


NMATA Employers / TNATINC

COVID-19 MEMORANDUM OF UNDERSTANDING (MOU)

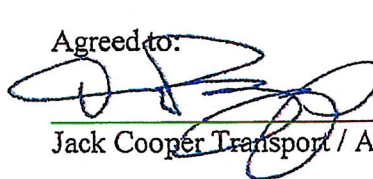
- 1) **Duration:** Up to a maximum of 30 days from the signing of the agreement or the National emergency and/or Statewide emergency is lifted whichever is sooner (Example; National emergency is lifted but Statewide is still in effect, then the location(s) in that state would still be covered by this MOU). Should the National / Statewide emergency extend past the term of this agreement, it may be extended by mutual agreement between the parties
- 2) **Paid Leave for those directly impacted:**
 - a) An Employee that is diagnosed with COVID-19 or is required by a Public Health official, Doctor or NMATA Carrier to quarantine.
 - b) An Employee's immediate family member or person that resides in the same household is diagnosed with COVID-19 who is required to quarantine by a recognized Public Health Official, or Medical Doctor.
 - c) Such Employee must provide proof of diagnosis or requirement to quarantine by an entity listed in (a) above.
 - d) Only Employees qualified by (a) or (b) above will be eligible for paid leave under this MOU.
 - e) Pay for employees covered by (a) or (b) shall be as follows; 8 hours per workday, 5 days per week, up to a maximum of 2 weeks.
 - f) H&W and Pension contributions will be made as a required by the supplement for these hours.
 - g) If an employee self-quarantines (other than (a) or (b)), uses paid time off (PTO) and is later diagnosed with COVID-19, the company will re-populate the PTO up to the limits provided for in (e) above.
 - h) If an employee requires additional time beyond the provisions of (e) the employee may use accrued PTO as provided under the NMATA irrespective of language in the contract that might require advanced scheduling.
- 3) **Attendance** – Any employee directly impacted by the COVID-19 virus pandemic and misses work as set forth above including absences due to school closings caused by COVID-19 for childcare purposes will not have those days counted as an attendance violation.


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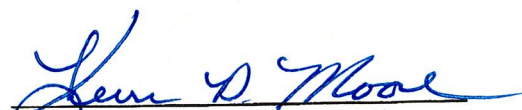
4) **Dispatch** – In an effort to protect all employees, to comply with emergency protocols for social distancing and continue to service the customer during this pandemic, it is necessary to adopt procedures to minimize the risk of transmission of COVID-19. In accordance the recommended practices regarding social distancing it is necessary to amend dispatch practices during this National / Statewide emergency. The Employers and TNATINC shall agree to utilize dispatches by phone, tablet or other methods to promote social distancing. It is agreed that each of the Employers will adhere to seniority dispatch, first in first out, or other means as provided in individual local riders where possible. The Employers shall maintain records of such dispatch of loads and runs to allow TNATINC to examine such records for compliance with the conditions of this MOU.

5) **Re-evaluation** – The parties agree that the COVID-19 pandemic is unprecedented, and many additional issues may arise as time goes on. This could include additional Government mandates, executive orders and legislative action. If through legislation or changes to H&W plans provide an additional or greater benefit than provided by this MOU, those enhancements or changes shall be incorporated into this agreement. The parties will communicate on a go forward basis and pursue further agreements as needed to protect the employees covered by the NMATA during this pandemic.

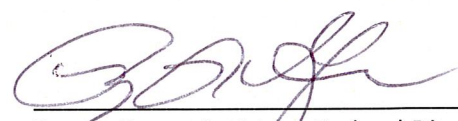
Agreed to:

 T. M. Riggs/CEO
Jack Cooper Transport / Auto Handling

Date: 3-21-20


Teamsters National Automobile
Transporters Industry Negotiating
Committee (TNATINC)

Date: 3/21/2020


Roy R. Gross, Assistant Carhaul Director
Date: 3/21/2020



Notice to all Terminal Employees:

In response to the COVID-19 pandemic, Jack Cooper has made the decision to extend healthcare coverage for two weeks for all employees who go on lay-off between now and April 15, 2020. We hope COVID-19 will not continue to disrupt our nation for any longer than this. However, we will reevaluate and extend this temporary measure if necessary at that time.

We are glad we were able to do this for our employees and hope this eases the burden on you and your family during these stressful times. We have notified and discussed this temporary change with National Carhaul Director, Kevin Moore, and Assistant Carhaul Director, Roy Gross. We appreciate their hard work behind the scenes on behalf of our employees.

Sincerely,

Katie Helton
Chief Human Resources Officer
Jack Cooper Investments, Inc.
khelton@jackcooper.com

CC: All Local Unions



Cassens Transport Company
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Edwardsville, IL 62025
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March 22, 2020

Last Friday, out of concern for our employees and their families, our customers and logistics partners, and for the communities in which we live and operate, Cassens made the momentous decision to suspend operations until March 30th to do our part to contain the spread of the COVID-19 virus. We realize the critical impact our decision has on our workforce, but we feel it to be in the best interests of us all.

During this time of national and global health crisis, it is vitally important to us that our employees and their families continue to receive the excellent health care benefits we currently provide.

We have voluntarily chosen to extend health care benefits for all employees affected by our decision for the next two weeks. We will continue to re-evaluate this on a weekly basis.

We hope to return to operations as our customers return to manufacturing production. Working together as a nation, we can contain this virus and return to normal as quickly as possible.

We appreciate your understanding and loyalty, and we hope everyone stays safe and well as we prepare to return to work.

Lisa M. Shashek
President/CEO