.

**ARTICLE 30**  
**HOLIDAYS**

*Section 30.01*

Holidays as set forth in this section shall be recognized as paid holidays, and any employee having been on the payroll during the two (2) calendar weeks immediately preceding the week in which any of such Holidays occur, shall be eligible to receive his regular straight time shift pay for the eight (8) hours when not worked, provided he has reported for work the day before and the day after the holiday unless excused for justifiable reasons by Management.

New Year's Day	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Independence Day	Christmas Eve
Labor Day	Christmas Day

Additionally, each employee will have 2 floating holidays for personal use. The Company may designate one of the floating holidays if necessary. The union will be advised of the holiday schedule no later than January 15<sup>th</sup> of each year. Management reserves the right, prior to January 15 of each calendar year, to adjust the holiday schedule to meet customer needs and maximize employee's time off.

*Section 30.02*

If any of the above holidays falls on a Sunday, such holiday shall be observed on the following Monday. If any of the above holidays fall on Saturday, such holiday shall be observed on the preceding Friday.

*Section 30.03*

For payroll purposes, holiday hours paid but not worked, will be considered as hours worked for computing any overtime that may occur during the workweek.

**ARTICLE 31**  
**FUNERAL LEAVE**

In the event of a death in the immediate family of an employee, the Employer shall pay the employee not to exceed three (3) days to attend the funeral services. If you need more than three (3) working days off, you should discuss this need with your manager, in consultation with the HR Manager. One (1) additional day shall be paid if services require out of town travel in excess of 500 miles (documentation may be required). It being understood that immediate family means your spouse, domestic partner, children, stepchildren, parents, legal guardian, grandparents, parents-in-law, brothers, sisters, brothers-in-law, sisters-in-law, grandchildren, spouses of children and spouses of stepchildren. Satisfactory proof of death must be submitted to the Company. The employee must be employed for at least 90 days to be eligible for the above funeral leave.

**ARTICLE 32**  
**SICK LEAVE**

- A. All employees with more than six (6) months of continuous service with the Company will be entitled to three (3) sick days per calendar year.
- B. Employees who are absent from work due to compensable injury, illness or approved leave of absence shall continue to receive sick day benefits credited to him as specified in paragraph (A) above.
- C. A day of sick leave shall be eight (8) hours pay at the employee’s current regular straight time hourly rate of pay in effect at the time of payment.
- D. If an illness extends for more than two (2) days, the Employer requires a bona fide written medical excuse.
- E. Employees will be paid out for any unused sick time at the end of the calendar year. Payout will be calculated using the employee’s base hourly wage rate, applicable as of December 31 of that calendar year, and payout will be made in January of the following year. Sick time may not be carried over to a subsequent calendar year.
- F. An employee who is laid off or terminated shall be paid at the time of layoff or termination for sick leave on a pro rata basis of one-twelfth (1/12) of the credited days for each month of the Contract year in which the layoff or termination occurs, minus the number of sick leave days already taken.
- G. After seven (7) days of absence, including sick days, the employee will receive a written warning. After eight (8) days of absence, the employee will be subject to disciplinary action, up to and including discharge.
- H. The Employer will consider on an individual basis, cases in which an employee is able to produce documentation from a medical professional to explain absences of an extended period.

**ARTICLE 33**  
**WAGES**

<b><u>Classification(s)</u></b>	<b><u>4/1/18</u></b>	<b><u>4/1/19</u></b>	<b><u>4/1/21</u></b>
Drivers – Class A	\$24.96	\$25.46	\$25.97

*\* Rate includes \$.07 increase for safety shoe allowance\**

**New Hire Rates:**

0-6	months of employment,	80%	of	contract classification rate
7-12	months of employment,	90%	of	contract classification rate
1	year or more of employment,	100%	of	contract classification rate

A lump sum payment in the amount of \$300 will be made when administratively possible after April 1, 2018. At the start of the second year for the contract a payment in the amount of \$300 will be made. At the start of the third year for the contract a payment in the amount of \$300 will be made. In order to be eligible for each annual lump sum employees must be actively employed as of April 1<sup>st</sup> of the contract year. Active employees include individuals on Company paid vacation and holidays, FMLA or Company paid Worker's Compensation.

**ARTICLE 34**  
**TERMINATION**

*Section 34.01*

This Agreement shall become effective as of April 1, 2018 and shall terminate on March 31, 2021. This contract shall continue yearly thereafter until either party serves at least a sixty (60) day written notice on the other, specifying a desire to modify or terminate this Agreement. Should neither party give such sixty (60) day notice, this Agreement shall remain in full force and effect yearly until such notice is given and for sixty (60) days thereafter.

*Section 34.02*

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter within collective bargaining, and the agreements arrived at or after the exercise of that right are set forth in this Agreement. Nothing contained in the above paragraph shall preclude the parties from making alterations or amendments to this Agreement, in writing, provided there is mutual consent thereto.

**ARTICLE 35**  
**PARTICIPATION**

The employees are expected to actively participate in job related activities; including, but not limited to: safety, quality improvement process, training, etc. The Union will encourage employee participation and will not interfere with same.

**ARTICLE 36**  
**PENSION**

Eligible employees will participate in the Veritiv Pension Plan, a defined benefit plan sponsored by Veritiv.

**ARTICLE 37**  
**GROUP UNIVERSAL LIFE (GUL)**

The Company will continue to provide, under the existing terms and conditions, optional group life insurance or supplemental life insurance. Employees can elect to purchase additional coverage for themselves and dependents.

**ARTICLE 38**  
**SURVEILLANCE**

The Company and the Union agree that it may be necessary for the Company to undertake investigations which could involve the use of hidden surveillance cameras and/or undercover investigators and/or such other means or devices deemed necessary by the Company. The Company reserves the right to install any such devices including, but not limited to, truck monitoring devices, and/or hidden cameras and/or to use such means deemed necessary by the Company, including but not limited to the use of undercover investigators. If the use of any surveillance information can lead to discipline, the Company will share the relevant information with the Union Representative and will provide copies of the tapes and investigative reports prior to taking final disciplinary action. If employees are found to have engaged in misconduct as a result of such investigation, discipline up to and including discharge pursuant to the provisions of the labor agreement will be imposed.

The Company further agrees that it will not engage in or direct any surveillance and/or undercover investigation in any areas where the employee has a reasonable expectation of privacy (e.g. bathrooms, personal effects, vehicles) unless the Company has probable cause to suspect that the employee(s) has been or is engaging in violations of law or rules.

**ARTICLE 39**  
**DRUG TESTING**

The parties agree to take appropriate steps necessary to create and maintain a Drug Free Workplace. These steps would include “for cause, random and post-incident “testing of all employees (to the extent allowed by law) as outlined in the Company’s Policy and Procedures for a Drug Free Workplace.

**ARTICLE 40**  
**SAFETY OSHA/VPP**

It is agreed that careful observation of safe working practices and Company safety rules is a primary duty for all employees. The Company agrees to provide necessary safety equipment. The Company shall supply all tools, equipment and supplies directed by the Company to be used in the performance of work. The Company may implement safety programs, including OSHA/VPP, designed to recognize and promote effective safety and health management among all employees. The Union agrees to fully participate in such safety programs and work with management to assure a safe and healthful workplace.

**ARTICLE 41**  
**POLITICAL ACTION COMMITTEE**

The Employer agrees to deduct from the paycheck of all regular employees covered by this Agreement voluntary contributions to Teamsters Democrat, Republican, and Independent Voter Education (D.R.I.V.E) Political Action Committee. The Teamsters D.R.I.V.E. shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from his/her paycheck.

This Agreement shall be in effect for the period April 1, 2018 through midnight March 31, 2021.

In witness whereof, each party has caused this agreement to be executed by the hands of its proper officers and its corporate seal to be affixed hereto this 1<sup>st</sup> day of April, 2018.

FOR THE COMPANY

---

Danielle Daley  
Veritiv Operating Company

---

Joan Van Geest  
Veritiv Operating Company

---

Serous Hasani  
Veritiv Operating Company

FOR THE UNION

---

Dan Kreiser IBT 35, President/  
Business Agent