



Tentative Standard Forwarding Supplement Agreement Protects Workers' Futures

As we prepare for the ratification vote for the Supplement to the National Master Freight Agreement, it is important to note all the gains the Negotiating Committee was able to obtain.

The Standard Forwarding Negotiating Committee, made up of representatives from every Teamster local union covered, unanimously endorses and recommends the agreement.

Despite challenging economic conditions, the Teamsters National Freight Industry Negotiating Committee and our local unions were able to maintain and secure health and welfare benefits without any premium cost-sharing to us. The cost-sharing was something Standard's management insisted on implementing throughout negotiations. Our committee was also able to negotiate pension contribution increases. This is a three-year agreement, so we will be back at the table sooner rather than later.

In addition, some of the improvements to our tentative agreement also include:

- Raises of \$0.50 per hour (and mileage equivalent) each year for the first two years with retroactivity to March 6, 2015. In addition, the parties agreed to a bonus of \$1,000 in the final year of the contract.
- Increasing vacation pay to 45 hours per week.
- Improving the overtime formula.
- Improves the new hire progression for CDL Holders which should significantly help hiring practices at the company. For about 25% of the bargaining unit, the percentage change in the wage progression will dramatically advance their rate of pay immediately at ratification.
- Moves the company to traditional road and city bid operation under the respective CS Supplements where all drivers, depending on classification, will have a more stable and predictable schedule.
- Establishes the groundwork for a member-driven, Labor –Management Committee where union-represented employees can meet regularly with top management to foster better direct communications and address issues of importance in the workplace.

This tentative agreement will provide us with the secure future we deserve.