



HIGHLIGHTS of the National and **CENTRAL/SOUTHERN** SUPPLEMENT Provisions of the NMATA Tentative Agreement

February 16, 2017

HEALTH CARE

Agreement protects health care into 2021. Employers have agreed to maintain existing TeamCare C-6 and all other health care plans covered under this agreement with NO employee premium cost share!! (This was the #1 concern of members, to protect these benefits during times of skyrocketing premiums and the uncertainty of health care coverage in this nation.) The agreement assures that the NMATA employers maintain the best health and welfare plans and highest pension contributions for Teamsters in the country.

PENSION

Employers have agreed to maintain required contributions into all pension plans covered under this agreement into 2021.

WAGES

If approved, there will be a back-pay settlement of \$1,600.00 for all classifications to cover the period that has elapsed since the expiration of the 2011-15 agreement.

INITIAL WAGE SUMMARY:

The increases within approximately 60 days of ratification totaled up will be as follows:

- \$1,600.00 back-pay settlement
- \$0.60 per hour (includes drivers, yard and office)
- \$0.80 per hour for garage
- 2.0 cents per running mile
- 2.4% increase for full and frozen rate pay miles
- 6.0% increase on Article 22 running mile rate
- 2.4% flat/zone/shuttle/incentive or other wage rates; (includes tool allowance and all other monetary items in the Supplements including skid drops)
- DRIVEAWAY 4% on all pay items.

1) General Wage Increases:

- a) Effective first payroll period after ratification:
 - \$0.30 per hour (includes drivers, yard and office)
 - \$0.40 per hour for garage
 - 1.0 cent per running mile
 - 1.2% increase for full and frozen rate pay miles
 - 3.0% increase on Article 22 running mile rate
 - 1.2% flat/zone/shuttle/incentive or other wage rates; (includes tool allowance and all other monetary

items in the Supplements including skid drops)
2.0% increase on all pay items (Driveaway Classification)

- b) Effective June 1, 2017:
 - \$0.30 per hour (includes drivers, yard and office)
 - \$0.40 per hour for garage
 - 1.0 cent per running mile
 - 1.2% increase for full and frozen rate pay miles
 - 3.0% increase on Article 22 running mile rate
 - 1.2% flat/zone/shuttle/incentive or other wage rates; (includes tool allowance and all other monetary items in the Supplements including skid drops)
 - 2.0% increase on all pay items (Driveaway Classification)
- c) Effective June 1, 2018:
 - \$0.30 per hour (includes drivers, yard and office)
 - \$0.40 per hour for garage
 - 1.0 cent per running mile
 - 1.2% increase for full and frozen rate pay miles
 - 3.0% increase on Article 22 running mile rate
 - 1.2% flat/zone/shuttle/incentive or other wage rates; (includes tool allowance and all other monetary items in the Supplements including skid drops)
 - 2.0% increase on all pay items (Driveaway Classification)
- d) Effective June 1, 2019:
 - \$0.35 per hour (includes drivers, yard and office)
 - \$0.40 per hour for garage
 - 1.0 cent per running mile
 - 1.4% increase for full and frozen rate pay miles
 - 3.0% increase on Article 22 running mile rate
 - 1.4% flat/zone/shuttle/incentive or other wage rates; (includes tool allowance and all other monetary items in the Supplements including skid drops)
 - 2.0% increase on all pay items (Driveaway Classification)
- e) Effective June 1, 2020:
 - \$0.45 per hour (includes drivers, yard and office)



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- \$0.50 per hour for garage
- 2.0 cents per running mile
- 1.8% increase for full and frozen rate pay miles
- 3.0% increase on Article 22 running mile rate
- 1.8% flat/zone/shuttle/incentive or other wage rates; (includes tool allowance and all other monetary items in the Supplements including skid drops)
- 2.0% increase on all pay items (Driveaway Classification)

For complete details please go to
<https://teamster.org/carhaul-2017>

NEW BUSINESS

For the first time New Business rates are increased at a greater percentage than other rates. During 2017 "New Business" rates will be increased by 6% and then by 3% in each of the following years.

COST OF LIVING ADJUSTMENTS (COLA)

We have maintained the best COLA language, now improved to include "Running Mile" and "New Business" previously excluded, but now included!

VACATION CHANGE

For locations that did not have a local agreement regarding the utilization of vacation one-day at a time, the Union has successfully negotiated that the language of the 2011-2015 NMATA Western Supplemental Agreement, Article 42, Section 9 of Common Clauses regarding utilizing vacations one-day-at-a-time be inserted into all supplements.

The above language shall not supersede current local agreements. The minimum number of weeks needed under Article 50, Section 3 (b) (1) of the Eastern Area Supplemental Agreement shall be reduced from three (3) weeks to two (2) weeks.

PAYROLL

Employees will now be paid weekly with Direct Deposit.

CARGO DAMAGE

The following explains the major improvements negotiated in this area.

In the Central & Southern Areas Art. 40 Rule 4(d) is improved as;

Major cargo damage resulting from proven careless handling or neglect. NOTE: To be considered major damage, the loss must exceed \$3500.00 (an increase from \$2,000.00) excluding the loss of sale.

This is a significant improvement with increasing repair costs, under this change Employers can no longer add in the cost of "Loss of Sale." (Additional cost when manufacturer designates a damage vehicle is repaired and sent to auction). This cost can be as high as 15% of the sticker price.

UNION FIGHTS BACK, REJECTS ATTEMPTED TAKEAWAYS

Following the rejection of the last tentative agreement, TNATINC made changes by **rejecting** several employer proposals regarding Art. 33 & Art. 48 and maintained contractual status quo in those specific areas such as;

- 1) Art. 33 Work Preservation Agreement: TNATINC **rejected** employers' proposed changes and maintained language from 2011-2015 agreement, with the exception of improving the language to tie up each Jack Cooper operating and logistics company to its "ultimate" corporate parent.
- 2) Art. 48 regarding layoffs and 20% rule, TNATINC **rejected** employers' proposed change and maintained language from 2011-2015 agreement.
- 3) Art. 48 Sec. 3(c) regarding a driver going into a foreign terminal for a backhaul being forced away, TNATINC **rejected** employers' proposed change and maintained language from 2011-2015 agreement.

FOR A COMPLETE SUMMARY OF CHANGES PLEASE GO TO <https://teamster.org/carhaul-2017>