



# YRCW Side By Side

Item	Initial Company Proposal	Tentative Agreement
1 Term	Extended from March 31, 2015 until March 31, 2019	Same
2 Wages	Lumps in 2014 and 2015	Same
	\$.40 in 2016, 17, 18	<b>Modified: All current employees get the wage increases.</b>
	No increases for non-CDL	<b>Withdrawn</b>
3 Health and Welfare Contributions	Jan 2015 \$.35; Aug 2015 \$.50; Aug 2016 \$1.00; 2017 \$1.00; 2018 \$1.00	Same
4 Pension Contributions	25% of 2009 rate; H&W overages in 2016-2018 can be redirected to funds	Same
5 Profit Sharing	YRC OR; Regional OR	<b>Modified: Profit sharing bonuses will <u>not</u> be subject to the 15% reduction.</b>
6 Attendance Policy	Western Policy becomes National Policy	<b>Modified: All affected employees start with a clean record.</b>
7 Paid Vacation	Reduction from 45 to 40 hours; and 1/58 to 1/52	<b>Modified: beginning in 2017 gain half back and all back in 2018.</b>
8 Reduced Vacation	Reduced vacation by one week for employees with three or more weeks.	<b>Withdrawn</b>
9 Direct Deposit	Mandatory direct deposit	Same
10 New Hire Non-CDL Rate	\$16 non-CDL rate for new hires; 85% start with CDL progression.	<b>Modified: \$18 top rate with \$14 start and 4 year \$1 progression.</b>
11 Purchased Transportation	Less protection than ABF language	<b>Modified: Tailored more narrowly, includes protections from layoff, various red circles by name and number, earning protections added.</b>
12 Utility Employee	Establish a utility employee at end of the line service centers	<b>Withdrawn</b>
13 Service Area	Allows subcontracting in low density lanes	<b>Modified: Establishes conditions for subcontracting; includes protection from layoffs.</b>
14 Equality of Sacrifice	Carries equality of sacrifice provision from 2011 MOU	Same
15 Work Preservation		<b>New: Company cannot purchase another union or non-union company without TNFINC approval (addresses ABF).</b>
16 Compliance		<b>New: Carries over compliance provision from 2011 MOU</b>
17 Access to Financial Records		<b>New: Carries over access to financial records provision from 2011 MOU.</b>
18 Effective Date	The Proposed Agreement and the changes set forth in that proposal would take effect upon a favorable ratification vote and a successful refinancing by the Company, whichever occurs later.	Same. Retains TNFINC certification.