

**USF REDDAWAY INC. /
TEAMSTERS NATIONAL FREIGHT INDUSTRY NEGOTIATING COMMITTEE**

**Adoption of the Yellow National Master Freight Agreement
Tentative Agreement**

This agreement is entered into by and between USF Reddaway Inc. (“Reddaway” or the “Company”) and the Teamsters National Freight Industry Negotiating Committee, on behalf of applicable Teamster Local Unions, (the “Union”) concerning the adoption and application of the 2019-2024 National Master Freight Agreement and Western Region and Joint Council 7 Supplements currently applicable to the Yellow companies (the “Yellow NMFA”).

1. **Adoption of Yellow NMFA**: Effective April 1, 2021, Reddaway agrees to, and adopts as its own, the Yellow NMFA in its entirety and in accordance with the clarifications and understandings contained in this Agreement.
2. **Equalization with Yellow NMFA Economic Terms**: The parties recognize that in some instances, the wages, benefits and other economic terms in place at Reddaway as of March 31, 2021 may differ from those in place under the Yellow NMFA. Those differences shall be eliminated in accordance with this Section 2. No current Reddaway employee shall suffer a reduction in wages or benefits as a result of this Agreement.

a. Wage & Mileage Rates

Effective April 1, 2021, wage and mileage rates at the Employer’s facilities covered by this Agreement shall be increased to match those at the corresponding YRC Freight facility in the same applicable supplement depending on location (e.g., Joint Council, Western States). Those rates then shall be subject to the following general increases for all regular employees, consistent with the Yellow NMFA:

Effective Dates	Hourly	Mileage
Oct 1 2021	\$.35 per hour	.875¢ per mile
2022	\$.80 per hour	2.00¢ per mile
2023	\$.80 per hour	2.00¢ per mile
TOTAL:	\$ 1.95 per hour	4.875¢ per mile

Annual rate increases in 2022 and 2023 shall be split equally between April 1 and October 1 each year (e.g., \$.40 per hour / 1.00¢ per mile April 1, 2022 and \$.40 per hour / 1.00¢ per mile October 1, 2022).

The top rate for clerical employees, non-CDL dock employees, maintenance employees, janitors, and porters hired after February 7, 2014 shall be increased effective April 1, 2021, subject to the following progression:

Effective First Day of Employment:	\$18.00 per hour
Effective First Day Plus One (1) Year:	\$19.00 per hour
Effective First Day Plus Two (2) Years:	\$20.00 per hour

These rates shall increase by an additional \$.25 per hour effective April 1 of 2022 and 2023. These rates do not apply to shop mechanics and employees in Non-CDL driving positions.

Reddaway employees currently at a rate higher than the corresponding YRC Freight facility shall remain at that rate until the applicable Yellow NMFA rate is increased to that level.

b. Ancillary Pay & Premiums

Effective April 1, 2021, linehaul fueling pay shall be increased from .25hr to .5hr.

Effective April 1, 2021, the triples premium shall be increased from \$.03/mile to \$.04/mile.

c. Holidays

Effective April 1, 2021, employees shall be afforded the following additional holidays: birthday, anniversary, and two (2) personal holidays. Birthday and anniversary holidays in 2021 shall apply for those birthdays and anniversaries occurring on or after April 1, 2021.

d. Vacations

Vacation schedules for Reddaway employees shall be equalized with those under the Yellow NMFA, beginning with vacation anniversary dates occurring on or after April 1, 2021.

e. Health and Welfare Benefits

The Employer shall continue to contribute to the same Health and Welfare Funds it was contributing to as of March 31, 2021 at the same levels of coverage and rates then in effect, subject to the following clarifications:

- Effective January 1, 2022, the Company shall increase contributions to the Western Teamsters Welfare Trust by \$169.80 per month for retiree medical coverage.
- Effective January 1, 2022, Employees in Local 70's jurisdiction shall move into the East Bay Drayage Fund (which includes retiree medical coverage) at the same rate in effect for applicable YRC Freight employees.

For the Western Teamsters Welfare Trust the following contribution rate increases shall apply in accordance with the Yellow NMFA:

August 1, 2021	\$.45 per hour
August 1, 2022	\$.50 per hour
August 1, 2023	\$.50 per hour

For all other Health Benefit Funds, the Employer shall increase its contribution by up to \$0.50 per hour (or weekly/monthly equivalent) per year in accordance with the Yellow NMFA:

January 1, 2022	\$.50 per hour
January 1, 2023	\$.50 per hour
January 1, 2024	\$.50 per hour

f. Retirement Contributions

The Employer shall continue to make contributions to the Teamsters-National 401(k) Savings Plan under the terms/conditions consistent with the Yellow NMFA. Effective April 1, 2021, no Reddaway employee eligible for 401(k) contributions under the Yellow NMFA shall receive less than \$2.1650 per hour as a 401(k) contribution. Contribution rates shall be increased annually by the same amount as for employees covered by the Western States Supplement. Reddaway employees currently receiving more than \$2.1650 per hour shall remain at that rate until the applicable Yellow NMFA rate is increased to that level.

3. **Changes of Operations:** Any and all changes of operations shall be processed and handled through the Change of Operations process outlined in the Yellow NMFA. Reddaway shall not, however, be party to any transaction or change of operations that has the effect of taking any work or operations that is covered by the Yellow NMFA and transferring such work or operation to Reddaway operations outside the NMFA.
4. **Grievance Procedure:** Any and all grievances shall be processed and handled through the processes set forth in the NMFA. However, Reddaway’s existing grievance procedure for the Northwest and the West (outside of Joint Council 7) shall continue to apply for all steps up to and including the Joint Review Committee. Deadlocks at the Joint Review Committee level shall be submitted to the Joint Western Area Committee (“JWAC”) for further processing in accordance with the Yellow NMFA.
5. **Employer Equipment:** The requirements set forth in Article 16, Section 6 of the Yellow NMFA (Equipment Requirements) shall apply for Reddaway equipment ordered after ratification of this Agreement.
6. **Purchased Transportation:** Reddaway may continue to use purchased transportation in the same manner it did under its stand-alone agreement (and subject to the same restrictions therein) provided:
 - a. Reddaway shall not use purchased transportation to avoid hiring employees. Purchased transportation usage shall be engineered to the fullest extent possible to

minimize its use and to maximize the use of bargaining unit employees.

- b. Reddaway's annual use of purchased transportation shall not exceed twenty percent (20%) of its total road miles, as historically calculated for YRC Freight and Holland under the Yellow NMFA.
- c. Protection for extra board drivers domiciled at origin terminals from which purchased transportation is dispatched shall be improved and replaced with the following:

Extra board drivers domiciled at that location who are not dispatched in a day shall be offered shuttle or other similar hourly-paid driving work opportunities. In no event, however, shall that extra board driver receive less than the equivalent of pay for four hundred (400) miles for the day provided he or she accepts the shuttle or other similar hourly-paid work offered.

- d. TNFINC in its sole discretion may limit or discontinue the use of purchased transportation in any geographic area where it deems appropriate upon thirty (30) days written notice to Reddaway. TNFINC also shall have sole discretion to temporarily increase the percentage limitation outlined above in response to Acts of God, significant business opportunities that would benefit the bargaining unit, and other extraordinary circumstances.

7. **Special Joint Committee:** If there is a dispute or issue concerning this Agreement or whether Reddaway is permitted to maintain a certain work rule, operational practice, or other item unique to Reddaway, a Special Joint Committee of Union and Company representatives shall meet to address the matter prior to submission to the grievance procedure. The Special Joint Committee shall have an equal number of representatives from each side. The Western Region Freight Coordinator and his designee shall serve as the Union appointed members and two (2) Company designees shall serve as the Company appointees on the Committee. The Special Joint Committee shall have full authority to issue a final and binding decision on the issue. If the Special Joint Committee deadlocks or is otherwise unable to resolve the dispute or issue, the matter shall proceed to the JWAC and be handled through the normal NMFA grievance procedure. This Special Joint Committee shall cease to exist one (1) year from the date of ratification, unless extended by mutual agreement in writing.

FOR TNFINC

FOR REDDAWAY

Ernie Soehl
National Freight Director

John Croslin
USF Reddaway

Bob Paffenroth
Western Region Coordinator