



Questions and Answers

- Q. It appears the Teamsters National Committee was able to secure wage increases and maintain health & welfare and pension benefits and standards, the latter being a sticking point during talks according to some. What's the status of the benefit package?**

The Union listened to our car haulers who spoke out at meetings and answered the national surveys. We know our members place a very high value on maintaining good benefits for their families. Unfortunately, we learned that the major funds would need twice the dollar amount in increases required last time so it pressured the overall economic package like never before. Carhauling is one of the toughest 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 in previous agreements, which is a major achievement given the tough stance companies make today.

- Q. This tentative agreement has traditional wage and mileage increases including loading and unloading pay as we've come to expect over the years. It's different than what we voted on last year, isn't it?**

The Union heard the message from drivers that new types of pay formulas, even if they would eliminate "new business" rates, were not going to work. Over time, we rechecked the math of the employers and lost confidence in their previously proposed pay models, so we have returned to a traditional structure of pay. Upon review of their finances, we felt it was important to lock down the best economic package we could for as long as possible. This includes a back-pay settlement and an immediate wage increase if ratified plus annual increases on par with previous settlements each year through 2020. All "new business" (Art 22) rates will see 3% increases annually to raise them up even faster.

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

Each of the employers under contract is in a different financial and operational position in the industry yet the Union Committee is challenged to come up with one settlement that meets the needs of all. Moreover, it must preserve the members' job security, the status of the unionized sector and the integrity of the historic NMATA. After hitting a wall with NATLD over monetary issues in April, we assembled a team of Teamster in-house experts as well as independent CPAs and legal counsel to visit with and assess each individual employer over the past few months. What's come out of that process is this five-year tentative agreement. We believe we have squeezed every penny we can out of the Employer Group that is possible at this time. Ballots are scheduled to be mailed on or about August 22 and are scheduled to be counted on or about September 15. This will allow local unions to hold meetings with members to review the tentative agreement.



Q. The proposed agreement, especially in the Central Southern Supplement, has some items in it from the previously rejected TA. Why are they still there?

The Union confirmed through negotiations that our largest employers are struggling to provide service options and standards that the non-union competition routinely offers every day to the same OEMs. In our opinion, what remains in the TA are the minimum changes necessary to give our remaining carhaul employers a fighting chance of survival over the next several years. For example, in exchange for allowing some flexibility in sending a driver “away” once under very limited, short-haul conditions (and only after the load has already gone through the board), the Union maintained status quo on equalization of loads and virtually every other area the companies sought to change. The Open Board driver language has been much improved through recent negotiations. It is now a strictly voluntary, temporary position that will be bid and handled locally and capped at 10% of a terminal’s weekly roster. The pay has been improved and loads also have to be offered first and “clear” the existing terminal seniority roster before they can be assigned to a VOB (no cherry-picking). The Union has also retained the right to fully audit VOB dispatch data, records, and practices, with the option to terminate the program through the grievance procedure if it’s being abused or harming traditional drivers. Simply put, today’s operating environment demands some modest but new approaches if we are to keep our union market share from sliding further.

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% 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 we hope this new format spells the changes out more clearly for you.