

Tentatively Agreed to Chillicothe, OH - Sept 1, 2025 Pay Rates

Rate Increase*

2.5%

*Backhaul rates are increased by \$0.01 per mile before applying the percentage increases.

Hourly Increase*

\$

0.79

*Regular/base hourly rates increased by the same amount as Article 61, Section 11 Wage Rates.

DRIVER PAY RATES

Daily Guarantee 8 hours

Regular Mileage Rates			
Miles	1-500	500-800	800 +
Singles	\$0.76504	\$0.73497	\$0.70881
Two-Way	\$0.77811	\$0.73692	\$0.71077
Three-Way	\$0.79120	\$0.75105	\$0.72515
Four-Way	\$0.80428	\$0.75784	\$0.73169
Five-Way	\$0.86616	\$0.81884	\$0.78878

Backhaul Rates (Frozen Mileage Rates) - increased by \$0.01 per mile before applying % increase			
Miles	1-500	500-800	800 +
Singles	\$0.71088	\$0.68083	\$0.65468
Two-Way	\$0.72397	\$0.68279	\$0.65664
Three-Way	\$0.73705	\$0.69717	\$0.67101
Four-Way	\$0.75012	\$0.70370	\$0.67756
Five-Way	\$0.79732	\$0.74999	\$0.71992

Pool Rates (Pool Mileage Rates)	
	All Miles
Singles	\$0.72409
Two-Way	\$0.72607
Three-Way	\$0.74046
Four-Way	\$0.74701
Five-Way	\$0.76006

Pool Rates Back Hauls (Round Robin Mileage Rates)	
	All Miles
Singles	\$0.66998
Two-Way	\$0.67194
Three-Way	\$0.67978
Four-Way	\$0.69285
Five-Way	\$0.70592

Loads over 80 feet \$0.03903 per mile to the first drop
Over Weight \$0.03903 per mile when lead truck is 20,000 lbs

Hourly Driver Wages \$29.58 hourly rates increased by the same amount as the NMATA Central-Southern agreement
Light Duty \$25.14 (85% of regular hourly pay)
Retraining \$14.79 (50% of regular hourly pay)

Undecking: Two-Way \$54.86 Three-Way \$95.20 Four-way \$135.81

Pool Undecking: Two-Way \$61.15 Three-Way \$106.08 Four-way \$151.43 Five-Way \$187.09

Undecking FES: \$15.62 additional per FES saddle on load
Undecking using manual hoist or any slipper load in 96+ degrees or 17 degrees or less weather \$59.16 (additional 2 hours pay)

Split Delivery (Drop Pay) \$8.69 \$17.38 \$26.07 \$34.76 \$43.45
Fueling (per fuel stop) 1 Stop \$7.40 2 Stops \$14.80 3 Stops \$22.20 4 Stops \$29.60 5 Stops \$37.00 6 Stops \$44.40
DEF Additive \$3.91 \$7.82 \$11.73 \$15.64 \$19.55 \$23.46
Border Crossing \$7.40 per trip that crosses the US/CAN border
Electronic Compliance \$7.50 per trip for utilization of electronic devices

Rental car singles backhaul rate per Article 87, Section 2

Subsistence (SubPay) \$40.00
Daily Meal Allowance \$35.00

YARD PAY RATES

	Regular	OT	DT	<u>Decking Incentive</u>
Yard Wages	\$29.75	\$44.63	\$59.50	✓ Quota is 5 trucks per person.
Yard lead Pay	\$30.75	\$46.13	\$61.50	✓ Each DFES up until the quota is met will pay \$21.15 divided among the decking line.
Yard Night	\$30.00	\$45.00	\$60.00	✓ After quota is met, each additional unit decked will pay \$51.66 divided among the decking line.
Yard Night Lead	\$31.00	\$46.50	\$62.00	✓ Line may leave early when 6 trucks per person is reached.
Light Duty	\$25.29	(85% of regular hourly pay)		
Retraining	\$14.88	(50% of regular hourly pay)		

OFFICE PAY RATES

Office Regular \$27.27 OT \$40.91 DT \$54.54

Tentatively Agreed to Chillicothe, OH - Sept 1, 2026 Pay Rates

Rate Increase: 2.5%
Hourly Increase* \$ 0.81 *Regular/base hourly rates increased by the same amount as Article 61, Section 11 Wage Rates.

DRIVER PAY RATES

Daily Guarantee 8 hours

Regular Mileage Rates			
Miles	1-500	500-800	800 +
Singles	\$0.78417	\$0.75334	\$0.72653
Two-Way	\$0.79756	\$0.75534	\$0.72854
Three-Way	\$0.81098	\$0.76983	\$0.74328
Four-Way	\$0.82439	\$0.77679	\$0.74998
Five-Way	\$0.88781	\$0.83931	\$0.80850

Backhaul Rates (Frozen Mileage Rates)			
Miles	1-500	500-800	800 +
Singles	\$0.72865	\$0.69785	\$0.67105
Two-Way	\$0.74207	\$0.69986	\$0.67306
Three-Way	\$0.75548	\$0.71460	\$0.68779
Four-Way	\$0.76887	\$0.72129	\$0.69450
Five-Way	\$0.81725	\$0.76874	\$0.73792

Pool Rates (Pool Mileage Rates)	
	All Miles
Singles	\$0.74219
Two-Way	\$0.74422
Three-Way	\$0.75897
Four-Way	\$0.76569
Five-Way	\$0.77906

Pool Rates Back Hauls (Round Robin Mileage Rates)	
	All Miles
Singles	\$0.68673
Two-Way	\$0.68874
Three-Way	\$0.69677
Four-Way	\$0.71017
Five-Way	\$0.72357

Loads over 80 feet \$0.04001 per mile to the first drop
 Over Weight \$0.04001 per mile when lead truck is 20,000 lbs

Hourly Driver Wages \$30.39 hourly rates increased by the same amount as the NMATA Central-Southern agreement
 Light Duty \$25.83 (85% of regular hourly pay)
 Retraining \$15.20 (50% of regular hourly pay)

Undecking: Two-Way \$56.23 Three-Way \$97.58 Four-way \$139.21

Pool Undecking: Two-Way \$62.68 Three-Way \$108.73 Four-way \$155.22 Five-Way \$191.77

Undecking FES: \$16.01 additional per FES saddle on load
 Undecking using manual hoist or any slipper load in 96+ degrees or 17 degrees or less weather \$60.78 (additional 2 hours pay)

Split Delivery (Drop Pay)	\$8.91	\$17.82	\$26.73	\$35.64	\$44.55	
	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$7.60	\$15.20	\$22.80	\$30.40	\$38.00	\$45.60
DEF Additive	\$4.01	\$8.02	\$12.03	\$16.04	\$20.05	\$24.06
Border Crossing	\$7.60	per trip that crosses the US/CAN border				
Electronic Compliance	\$7.50	per trip for utilization of electronic devices				

Rental car singles backhaul rate per Article 87, Section 2

Subsistence (SubPay) \$40.00
 Daily Meal Allowance \$35.88

YARD PAY RATES

	Regular	OT	DT
Yard Wages	\$30.56	\$45.84	\$61.12
Yard lead Pay	\$31.56	\$47.34	\$63.12
Yard Night	\$30.81	\$46.22	\$61.62
Yard Night Lead	\$31.81	\$47.72	\$63.62
Light Duty	\$25.98	(85% of regular hourly pay)	
Retraining	\$15.28	(50% of regular hourly pay)	

OFFICE PAY RATES

	Regular	OT	DT
Office	\$28.08	\$42.12	\$56.16

Tentatively Agreed to Chillicothe, OH - Sept 1, 2027 Pay Rates

Rate Increase: **3.0%**
 Hourly Increase* \$ **1.00** *Regular/base hourly rates increased by the same amount as Article 61, Section 11 Wage Rates.

DRIVER PAY RATES

Daily Guarantee 8 hours

Regular Mileage Rates			
Miles	1-500	500-800	800 +
Singles	\$0.80770	\$0.77594	\$0.74833
Two-Way	\$0.82149	\$0.77800	\$0.75040
Three-Way	\$0.83531	\$0.79292	\$0.76558
Four-Way	\$0.84912	\$0.80009	\$0.77248
Five-Way	\$0.91444	\$0.86449	\$0.83276

Backhaul Rates (Frozen Mileage Rates)			
Miles	1-500	500-800	800 +
Singles	\$0.75051	\$0.71879	\$0.69118
Two-Way	\$0.76433	\$0.72086	\$0.69325
Three-Way	\$0.77814	\$0.73604	\$0.70842
Four-Way	\$0.79194	\$0.74293	\$0.71534
Five-Way	\$0.84177	\$0.79180	\$0.76006

Pool Rates (Pool Mileage Rates)	
	All Miles
Singles	\$0.76446
Two-Way	\$0.76655
Three-Way	\$0.78174
Four-Way	\$0.78866
Five-Way	\$0.80243

Pool Rates Back Hauls (Round Robin Mileage Rates)	
	All Miles
Singles	\$0.70733
Two-Way	\$0.70940
Three-Way	\$0.71767
Four-Way	\$0.73148
Five-Way	\$0.74528

Loads over 80 feet \$0.04121 per mile to the first drop
 Over Weight \$0.04121 per mile when lead truck is 20,000 lbs

Hourly Driver Wages \$31.39 hourly rates increased by the same amount as the NMATA Central-Southern agreement
 Light Duty \$26.68 (85% of regular hourly pay)
 Retraining \$15.70 (50% of regular hourly pay)

Undecking: Two-Way \$57.92 Three-Way \$100.51 Four-way \$143.39

Pool Undecking: Two-Way \$64.56 Three-Way \$111.99 Four-way \$159.88 Five-Way \$197.52

Undecking FES: \$16.49 additional per FES saddle on load
 Undecking using manual hoist or any slipper load in 96+ degrees or 17 degrees or less weather \$62.78 (additional 2 hours pay)

Split Delivery (Drop Pay) \$9.18 \$18.36 \$27.54 \$36.72 \$45.90
 1 Stop 2 Stops 3 Stops 4 Stops 5 Stops 6 Stops
 Fueling (per fuel stop) \$7.85 \$15.70 \$23.55 \$31.40 \$39.25 \$47.10
 DEF Additive \$4.13 \$8.26 \$12.39 \$16.52 \$20.65 \$24.78
 Border Crossing \$7.85 per trip that crosses the US/CAN border
 Electronic Compliance \$7.50 per trip for utilization of electronic devices

Rental car singles backhaul rate per Article 87, Section 2

Subsistence (SubPay) \$40.00
 Daily Meal Allowance \$36.96

YARD PAY RATES

	Regular	OT	DT
Yard Wages	\$31.56	\$47.34	\$63.12
Yard lead Pay	\$32.56	\$48.84	\$65.12
Yard Night	\$31.81	\$47.72	\$63.62
Yard Night Lead	\$32.81	\$49.22	\$65.62
Light Duty	\$26.83	(85% of regular hourly pay)	
Retraining	\$15.78	(50% of regular hourly pay)	

OFFICE PAY RATES

	Regular	OT	DT
Office	\$29.08	\$43.62	\$58.16

Tentatively Agreed to Chillicothe, OH - Sept 1, 2028 Pay Rates

Rate Increase: **4.0%**
 Hourly Increase* \$ **1.37** *Regular/base hourly rates increased by the same amount as Article 61, Section 11 Wage Rates.

DRIVER PAY RATES

Daily Guarantee 8 hours

Regular Mileage Rates			
Miles	1-500	500-800	800 +
Singles	\$0.84001	\$0.80698	\$0.77826
Two-Way	\$0.85435	\$0.80912	\$0.78042
Three-Way	\$0.86872	\$0.82464	\$0.79620
Four-Way	\$0.88308	\$0.83209	\$0.80338
Five-Way	\$0.95102	\$0.89907	\$0.86607

Backhaul Rates (Frozen Mileage Rates)			
Miles	1-500	500-800	800 +
Singles	\$0.78053	\$0.74754	\$0.71883
Two-Way	\$0.79490	\$0.74969	\$0.72098
Three-Way	\$0.80927	\$0.76548	\$0.73676
Four-Way	\$0.82362	\$0.77265	\$0.74395
Five-Way	\$0.87544	\$0.82347	\$0.79046

Pool Rates (Pool Mileage Rates)	
	All Miles
Singles	\$0.79504
Two-Way	\$0.79721
Three-Way	\$0.81301
Four-Way	\$0.82021
Five-Way	\$0.83453

Pool Rates Back Hauls (Round Robin Mileage Rates)	
	All Miles
Singles	\$0.73562
Two-Way	\$0.73778
Three-Way	\$0.74638
Four-Way	\$0.76074
Five-Way	\$0.77509

Loads over 80 feet \$0.04286 per mile to the first drop
 Over Weight \$0.04286 per mile when lead truck is 20,000 lbs

Hourly Driver Wages \$32.76 hourly rates increased by the same amount as the NMATA Central-Southern agreement
 Light Duty \$27.85 (85% of regular hourly pay)
 Retraining \$16.38 (50% of regular hourly pay)

Undecking: Two-Way \$60.24 Three-Way \$104.53 Four-way \$149.13

Pool Undecking: Two-Way \$67.14 Three-Way \$116.47 Four-way \$166.28 Five-Way \$205.42

Undecking FES: \$17.15 additional per FES saddle on load
 Undecking using manual hoist or any slipper load in 96+ degrees or 17 degrees or less weather \$65.52 (additional 2 hours pay)

Split Delivery (Drop Pay) \$9.55 \$19.10 \$28.65 \$38.20 \$47.75
 1 Stop 2 Stops 3 Stops 4 Stops 5 Stops 6 Stops
 Fueling (per fuel stop) \$8.19 \$16.38 \$24.57 \$32.76 \$40.95 \$49.14
 DEF Additive \$4.30 \$8.60 \$12.90 \$17.20 \$21.50 \$25.80
 Border Crossing \$8.19 per trip that crosses the US/CAN border
 Electronic Compliance \$7.50 per trip for utilization of electronic devices

Rental car singles backhaul rate per Article 87, Section 2

Subsistence (SubPay) \$40.00
 Daily Meal Allowance \$38.44

YARD PAY RATES

	Regular	OT	DT
Yard Wages	\$32.93	\$49.40	\$65.86
Yard lead Pay	\$33.93	\$50.90	\$67.86
Yard Night	\$33.18	\$49.77	\$66.36
Yard Night Lead	\$34.18	\$51.27	\$68.36
Light Duty	\$27.99	(85% of regular hourly pay)	
Retraining	\$16.47	(50% of regular hourly pay)	

OFFICE PAY RATES

	Regular	OT	DT
Office	\$30.45	\$45.68	\$60.90

Tentatively Agreed to Chillicothe, OH - Sept 1, 2029 Pay Rates

Rate Increase: 4.0%
Hourly Increase* \$ 1.43 *Regular/base hourly rates increased by the same amount as Article 61, Section 11 Wage Rates.

DRIVER PAY RATES

Daily Guarantee 8 hours

Regular Mileage Rates			
Miles	1-500	500-800	800 +
Singles	\$0.87361	\$0.83926	\$0.80939
Two-Way	\$0.88852	\$0.84148	\$0.81164
Three-Way	\$0.90347	\$0.85763	\$0.82805
Four-Way	\$0.91840	\$0.86537	\$0.83552
Five-Way	\$0.98906	\$0.93503	\$0.90071

Backhaul Rates (Frozen Mileage Rates)			
Miles	1-500	500-800	800 +
Singles	\$0.81175	\$0.77744	\$0.74758
Two-Way	\$0.82670	\$0.77968	\$0.74982
Three-Way	\$0.84164	\$0.79610	\$0.76623
Four-Way	\$0.85656	\$0.80356	\$0.77371
Five-Way	\$0.91046	\$0.85641	\$0.82208

Pool Rates (Pool Mileage Rates)	
	All Miles
Singles	\$0.82684
Two-Way	\$0.82910
Three-Way	\$0.84553
Four-Way	\$0.85302
Five-Way	\$0.86791

Pool Rates Back Hauls (Round Robin Mileage Rates)	
	All Miles
Singles	\$0.76504
Two-Way	\$0.76729
Three-Way	\$0.77624
Four-Way	\$0.79117
Five-Way	\$0.80609

Loads over 80 feet \$0.04457 per mile to the first drop
 Over Weight \$0.04457 per mile when lead truck is 20,000 lbs

Hourly Driver Wages \$34.19 hourly rates increased by the same amount as the NMATA Central-Southern agreement
 Light Duty \$29.06 (85% of regular hourly pay)
 Retraining \$17.10 (50% of regular hourly pay)

Undecking: Two-Way \$62.65 Three-Way \$108.71 Four-way \$155.10

Pool Undecking: Two-Way \$69.83 Three-Way \$121.13 Four-way \$172.93 Five-Way \$213.64

Undecking FES: \$17.84 additional per FES saddle on load
 Undecking using manual hoist or any slipper load in 96+ degrees or 17 degrees or less weather \$68.38 (additional 2 hours pay)

Split Delivery (Drop Pay)	\$9.93	\$19.86	\$29.79	\$39.72	\$49.65	
	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$8.55	\$17.10	\$25.65	\$34.20	\$42.75	\$51.30
DEF Additive	\$4.47	\$8.94	\$13.41	\$17.88	\$22.35	\$26.82
Border Crossing	\$8.55	per trip that crosses the US/CAN border				
Electronic Compliance	\$7.50	per trip for utilization of electronic devices				

Rental car singles backhaul rate per Article 87, Section 2

Subsistence (SubPay) \$40.00
 Daily Meal Allowance \$39.98

YARD PAY RATES

	Regular	OT	DT
Yard Wages	\$34.36	\$51.54	\$68.72
Yard lead Pay	\$35.36	\$53.04	\$70.72
Yard Night	\$34.61	\$51.92	\$69.22
Yard Night Lead	\$35.61	\$53.42	\$71.22
Light Duty	\$29.21	(85% of regular hourly pay)	
Retraining	\$17.18	(50% of regular hourly pay)	

OFFICE PAY RATES

	Regular	OT	DT
Office	\$31.88	\$47.82	\$63.76