



# 2025 TEAMSTERS NATIONAL AUTOMOBILE TRANSPORTERS AGREEMENT (NMATA) HIGHLIGHTS

## **NATIONAL MASTER AGREEMENT**

### **WAGES:**

- Year One: 2.5%
- Year Two: 2.5%
- Year Three: 3.0%
- Year Four: 4.0% (Uncapped COLA)
- Year Five: 4.0 % (Uncapped COLA)

16% total wage increase over five years.

### **HEALTH & WELFARE**

- Pension and health care remain fully protected
- Teamsters health care remains fully funded by employers
- The Central and Southern States Pension Fund is in its strongest position in years.

### **ARTICLE 10, SECTION 5: SICK LEAVE**

- Enhances sick leave to be at or above local sick leave laws

### **ARTICLE 22:**

- For the first time since its inception, Article 22, "New Business," will have an end date. Current "New Business" rates will expire at the end of the contract and going forward newly acquired "New Business" will have a five-year expiration date.

### **ARTICLE 23: COST-OF-LIVING ADJUSTMENTS (COLA)**

Beginning on September 1, 2028, the \$0.50 per hour cap on cost-of-living increases will be lifted for COLA calculations.

### **ARTICLE 33: WORK PRESERVATION**

- Enhanced and strengthened work preservation protections

## **CENTRAL SOUTHERN SUPPLEMENT**

### **ARTICLE 40: UNIFORM RULES AND REGULATIONS**

- Company must meet higher bar to pursue accident as "major chargeable."

### **ARTICLE 41: EXAMINATION AND IDENTIFICATION FEES**

- Worker may choose their own state-certified DOT doctor at their expense.

### **ARTICLE 48, SECTION 1(A): TERMINAL ASSIGNMENTS**

- Company can no longer force drivers away from their home terminal when deadheading to a foreign terminal for work on a single trip basis.

### **ARTICLE 55, SECTION 2: PAY SHORTAGES**

- Closed loophole for missing paychecks

## **CENTRAL SOUTHERN SUPPLEMENT - TRUCKAWAY**

### **ARTICLE 59, SECTION 11: RETURN TRANSPORTATION FOR TRUCKAWAY DRIVERS**

- Return vehicle transportation paid at hourly rate when drivers share ride.

### **ARTICLE 59, SECTION 9: MILEAGE GUARANTEE**

- Guarantee increases from 50% to 60% of miles traveled at the regular rate of multi-leg trips.



## 2025 TEAMSTERS NATIONAL AUTOMOBILE TRANSPORTERS AGREEMENT (NMATA) HIGHLIGHTS *(continued)*

### ARTICLE 62, SECTION 1: OWNER-OPERATORS

- Any new owner-operators acquired, hired, or organized shall enter immediate negotiations.

### CENTRAL SOUTHERN SUPPLEMENT - LOCAL

#### ARTICLE 65, SECTION 3: COMPENSABLE DAYS AND OVERTIME

- For employees working a four-day, 10-hour schedule, compensable days off and lay off days will now count toward the calculation required for premium pay.
- 4x10-hour shifts now guaranteed to count as compensable days, just like 5x8s. Counts toward overtime and time-and-a-half.

### CENTRAL SOUTHERN SUPPLEMENT - GARAGE

#### ARTICLE 72, SECTION 7: DAY OFF

- Minimum of one shop person can be off provided at least three mechanics are on the shift.

#### ARTICLE 73, SECTION 11: TOOL ALLOWANCE

- Increased annual tool allowance by \$250 (25%) to \$1,250

### CENTRAL SOUTHERN SUPPLEMENT - DRIVEAWAY

#### ARTICLE 82, NEW SECTION B ESTIMATED TIME OF ARRIVAL (ETA)

- Establishes a uniform ETA standard to eliminate disputes between employers and drivers
- ETA will be calculated at 500 miles per day, plus one additional day for undecking units.
  - Example (a): 1,8000 – 2,000 miles = 4 days*

*+ 1 undecking day (5 days total).*

- Example 9b0: 2,001 – 2,449 miles = 5 days + 1 undecking day (6 days total).*

- Drivers expected to travel same day after delivery when applicable. Article 88, Section 2 provisions apply.

#### ARTICLE 87, SECTION 4: 21-5 DRIVER PROVISION

- Originally applied to drivers who lived 200 miles or more from their home terminal
- Now includes drivers within 199 miles of their terminal
- Participation remains voluntary

#### ARTICLE 88, SECTION 2: DELAY PAY PROTECTIONS

- Protects drivers from lost pay due to log infractions
- Company must issue payment within three days of written notice if pay is withheld.
- Failure to comply requires payment of 8 hours per day until corrected

#### ARTICLE 95, SECTION 13: DRIVEAWAY HOURLY RATES

- Increased in line with truckaway hourly increases, totaling \$5.40 over five years

#### ARTICLE 95, SECTION 5: RESTART PAY

- Establishes a 10-hour rate of pay for drivers forced onto a 34-hour restart
- Does not apply to 21-5 drivers

### EASTERN SUPPLEMENT

#### ARTICLE 51: HOLIDAYS:

- All workers in the East now get equal holidays.