

**Local 445 and LP Transportation
2022 Memorandum of Agreement**

1. 3-year agreement with wage increases each year as follows:
 - a. \$32.23 year 1 (10% plus \$.03 for TWIC - \$3.03 per hr.)
 - b. \$35.45 year 2 (10% - \$3.22 per hr.)
 - c. \$39.00 year 3 (10% - \$3.55 per hr.)
 2. Lump sum retro for hours worked back to August 16, 2022 (contract expiration). Lump sum retro hours will be calculated based on 54 as overtime.
 3. Adjust overtime provisions from 54 to 45 hours per week.
 4. Article 17 – Guaranteed Hours and work schedules. Section A and B changed to read - if work is available, the employer will provide all drivers a weekly guarantee of 42 hours of work or pay unless the employee takes time off or is off the job due to illness during the week and providing DOT rules governing hours of work permit. Section C – adjust the wording to include the daily vacation day as hours worked. Section E – Adjust the wording to include additional commodities that are not Propane or LNG.
 5. Longevity Pay. Employees at 5 years of consecutive service or more will receive an additional \$.50 per hour and at 10 years of consecutive service or more will receive an additional \$1.00 per hour. Employee must work at least 2080 hours per year to qualify and will be based on hours worked in the previous year.
 6. Safety Bonus Pay Program. Drivers without a preventable accident will receive \$300.00 each quarter and with 4 accident-free quarters in the year will receive an additional \$600.00 – total yearly bonus up to \$1,800.00.
 7. Increase layover pay to \$60.00.
 8. Additional week of vacation for drivers starting after February 10th, 2014 after 15 years of employment (All drivers will have 4th week at the 15th year).
 9. The floating holiday to be paid out at end of December, if not used.
 10. Lock pension contribution at the current rate for 3 years.
 11. Increase Welfare Contributions \$8.30 per hour in year 1 (\$332.00 per week), \$9.40 per hour in year 2 (\$376.00 per week) and \$9.90 per hour in year 3 (\$396.00 per week).
 12. Delete wage tier schedule (Item 36). New hires will be at 90% of the full hourly rate for the probationary period.
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13. Driver – trainer, when accompanied by a trainee, shall receive an increase from \$18.00 per day to \$20.00 per day.
14. Drivers must have a current TWIC card within 60 days of employment.
15. Drivers must be prepared for layover at all times. Required medications, dietary needs and medical devices or equipment for a minimum of 1 day must be on hand at all times.
16. Drivers must have working cell phone with number and made available to dispatch for family emergencies, work emergencies and work assignment changes.
17. Drivers must have a personal email available for work assignment communication. Tablets will be available to scan completed paperwork in the near future.
18. Article 18, Section D – change 18 months of employment to after probationary period (61st day of employment).
19. Article 26, Section (B). Change the Peoplesnet wording to ELD.
20. Disciplinary actions must be made within 15 days of incident or automatically dismissed – except at times of necessary investigations at which the employee will be notified within 15 days or less.
21. Article 32, Section C delete first sentence.
22. Article 6, last paragraph, change the wording dispatch sheets to drivers' hours.
23. Opt out provision for health insurance pending union trustee approval. The employee would no longer have to pay the weekly charges (\$40.00 and \$75.00).
24. Add provision to allow employees the additional option to participate in the Union 401K retirement plan. The company could also contribute in the future if desired. Union to provide the plan details.

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

LP Transportation, Inc.

Teamsters Local 445



Date: 11/7/22



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