

# XPO Continues to Delay, Impede Contract Negotiations Nationwide

The Teamsters Union has worked hard to negotiate contracts for our co-workers who have formed their union in six locations, including here in Trenton, but XPO continues to delay and impede bargaining.

XPO Logistics' HR Director, Paul Frayer, claims to be the chief negotiator, but he's also the chief union buster for XPO. While many issues have TAs (tentative agreements), many have not. See the list below.

We, the workers in Trenton, support our union. We have played by the rules and XPO has not. We want a contract. We want the company to bargain and get Frayer to the table to negotiate a contract.

## TENTATIVE AGREEMENTS IN TRENTON

Preamble	Discharge or Suspension
Recognition	Safety
Successorship/Transfer of Company Title	Pay Day/Pay Checks
Severability and Savings Clause	Bulletin Boards
Stewards	Union Activities
Seniority	Company Rules
Grievance Procedure	Paid for Time
Loss or Damage	Restrooms and Breakroom
Surety Bonds	Rain Gear, Gloves and Yard Lights
Uniforms	Commercial Vehicle Safety
Passengers	Arbitration
Fair Days Work/Fair Days Pay	Probationary Period
Non-Discrimination	Temporary Assignments
Military Clause	Temporary Reduction & Layoffs
Substance Abuse	Holidays
Bargaining Unit Work	Bereavement
Visitation	Jury Duty



For more information about our campaign to form our union with the Teamsters, call   
Visit our Facebook page: **XPO Exposed**; or [www.teamster.org/exposed](http://www.teamster.org/exposed);  
To receive text messages, text "IBTXPO" to **86466**; Call the XPO Teamsters workers' hotline: **(855) 974-4180**.