

Tentatively Agreed to Denton, TX - 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 Rate)						
Miles	1-100	101-200	201-400	401-600	601-800	800 +
Singles	\$0.77025	\$0.76701	\$0.75720	\$0.75392	\$0.75066	\$0.65651
Two-Way	\$0.77025	\$0.76701	\$0.76373	\$0.76048	\$0.75720	\$0.66305
Three-Way	\$0.82241	\$0.81881	\$0.81520	\$0.81164	\$0.80802	\$0.70445
Four-Way	\$0.84065	\$0.83696	\$0.83322	\$0.82954	\$0.82581	\$0.71896
Five-Way	\$0.84065	\$0.83696	\$0.83322	\$0.82954	\$0.82581	\$0.71896

Backhaul Rates (Frozen Mileage Rate)						
Miles	1-100	101-200	201-400	401-600	601-800	800 +
Singles	\$0.71613	\$0.71285	\$0.70306	\$0.69978	\$0.69652	\$0.60237
Two-Way	\$0.71613	\$0.71285	\$0.70958	\$0.70631	\$0.70306	\$0.60890
Three-Way	\$0.76826	\$0.76466	\$0.76106	\$0.75749	\$0.75388	\$0.65032
Four-Way	\$0.78651	\$0.78279	\$0.77909	\$0.77539	\$0.77166	\$0.66484
Five-Way	\$0.78651	\$0.78279	\$0.77909	\$0.77539	\$0.77166	\$0.66484

Pool Rates (Pool Mileage Rate)	
	All Miles
Singles	\$0.72411
Two-Way	\$0.72609
Three-Way	\$0.74046
Four-Way	\$0.74701
Five-Way	\$0.76005

Pool Rates Back Hauls (Round Robin Mileage Rate)	
	All Miles
Singles	\$0.66998
Two-Way	\$0.67194
Three-Way	\$0.67977
Four-Way	\$0.69285
Five-Way	\$0.70591

Deadhead Mileage \$0.72411

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 \$29.19 (Used for Dallas Trips)

Light Duty \$24.81 (85% of regular hourly pay)

Retraining \$14.60 (50% of regular hourly pay)

Undecking:	Two-Way	Three-Way	Four-way	Five-Way
	\$54.35	\$97.60	\$132.74	\$132.74

Pool Undecking:	Two-Way	Three-Way	Four-way	Five-Way
	\$61.15	\$106.08	\$151.43	\$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 \$58.38 (additional 2 hours pay)

Split Delivery (Drop Pay)	\$8.82	\$17.64	\$26.46	\$35.28	\$44.10
---------------------------	--------	---------	---------	---------	---------

	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$7.30	\$14.60	\$21.90	\$29.20	\$36.50	\$43.80
DEF Additive	\$3.91	\$7.82	\$11.73	\$15.64	\$19.55	\$23.46
Border Crossing	\$7.30	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
Yard Wages	\$29.15	\$43.73	\$58.30
Yard lead Pay	\$30.15	\$45.23	\$60.30
Yard Night	\$29.40	\$44.10	\$58.80
Yard Night Lead	\$30.40	\$45.60	\$60.80
Light Duty	\$24.78	(85% of regular hourly pay)	
Retraining	\$14.58	(50% of regular hourly pay)	

Decking Incentive

- ✓ Quotas: 6 man line = 40 trucks decked
5 man line = 33 trucks decked
4 man line = 27 trucks decked
DFES line = 12 trucks decked
- ✓ Deckers are paid 10 hours (8 hours regular pay and 2 hours OT) once quota is met.

OFFICE PAY RATES

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

Tentatively Agreed to Denton, TX - 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 Rate)						
Miles	1-100	101-200	201-400	401-600	601-800	800 +
Singles	\$0.78951	\$0.78619	\$0.77613	\$0.77277	\$0.76943	\$0.67292
Two-Way	\$0.78951	\$0.78619	\$0.78282	\$0.77949	\$0.77613	\$0.67963
Three-Way	\$0.84297	\$0.83928	\$0.83558	\$0.83193	\$0.82822	\$0.72206
Four-Way	\$0.86167	\$0.85788	\$0.85405	\$0.85028	\$0.84646	\$0.73693
Five-Way	\$0.86167	\$0.85788	\$0.85405	\$0.85028	\$0.84646	\$0.73693

Backhaul Rates (Frozen Mileage Rate)						
Miles	1-100	101-200	201-400	401-600	601-800	800 +
Singles	\$0.73403	\$0.73067	\$0.72064	\$0.71727	\$0.71393	\$0.61743
Two-Way	\$0.73403	\$0.73067	\$0.72732	\$0.72397	\$0.72064	\$0.62412
Three-Way	\$0.78747	\$0.78378	\$0.78009	\$0.77643	\$0.77273	\$0.66658
Four-Way	\$0.80617	\$0.80236	\$0.79857	\$0.79477	\$0.79095	\$0.68146
Five-Way	\$0.80617	\$0.80236	\$0.79857	\$0.79477	\$0.79095	\$0.68146

Pool Rates (Pool Mileage Rate)	
	All Miles
Singles	\$0.74221
Two-Way	\$0.74424
Three-Way	\$0.75897
Four-Way	\$0.76569
Five-Way	\$0.77905

Pool Rates Back Hauls (Round Robin Mileage Rate)	
	All Miles
Singles	\$0.68673
Two-Way	\$0.68874
Three-Way	\$0.69676
Four-Way	\$0.71017
Five-Way	\$0.72356

Deadhead Mileage \$0.74221

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 \$30.00 (Used for Dallas Trips)

Light Duty \$25.50 (85% of regular hourly pay)

Retraining \$15.00 (50% of regular hourly pay)

Undecking:	Two-Way	Three-Way	Four-way	Five-Way
	\$55.71	\$100.04	\$136.06	\$136.06

Pool Undecking:	Two-Way	Three-Way	Four-way	Five-Way
	\$62.68	\$108.73	\$155.22	\$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 \$60.00 (additional 2 hours pay)

Split Delivery (Drop Pay)	\$9.04	\$18.08	\$27.12	\$36.16	\$45.20
---------------------------	--------	---------	---------	---------	---------

	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$7.50	\$15.00	\$22.50	\$30.00	\$37.50	\$45.00
DEF Additive	\$4.01	\$8.02	\$12.03	\$16.04	\$20.05	\$24.06
Border Crossing	\$7.50	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	\$29.96	\$44.94	\$59.92
Yard lead Pay	\$30.96	\$46.44	\$61.92
Yard Night	\$30.21	\$45.32	\$60.42
Yard Night Lead	\$31.21	\$46.82	\$62.42
Light Duty	\$25.47	(85% of regular hourly pay)	
Retraining	\$14.98	(50% of regular hourly pay)	

Decking Incentive

- ✓ Quotas: 6 man line = 40 trucks decked
5 man line = 33 trucks decked
4 man line = 27 trucks decked
DFES line = 12 trucks decked
- ✓ Deckers are paid 10 hours (8 hours regular pay and 2 hours OT) once quota is met.

OFFICE PAY RATES

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

Tentatively Agreed to Denton, TX - 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 Rate)						
Miles	1-100	101-200	201-400	401-600	601-800	800 +
Singles	\$0.81320	\$0.80978	\$0.79941	\$0.79595	\$0.79251	\$0.69311
Two-Way	\$0.81320	\$0.80978	\$0.80630	\$0.80287	\$0.79941	\$0.70002
Three-Way	\$0.86826	\$0.86446	\$0.86065	\$0.85689	\$0.85307	\$0.74372
Four-Way	\$0.88752	\$0.88362	\$0.87967	\$0.87579	\$0.87185	\$0.75904
Five-Way	\$0.88752	\$0.88362	\$0.87967	\$0.87579	\$0.87185	\$0.75904

Backhaul Rates (Frozen Mileage Rate)						
Miles	1-100	101-200	201-400	401-600	601-800	800 +
Singles	\$0.75605	\$0.75259	\$0.74226	\$0.73879	\$0.73535	\$0.63595
Two-Way	\$0.75605	\$0.75259	\$0.74914	\$0.74569	\$0.74226	\$0.64284
Three-Way	\$0.81109	\$0.80729	\$0.80349	\$0.79972	\$0.79591	\$0.68658
Four-Way	\$0.83036	\$0.82643	\$0.82253	\$0.81861	\$0.81468	\$0.70190
Five-Way	\$0.83036	\$0.82643	\$0.82253	\$0.81861	\$0.81468	\$0.70190

Pool Rates (Pool Mileage Rate)	
	All Miles
Singles	\$0.76448
Two-Way	\$0.76657
Three-Way	\$0.78174
Four-Way	\$0.78866
Five-Way	\$0.80242

Pool Rates Back Hauls (Round Robin Mileage Rate)	
	All Miles
Singles	\$0.70733
Two-Way	\$0.70940
Three-Way	\$0.71766
Four-Way	\$0.73148
Five-Way	\$0.74527

Deadhead Mileage \$0.76448

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 \$31.00 (Used for Dallas Trips)

Light Duty \$26.35 (85% of regular hourly pay)

Retraining \$15.50 (50% of regular hourly pay)

Undecking:	Two-Way	Three-Way	Four-way	Five-Way
	\$57.38	\$103.04	\$140.14	\$140.14

Pool Undecking:	Two-Way	Three-Way	Four-way	Five-Way
	\$64.56	\$111.99	\$159.88	\$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 \$62.00 (additional 2 hours pay)

Split Delivery (Drop Pay)	\$9.31	\$18.62	\$27.93	\$37.24	\$46.55
---------------------------	--------	---------	---------	---------	---------

	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$7.75	\$15.50	\$23.25	\$31.00	\$38.75	\$46.50
DEF Additive	\$4.13	\$8.26	\$12.39	\$16.52	\$20.65	\$24.78
Border Crossing	\$7.75	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	\$30.96	\$46.44	\$61.92
Yard lead Pay	\$31.96	\$47.94	\$63.92
Yard Night	\$31.21	\$46.82	\$62.42
Yard Night Lead	\$32.21	\$48.32	\$64.42
Light Duty	\$26.32	(85% of regular hourly pay)	
Retraining	\$15.48	(50% of regular hourly pay)	

Decking Incentive

- ✓ Quotas: 6 man line = 40 trucks decked
5 man line = 33 trucks decked
4 man line = 27 trucks decked
DFES line = 12 trucks decked
- ✓ Deckers are paid 10 hours (8 hours regular pay and 2 hours OT) once quota is met.

OFFICE PAY RATES

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

Tentatively Agreed to Denton, TX - 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 Rate)						
Miles	1-100	101-200	201-400	401-600	601-800	800 +
Singles	\$0.84573	\$0.84217	\$0.83139	\$0.82779	\$0.82421	\$0.72083
Two-Way	\$0.84573	\$0.84217	\$0.83855	\$0.83498	\$0.83139	\$0.72802
Three-Way	\$0.90299	\$0.89904	\$0.89508	\$0.89117	\$0.88719	\$0.77347
Four-Way	\$0.92302	\$0.91896	\$0.91486	\$0.91082	\$0.90672	\$0.78940
Five-Way	\$0.92302	\$0.91896	\$0.91486	\$0.91082	\$0.90672	\$0.78940

Backhaul Rates (Frozen Mileage Rate)						
Miles	1-100	101-200	201-400	401-600	601-800	800 +
Singles	\$0.78629	\$0.78269	\$0.77195	\$0.76834	\$0.76476	\$0.66139
Two-Way	\$0.78629	\$0.78269	\$0.77911	\$0.77552	\$0.77195	\$0.66855
Three-Way	\$0.84353	\$0.83958	\$0.83563	\$0.83171	\$0.82775	\$0.71404
Four-Way	\$0.86357	\$0.85949	\$0.85543	\$0.85135	\$0.84727	\$0.72998
Five-Way	\$0.86357	\$0.85949	\$0.85543	\$0.85135	\$0.84727	\$0.72998

Pool Rates (Pool Mileage Rate)	
	All Miles
Singles	\$0.79506
Two-Way	\$0.79723
Three-Way	\$0.81301
Four-Way	\$0.82021
Five-Way	\$0.83452

Pool Rates Back Hauls (Round Robin Mileage Rate)	
	All Miles
Singles	\$0.73562
Two-Way	\$0.73778
Three-Way	\$0.74637
Four-Way	\$0.76074
Five-Way	\$0.77508

Deadhead Mileage \$0.79506

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 \$32.37 (Used for Dallas Trips)

Light Duty \$27.51 (85% of regular hourly pay)

Retraining \$16.19 (50% of regular hourly pay)

Undecking:	Two-Way	Three-Way	Four-way	Five-Way
	\$59.68	\$107.16	\$145.75	\$145.75

Pool Undecking:	Two-Way	Three-Way	Four-way	Five-Way
	\$67.14	\$116.47	\$166.28	\$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 \$64.74 (additional 2 hours pay)

Split Delivery (Drop Pay)	\$9.68	\$19.36	\$29.04	\$38.72	\$48.40
---------------------------	--------	---------	---------	---------	---------

	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$8.09	\$16.18	\$24.27	\$32.36	\$40.45	\$48.54
DEF Additive	\$4.30	\$8.60	\$12.90	\$17.20	\$21.50	\$25.80
Border Crossing	\$8.09	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	\$32.33	\$48.50	\$64.66
Yard lead Pay	\$33.33	\$50.00	\$66.66
Yard Night	\$32.58	\$48.87	\$65.16
Yard Night Lead	\$33.58	\$50.37	\$67.16
Light Duty	\$27.48	(85% of regular hourly pay)	
Retraining	\$16.17	(50% of regular hourly pay)	

Decking Incentive

- ✓ Quotas: 6 man line = 40 trucks decked
 5 man line = 33 trucks decked
 4 man line = 27 trucks decked
 DFES line = 12 trucks decked
- ✓ Deckers are paid 10 hours (8 hours regular pay and 2 hours OT) once quota is met.

OFFICE PAY RATES

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

Tentatively Agreed to Denton, TX - 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 Rate)						
Miles	1-100	101-200	201-400	401-600	601-800	800 +
Singles	\$0.87956	\$0.87586	\$0.86465	\$0.86090	\$0.85718	\$0.74966
Two-Way	\$0.87956	\$0.87586	\$0.87209	\$0.86838	\$0.86465	\$0.75714
Three-Way	\$0.93911	\$0.93500	\$0.93088	\$0.92682	\$0.92268	\$0.80441
Four-Way	\$0.95994	\$0.95572	\$0.95145	\$0.94725	\$0.94299	\$0.82098
Five-Way	\$0.95994	\$0.95572	\$0.95145	\$0.94725	\$0.94299	\$0.82098

Backhaul Rates (Frozen Mileage Rate)						
Miles	1-100	101-200	201-400	401-600	601-800	800 +
Singles	\$0.81774	\$0.81400	\$0.80283	\$0.79907	\$0.79535	\$0.68785
Two-Way	\$0.81774	\$0.81400	\$0.81027	\$0.80654	\$0.80283	\$0.69529
Three-Way	\$0.87727	\$0.87316	\$0.86906	\$0.86498	\$0.86086	\$0.74260
Four-Way	\$0.89811	\$0.89387	\$0.88965	\$0.88540	\$0.88116	\$0.75918
Five-Way	\$0.89811	\$0.89387	\$0.88965	\$0.88540	\$0.88116	\$0.75918

Pool Rates (Pool Mileage Rate)	
	All Miles
Singles	\$0.82686
Two-Way	\$0.82912
Three-Way	\$0.84553
Four-Way	\$0.85302
Five-Way	\$0.86790

Pool Rates Back Hauls (Round Robin Mileage Rate)	
	All Miles
Singles	\$0.76504
Two-Way	\$0.76729
Three-Way	\$0.77622
Four-Way	\$0.79117
Five-Way	\$0.80608

Deadhead Mileage \$0.82686

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 \$33.80 (Used for Dallas Trips)

Light Duty \$28.73 (85% of regular hourly pay)

Retraining \$16.90 (50% of regular hourly pay)

Undecking:	Two-Way	Three-Way	Four-way	Five-Way
	\$62.07	\$111.45	\$151.58	\$151.58

Pool Undecking:	Two-Way	Three-Way	Four-way	Five-Way
	\$69.83	\$121.13	\$172.93	\$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 \$67.60 (additional 2 hours pay)

Split Delivery (Drop Pay)	\$10.07	\$20.14	\$30.21	\$40.28	\$50.35
---------------------------	---------	---------	---------	---------	---------

	1 Stop	2 Stops	3 Stops	4 Stops	5 Stops	6 Stops
Fueling (per fuel stop)	\$8.45	\$16.90	\$25.35	\$33.80	\$42.25	\$50.70
DEF Additive	\$4.47	\$8.94	\$13.41	\$17.88	\$22.35	\$26.82
Border Crossing	\$8.45	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	\$33.76	\$50.64	\$67.52
Yard lead Pay	\$34.76	\$52.14	\$69.52
Yard Night	\$34.01	\$51.02	\$68.02
Yard Night Lead	\$35.01	\$52.52	\$70.02
Light Duty	\$28.70	(85% of regular hourly pay)	
Retraining	\$16.88	(50% of regular hourly pay)	

Decking Incentive

- ✓ Quotas: 6 man line = 40 trucks decked
5 man line = 33 trucks decked
4 man line = 27 trucks decked
DFES line = 12 trucks decked
- ✓ Deckers are paid 10 hours (8 hours regular pay and 2 hours OT) once quota is met.

OFFICE PAY RATES

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