

## NATIONAL TEA SUPPLEMENT

Notwithstanding anything to the contrary in the Local Addendum between Local Union No. 544, I.B. of T. and National Food Stores, Inc., Hopkins, Minnesota, the following shall be applicable:

A. Seniority for overtime purposes shall be applied as follows in respect to warehouse employees:

1. Five (5) day work week shall be applied according to master seniority if practicable. Exception: employees in the Freezer Dept. shall be considered separately from the remainder of the employees on the list. The same is to be applied to the Drug Dept.
2. Overtime on the sixth (6th) and seventh (7th) day after an employee's regular work week shall be on the basis of seniority of employees on the master seniority list.
3. If a discrimination in the amount of overtime is claimed by an employee on the master seniority list, such discrimination shall be determined at the end of a sixty (60) calendar day period and remedied during the succeeding thirty (30) calendar days.

4. The Company will adjust the interval between shifts where such interval is more practicable from the standpoint of allocating overtime and maintaining efficient operations.
5. The Monday through Friday 7:00 a.m. day shift shall be considered the senior shift.
6. It is understood the senior employees shall be offered as much, if not more, overtime in a thirty (30) day period as the junior men.
7. The steward shall have the right to inspect the time cards or work sheets weekly so as to correct or adjust any overtime differentials.
8. Employees shall be polled each 15 days to determine if the employee desires to be offered available overtime in the following 15 days. Once an employee has made his election, it shall be binding during such 15 day period. Employees who elect to work overtime must work available overtime. Sixth (6th) and seventh (7th) day work shall be polled separately from daily overtime.

B. Drivers: Drivers on country runs, defined as those beyond an 80 mile radius of the Hopkins warehouse, shall be paid on the following mileage basis:

<u>Monday following</u> <u>contract signing</u>	<u>6/1/65</u>	<u>6/1/66</u>
\$ .1025 per mile	\$ .105	\$ .1075

Loading or unloading time shall be paid for on the following hourly basis:

\$3.115	\$3.195	\$3.295
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Daily or weekly overtime shall not be applicable to such runs nor shall night shift premium.

Employees on layover shall receive a flat \$5.00 for expenses which shall be in lieu of any meal or lodging allowances.