



## 2021 Teamsters Local 701 and XPO Logistics Contract Summary

The collective bargaining agreement that XPO Logistics workers in Trenton, New Jersey ratified on July 17, 2021 includes many improvements for a first contract.

This is not the end of the fight. This contract provides an important foundation to prevent backsliding. Going forward we will continue to push for better wages, improved health care, more secure retirement, and improved working conditions.

Article by Article:

Article	Title	Description
1	<b>Preamble</b>	Names contract parties.
2	<b>Recognition</b>	XPO recognizes Union as representative of the workers for collective bargaining.
3	<b>Scope and Application</b>	Contract as sole agreement between parties.
4	<b>Severability and Savings Clause</b>	Protects contract from legal challenges or changes.
5	<b>Union Shop and Check-off</b>	Strengthens bargaining power through system for membership and dues collection to fund enforcement and bargaining of this and future contracts.
6	<b>Non-Discrimination</b>	Reduces to writing policy and the law to protect against discrimination. Able to challenge violations.
7	<b>Bargaining Unit Work</b>	Defines work and limits the amount of work a non-bargaining unit person may perform.
8	<b>Probationary Period</b>	Establishes a period before new hires are fully protected by the contract.
9	<b>Temporary Assignments</b>	Ensures proper compensation and protects pay in the event of a temporary assignment.
10	<b>Seniority</b>	Defines seniority and its application in the workplace.
11	<b>Temporary Reduction &amp; Layoffs</b>	Protects bargaining unit in the event of temporary reduction and layoffs and defines process and recall.

12	<b>Stewards</b>	Company must allow Stewards to do their job representing the best interests of bargaining unit members.
13	<b>Job Selection Process</b>	Protects and spells out job selection process.
14	<b>Line Haul FAC Order of Dispatch Procedure</b>	Defines process and procedure to follow and reduces to writing.
15	<b>Driver Trainer</b>	Defines work assignment and protects driver-trainer compensation.
16	<b>Workday and Work Week</b>	Defines working times OT after 8  (Wage increases):  May 30, 2021...\$.93/hour January 1, 2022...\$.40/hour June 1, 2022...\$.29/hour  Eligible for 2021 incentive bonus, payable March 2022  Road Rates improved by like % increases.
17	<b>Pay Day / Pay Checks</b>	Protects and defines pay process and procedures.
18	<b>Fair Days Work / Fair Days Pay</b>	Protects and defines principle of fairness surrounding bargaining unit work.
19	<b>Paid for Time</b>	Protects and defines 30-minute meal breaks and rest breaks.
20	<b>Holidays</b>	Protects and defines (9) holidays, process and compensation. Includes new Diversity Day Holiday.
21	<b>Retirement</b>	Protects RSP for those hired prior to 2009. Rolls over PSP into new XPO 401(k) with higher match.
22	<b>Health &amp; Welfare</b>	Company health care, now in writing, no punitive application.
23	<b>Paid Time Off (PTO)</b>	Protects and defines PTO.
24	<b>Bereavement</b>	Expanded to accommodate various family situations and pay.
25	<b>Jury Duty</b>	Defines and protects absence for Jury Duty and pay.
26	<b>Union Leave</b>	Protect bargaining-unit employees who represent bargaining unit at union meetings or conferences.
27	<b>Family Medical Leave</b>	Protects and defines policy for FMLA, family bonding and pregnancy care. Allows for unpaid FMLA leave to save prescheduled vacation time.

28	<b>Work Related Disability / Comp Claims</b>	Protects seniority in the event of a work-related injury, illness or accident. Defines process and procedure.
29	<b>Substance Abuse</b>	Defines and protects a substance abuse policy and process.
30	<b>Examinations</b>	Defines and protects examinations, and associated procedure.
31	<b>Discipline and Discharge</b>	Protects bargaining-unit members from unreasonable discipline or discharge with "just cause" provisions.
32	<b>Attendance</b>	Defines and protects reasonable attendance policy and process.
33	<b>Grievance Procedure</b>	Grievance procedure protects bargaining unit members and provides avenue to adjudicate company contract violations.
34	<b>Arbitration</b>	Unresolved grievances are resolved by an impartial arbitrator that is final and binding.
35	<b>Management Rights</b>	Defines company rights under the agreement.
36	<b>Company Rules</b>	Defines and reduces rules to writing. Company must notify union of rule changes and allows for challenge.
37	<b>Safety</b>	Defines and protects safety process and procedures.
38	<b>Safety Credit and Safety Strike Criteria</b>	Defines and reduces to writing. Company must notify union of changes to safety credit and safety strike policy and practices.
39	<b>Safety Review Board - Side Letter</b>	No safety review board process application to bargaining unit.
40	<b>Technology Changes</b>	Protects bargaining-unit employees from constant surveillance. Grievance procedure and "just cause" protection for technology-related discipline or discharge.
41	<b>Rain Gear, Gloves, and Yard Lights</b>	Defines and protects the procedures for bargaining-unit members. Company provides Hazmat training.
42	<b>Subcontracting</b>	Defines and gives bargaining unit a voice in subcontracting issues and use. Protects use to eliminate jobs.
43	<b>Commercial Vehicle Safety</b>	Defines and protects policies and procedures regarding safety and accident reporting.
44	<b>Maintenance of Standards</b>	Company must maintain standards currently in place covering amenities and supplies.
45	<b>Loss or Damage</b>	Protects bargaining-unit members from work-related loss or damage being charged to them.

<b>46</b>	<b>Agreements with Employees</b>	Company may not enter into a separate contract with a bargaining-unit employee that conflicts with the contract.
<b>47</b>	<b>Surety Bonds</b>	Defines and protects bargaining-unit members.
<b>48</b>	<b>Uniforms</b>	Defines and protects policy on company uniforms reducing all to writing. Provided without cost.
<b>49</b>	<b>Passengers</b>	Defines and reduces policy to writing.
<b>50</b>	<b>Visitation</b>	Gives union representatives rights of access to visit property to represent bargaining unit members.
<b>51</b>	<b>Military Clause</b>	Defines and protects policy regarding military service and procedures and benefits around it.
<b>52</b>	<b>Change of Operations</b>	Protects bargaining-unit work, transfer of work, offer of work and the right to follow work. Process and procedure.
<b>53</b>	<b>Bulletin Boards</b>	Provides union bulletin board.
<b>54</b>	<b>Union Activities</b>	Defines protection for union representation on site.
<b>55</b>	<b>Restrooms and Breakroom</b>	Defines and protects restrooms, breakrooms, cleanliness, accessibility.
<b>56</b>	<b>No Strike / No Lockout</b>	Defines and protects bargaining-unit members rights under the law.
<b>57</b>	<b>Successorship / Transfer of Company Title</b>	Defines and protects the contract and bargaining-unit members in case of sale or other transactions.
<b>58</b>	<b>Duration</b>	Expires 5/31/2023 with written notice.
<b>MOU</b>	<b>Attendance</b>	Reset all disciplinary points regarding attendance to 0. Clean attendance slate on 7/25.