



ANSWERS TO COMMONLY ASKED QUESTIONS ABOUT THE NATIONAL CARHAUL TENTATIVE AGREEMENT

Q. Regarding the Voluntary Open Board (VOB) under operational changes, what protections do we have to prevent the employer from taking advantage of us?

A. This issue was discussed at length during negotiations, with the union making it clear that it would not tolerate abuses. Drivers cannot be forced onto the VOB. So, the union insisted that once dispatched, VOB drivers have to keep moving. Additionally, we made it clear that drivers cannot pull more than two loads out of any one terminal per tour. These safeguards were put in place to make sure drivers are not simply dispatched to another terminal to work their board for a week. The union will closely monitor these drivers to make sure the dispatch abides by the NMATA.

Q. What is the significance of the elimination of Article 22 in the agreement?

A. By eliminating Article 22, it means there are no more "competitive" or "new business rates." It means that all backhauls (regardless of length) will pay \$1.10 per loaded mile at first, with increases in subsequent years. This will include all traffic headed in the direction of a driver's home terminal. Other pay items that may be in a "competitive" or Local Riders are subject to negotiations at that level. For drivers, it means no more back of the envelope calculations to try to determine what you earned for the week. All pay rates are known in advance.

Q. I can earn \$50 a day for loading pay, but under the new mileage pay system I lose that. Why should I support the new mileage pay system?

A. It is true that some drivers earn significant loading and unloading pay, under the new pay system it is incorporated into the new blended rates. This new system will improve a driver's loaded mile vs. empty mile ratio, and eliminating the reduced pay rate of "New Business" will improve a driver's compensation. Plus, the new system looked at how to improve an average driver's weekly compensation while driving similar trips as currently offered from terminals all over each carrier's system. Under the new mileage pay system it is true there will be some individual trips that may pay slightly less but the majority are increased and total weekly compensation is increased, especially when considering the elimination of the reduced "New Business" rate. The committee feels strongly that the majority of drivers will like the new system and it also helps strengthen the unionized carhaul companies, which means that all Teamster carhaulers will have more job security.

Q. Is it true that the tentative agreement provides for direct deposit?

A. Yes, it is true. Believe it or not, many terminals and locations are still not on direct deposit. The new agreement has all employees enrolling in direct deposit or being paid through a debit card if no bank account can be established. In addition, all employees will be paid weekly as part of this change.