



Non-Economic Highlights of the ABF Tentative Agreement

The following are non-economic highlights of the ABF NMFA tentative agreement.

Significantly Improved “Purchased Transportation” Language:

All road drivers as of the date of ratification will be “red-circled” by name and afforded protection against layoff directly caused by purchased transportation and entitled to run-around compensation. Additionally, the company will “back-fill” the “number” of people who are entitled to red-circled protection on a 1 for 2 basis. Specifically, for every two red-circled people that retire or otherwise leave employment, one non-red circled person will be given red circle protection. Furthermore, the red circle protections were clarified to include every person who is on the seniority list as of ratification for single line seniority locations, even if they are not currently a road driver, and who bid into a road driving job at some point in the future. Also, the overall amount of purchased transportation the company is allowed to use in any given year was reduced from 6 percent of its total miles to 5 percent and the new tentative agreement will also require all PT carriers to “sign-in/sign-out” when entering or leaving an ABF service center. Lastly, minimum weekly and monthly road driver wage protections in Article 29 were updated for those instances where the loss of work or layoff was due to an Intermodal Change of Operations that forced the re-domiciling of road drivers.

Equipment and Safety Improvements:

- An increase in maximum tractor speed up to 65 MPH.
- Forklifts purchased after the date of ratification will include seat suspension (spring type suspension underneath the seat), incline adjusters and a way to slide the seat backwards and forward.
- Trailer jockeys or hostling tractors newly assigned to the specified southern and southwestern states (including Southern California) after March 31, 2018 will be equipped with air conditioning and will be maintained in proper operating condition throughout the year.

- New forklifts for use in the U-Pack operations purchased after ratification will be all-terrain forklifts and have flashing strobe light and all flatbeds are to be equipped with four (4) orange cones.
- All equipment purchased, ordered, and/or introduced to the Pickup and Delivery operations will be equipped with air-conditioning and will be maintained in proper operating condition throughout the year rather than just during summer months.

Miscellaneous Other Improvements:

- The union was able to have the dubious term “dishonesty” removed from Article 26, Section 3 (video evidence) and replaced with specific acts of document falsification as a cause for discharge.
- New language prohibits the company from scheduling employees for modified duty who have been prescribed medications by a doctor where such medications prevent them from driving to and from work or where the treating physician certifies that the injury itself prevents the employee from driving to and from work.
- As uniforms are replaced after ratification, they will have an American flag placed on the left shoulder. In addition, during the period May 1 through September 30, employees will be allowed to wear appropriate Employer approved polo shirts in addition to shorts.
- An employee unable to pass the CDL examination will be allowed to take a leave of absence from driving for a period not to exceed two years without loss of seniority, and will be given work opportunities. The employee will be given work opportunities ahead of casuals to perform on-CDL required job functions. Such employee shall be allowed to claim any open non-CDL bid his/her seniority will allow. This bidding provision shall not apply to combination facilities with the exception of locations that have an established practice or agreement providing for disqualified employees to bid on non-CDL positions.