



## HIGHLIGHTS IN THE TENTATIVE AGREEMENT COVERING USF REDDAWAY

The following are some of the improvements in the Tentative Agreement:

### ECONOMIC HIGHLIGHTS

- \$2.05 in wage increases or 5.125 cents per mile over two years for the vast majority of workers including a \$1.00 wage increase effective (retroactive to) April 1, 2019. Included in that amount is a \$0.25 per hour increase effective October 1, 2019, as the so-called "Safety Bonus" is eliminated at the end of September and now becomes a permanent part of the wage and mileage rate.
- Significant increases for full-time dock only, clerical, maintenance employees, janitors and porters retroactive to April 1, 2019.
- Restoration of the week of vacation that was given up in 2015 (in other words, employees otherwise entitled to four or five weeks) effective April 1, 2019 through March 31, 2020 on one's anniversary date. Eligible employees can take the restored week in a cash payment if so desired.
- Elimination of the outdated "Tier based" terminal wage system contained in the Western Agreement.
- Premium for triples and Rocky Mountain doubles is increased by 50% to 3 cents per mile.
- Establishes an entry rate "wage floor" of 80% of full-time wages for freight handlers and part-time clerical employees plus significant increases.
- Ensures that mechanics in certain locations get all the benefits of newly enacted prevailing wage laws in addition to negotiated increases.
- Improved language for becoming eligible for holiday pay.
- Improved and updated bereavement leave language to reflect a longer period of time for services or celebrations of life to take place.
- An increase in driver subsistence pay.
- Protection of health and welfare benefits. Up to \$0.50 per hour increases each year for Northwest Funds. The

company agreed to provide the WTWT with fixed guaranteed amounts to maintain benefits.

- If applicable, 401(k) contribution increases on par with any increases YRC Freight Teamsters receive in the West.
- Enhanced vacation benefits and cash out options for employees in the military who are called up to active duty.
- Increased moving expenses payable in the event of a change of operations.

### LANGUAGE HIGHLIGHTS

- Elimination of the MOU structure and a return to a normal contract structure.
- Elimination of the MOU subcommittee and a return to the traditional grievance committee system.
- New language totally prohibiting the installation of inward-facing cameras in trucks for any purposes.
- New language prohibiting the company from operating "driverless trucks, drones or remotely operated vehicles to move freight over public roads."
- Improved purchased transportation language with additional line driver protections.
- Creation of new freight handler positions at terminals that previously were CDL-only thereby allowing drivers with CDLs to actually drive.
- Improved card-check and neutrality language to allow local unions to organize unorganized workers at locations or operations of the company which are not yet organized or fully organized (all classifications).
- Protections against injured employees being forced to perform modified duty if the employee has been prescribed medications that prevent the employee from driving a vehicle or where the treating physician certifies that the employee cannot drive to and from work.