

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

JET-A-WAY., INC.

AND

TEAMSTERS LOCAL UNION No. 379

JULY 1, 2007 – JUNE 30, 2012

PREAMBLE

This Agreement is made and entered into by and between EXCAVATING & BUILDING MATERIAL TEAMSTERS, CHAUFFEURS & HELPERS, LOCAL UNION NO. 379, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union, and **JET-A-WAY, INC.**, 47 Kemble Street, Roxbury, Massachusetts 02119, hereinafter referred to as "Employer". Throughout this agreement the word "Employee" refers to members of the bargaining unit.

Article 1

RECOGNITION

1.01 The Employer recognizes and acknowledges that the Union is the sole and exclusive representative of all Employees in the classifications of work listed in this Agreement, including temporary Employees, performing bargaining unit work for the purpose of collective bargaining as provided by the National Labor Relations Act, as amended.

Article 15

HEALTH & WELFARE

15.01 All Union member Employees of this bargaining unit who complete the probationary period of sixty (60) days shall be entitled to the health insurance plan provided by the Employer. The Plan will remain in force during the term of this Agreement; however the Plan may change but the benefits shall be reasonably similar to what is presently offered. The Employer will continue to pay eighty percent (80%) of the premium cost, and the Employee will pay twenty percent (20%) There are no other reimbursements under the health insurance plan due to Union Member Employees.

WAGES, HOURS AND OVERTIME

17.01 The following are the classifications and minimum hourly wage rates, effective on the beginning of the first pay periods or the following dates below, for Employees covered by this Agreement:

	<u>7/1/07</u>	<u>7/1/08</u>	<u>7/1/09</u>	<u>7/1/10</u>	<u>7/1/11</u>
DRIVERS	\$22.00	\$22.60	\$23.60	\$24.30	\$25.00

In the event that **JET-A-WAY, INC.** bids on and is awarded a contract for residential collection in any city or town listed in Article 21, the job classification of HELPER shall be added with the minimum hourly wage rates as follows:

HELPER	\$22.00	\$22.60	\$23.60	\$24.30	\$25.00
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21.01 Should Employer *be* awarded a contract by any of the Massachusetts cities or towns listed below to perform residential household waste collection, or recycle collection, such a contract will be performed by members of Local 379 working for the Employer.

LIST OF TOWNS

Arlington	Milton
Bedford ✓	Needham
Belmont	Newton
Boston	Norwood
Braintree	Peabody
Brookline	Quincy

Burlington ✓	Randolph
Cambridge	Revere
Canton	Somerville
Chelsea	Stoneham
Dedham	Waltham ✓
Everett	Watertown
Lexington ✓	Westwood ✓
Lynn	Weymouth
Malden	Winchester
Medford	Winthrop
Melrose	Woburn ✓

Article 22

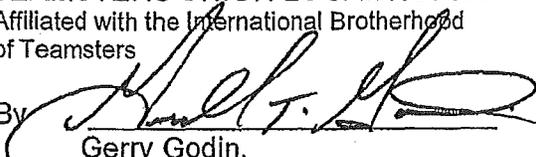
DURATION

22.01 This Agreement shall be in full force and effect from July 1, 2007, through June 30, 2011, and shall continue thereafter from year to year unless notice is given in writing of a desire to change, modify or terminate the Agreement by either party to the other party sixty (60) days or more prior to the expiration of such period.

TEAMSTERS UNION LOCAL NO. 379
 Affiliated with the International Brotherhood
 of Teamsters

JET-A-WAY, INC.

By


 Gerry Godin,
 Secretary/Treasurer, Principal Officer

By


 Darlene Jeter
 Chief Executive Officer

Date:

7-19-07

Date:

July 19, 2007



Teamsters Local Union No. 25

affiliated with the

International Brotherhood of Teamsters

544 MAIN STREET • BOSTON, MASSACHUSETTS 02129-1113 • (617) 241-8825 • Fax (617) 242-4284
www.teamsterslocal25.com

TENTATIVE AGREEMENT

Between

TEAMSTERS LOCAL UNION NO. 25

AND

JET-A-WAY

SEAN M. O'BRIEN
President / Principal Officer

MARK A. HARRINGTON
Secretary-Treasurer

JOHN A. MURPHY
Vice President / Business Agent

MARK D. LESSARD
Recording Secretary

The Employer and the Union hereby agree that all provisions of the current collective bargaining agreement in effect from July 1, 2007 through June 30, 2012 shall remain in full force and effect except as modified below:

ARTICLE 15 - HEALTH AND WELFARE

Company plan 1st day of July, 2012, 100% paid by company.
Company plan 1st day of July, 2013, 100% paid by company.
Commencing with the 1st day of August, 2014, the said hourly contribution rate shall be \$UPS rate.
Commencing with the 1st day of August, 2015, the said hourly contribution rate shall be \$UPS rate.
Commencing with the 1st day of August, 2016, the said hourly contribution rate shall be \$UPS rate.

ARTICLE 17 - WAGES, HOURS AND OVERTIME

Section 17.01

Drivers and Helpers

July 1, 2012 increase \$1.00 per hour to \$26.00
July 1, 2013 wage freeze.
July 1, 2014 increase \$2.00 per hour to \$28.00
July 1, 2015 increase \$0.65 per hour to \$28.65
July 1, 2016 increase \$0.50 per hour to \$29.15

RECEIVED

JAN - 7 2013

DEPT. OF LABOR STANDARDS
BOSTON OFFICE

ARTICLE 22 - DURATION

Section 22.01

Change dates from July 1, 2007 through June 30, 2012
TO: July 1, 2012 through June 30, 2017

TEAMSTERS LOCAL UNION NO. 25

JET-A-WAY

By: [Signature]

Title: President

By: [Signature]

Title: Asst. Business Agent

JULY 11, 2012

By: [Signature]

Title: President & GM

By: _____

Title: _____