



QUESTIONS AND ANSWERS about the NMATA Tentative Agreement for members under the **CENTRAL/SOUTHERN SUPPLEMENT**

February 16, 2017

- Q. The Teamsters National Carhaul Committee has secured wage increases and a commitment in writing to maintain health, welfare and pension benefits and standards for the foreseeable future. What's the latest status of our benefit package?**

*We know our members place a very high value on maintaining good benefits for their families. Unfortunately, we learned that the major funds across the country would need **twice the dollar amount** in increases required to maintain benefits this round of bargaining. As a result, the economic package was pressured like never before. Carhauling is one of the most dangerous jobs in the trucking industry and its workers need the best health care and retirement benefits possible. This agreement's health care and retirement benefits are as strong as those seen in any Master Agreement. We need to protect both pension benefits and health care especially now that the ACA (Affordable Care Act) is under attack in Congress.*

- Q. It's taken some time to reach a new tentative agreement for us. What's been the issue and when will we get to vote?**

*Each of the employers under this master contract is in a different financial and operational position in the industry. We've done that with this tentative settlement. It preserves the integrity of the National Master Automobile Transporters Agreement (NMATA) for years to come and addresses the members' concerns for their long-term job security. **Monetarily, we are convinced we have squeezed every penny we can out of the Employer Group that is possible.** Ballots are scheduled to be mailed on or about March 10 and are scheduled to be counted on or about March 30. This will allow enough time for local unions to hold meetings with members to review the tentative agreement.*

- Q. The proposed agreement, especially evident in the Central/Southern Supplement, removes some items that were debated in the last tentative agreement. What are they?**

*The last Truckaway tentative agreement (TA) allowed for sending a driver "away" once a week under limited, short-haul conditions. And the new TA **eliminates** that proposed language. We also heard objections to changing the language on the 20 percent limit on dispatches in areas where there are layoffs. That proposed change has been **dropped** and we've gone back to the existing language and practice. Eliminating those two items from the last tentative agreement should clear up most of the questions we heard from drivers during our recent Local Union meetings.*

- Q. In this new tentative agreement under the Central Southern Supplement Art. 40 Rule 4 (d) nearly doubles the threshold for an employer to claim a driver caused "major damage" to a vehicle, an offense that often results in discharge. What is the change?**

The employers fought this change during bargaining. The \$2,000 threshold had been in place since 2003 and was outdated based on contemporary vehicle and repair costs. The Union has reached an agreement now that moves that threshold to \$3,500 per unit in the Central/Southern area, excluding "loss of sale" which means when a vehicle ultimately gets repaired and sent to auction, the monetary value of the "loss of sale" (compared to an undamaged new vehicle) can't be added to the repair bill to get to \$3,500. It's a big win for our drivers.

- Q. The tentative agreement for Driveaway is broken out from the Truckaway, Yard and Office settlements. Why has Driveaway been presented separately this time?**

Driveaway, the hauling of decked sets of new tractors across the US and Canada, is roughly 10 percent of the NMATA membership and has always had its own separate contract sections. Over the past two NMATAs, the economics of the Driveaway industry has changed and moved away from the traditional carhaul side so the parties feel this presentation and TA better addresses the needs of the workers in this distinct sector of trucking. If you are a Driveaway sector Teamster, please read your Supplemental sections carefully and separately to fully understand how the new tentative agreement impacts you. While many of the benefits are the same for all NMATA Teamsters, there are unique issues facing the drivers and yardmen who deck and haul new Class 7 & 8 tractors and this new format recognizes that reality.