

The parties reserve the right to correct inadvertent errors and/or omissions.

**2015 NMATA Joint Negotiations – Tentative Agreement
Monday, August 31, 2015**

**Summary of General Monetary Proposal
National and all Supplemental Agreements
For the period covering September 1, 2015 through August 31, 2019**

Note: The general hourly, mileage and other benefit increases are as follows and shall be applied in accordance with the appropriate Area Supplement.

1. General Wage Increases:

a) Effective December 27, 2015:

Loaded Mile Rates of Pay (LM):

In the direction away from the home domicile (head haul):

Zone and flat rates (local) maintain same pay formulas and are expanded to 100 miles by adding \$1.208 per LM to zones up to 100 miles, then increased by below percentage.

A Rate: Trips from 101 - 200 miles:	\$1.50 per LM
B Rate: Trips from 201 - 275 miles:	\$1.40 per LM
C Rate: Trips from 276 miles and over:	\$1.35 per LM

In the direction towards the home domicile (back haul):

B/H Rate: All miles: \$1.10 per LM

All trips over 100 miles will pay skid drops commencing with the third skid drop (and each additional) at \$5.00 per skid drop. The skid drop rate shall remain frozen for the life of the agreement. All trips will also pay breakdown pay, delay pay, reloads under existing language and practices. LM pay is inclusive of all loading pay, fueling and first two skid drops.

\$0.25 per hour (includes drivers, yard, and office)
\$0.40 per hour for all mechanics
1.04% flat/zone/shuttle/incentive or other wage rates; (includes tool allowance and all other applicable monetary items in the Supplements.)

b) Effective September 1, 2016:

\$0.25 per hour (includes drivers, yard, and office)
\$0.40 per hour for all mechanics
1.12 cents per loaded mile

1.03% flat/zone/shuttle/incentive or other wage rates; (includes tool allowance and all other monetary items in the Supplements)

c) Effective September 1, 2017:

\$0.25 per hour (includes drivers, yard, and office)

\$0.40 per hour for mechanics

1.12 cents per loaded mile

1.02% flat/zone/shuttle/incentive or other wage rates; (includes tool allowance and all other monetary items in the Supplements)

d) Effective September 1, 2018:

\$0.25 per hour (includes drivers, yard, and office)

\$0.40 per hour for mechanics

1.12 cents per loaded mile

1.01% flat/zone/shuttle/incentive or other wage rates; (includes tool allowance and all other monetary items in the Supplements)

Note 1: It is understood between the parties that this mileage proposal will eliminate the use of Article 22. Acceptance of this mileage proposal voids all existing competitive agreement rates issued under Article 22 and predecessor Article 22 Competitive agreements. Similar deletions to "competitive" or "new business" agreement rates in the Supplements shall also be deleted. Other language in said agreements may be subject to Local Rider negotiations.

Note 2: Both regular drivers and open board drivers shall have at least the equivalence of 50% of their total trip's loaded miles paid at the C Rate for each tour.

Note 3: In the event a driver loads and is not able to take his trip due to unforeseen circumstances, he shall be compensated for his labor on an hourly basis under the appropriate Time Allowance Loading schedule. The driver who ultimately pulls the trip shall have his LM pay for the trip adjusted accordingly (the loading amount paid to the original driver will be subtracted from the total LM paid to the driver of same trip).

2. Cost-of-Living Adjustments (COLA):

Annual COLA payable on 9/1/16 and 9/1/17 and 9/1/18 under current language and terms updated to reflect new pay language and dates.

3. Health & Welfare and Pension Plans:

H & W:

Central States/Teamcare: MOB at following weekly rates:

9/1/15: \$350.70

8/1/16: \$375.70

8/1/17: \$407.65

8/1/18: \$442.54

All other funds: Weekly or monthly Health & Welfare and Pension contributions on behalf of each covered employee shall be increased by the amount necessary on August 1 of each year as determined by the respective plan trustees to maintain all benefits then in effect.

The trigger in all Supplements and health funds for qualifying for a week's health and welfare contribution will be three (3) compensated or employer excused days, unless the Fund has a contribution rate other than weekly in place.

4. Vacations

Effective January 1, 2016, the parties shall adopt in all Supplements and in its entirety the language of the NMATA Western Supplemental Agreement, Article 42, Section 9 of Common Clauses that begins with "In an effort to reduce absenteeism, employees will be allowed to take one (1) week of vacation one (1) day at a time."

5. Pay Period and Direct Deposit – Article 3, Section 7

Electronic Funds Transfer (Direct Deposit)

a) With respect to payroll, all employees will be paid weekly. All other pay practices will remain in place or be addressed locally.

b) Within one month of ratification and where not prohibited by state law, all employees will enroll in Direct Deposit or will be paid electronically using a pay card/debit card, etc. If an employee is enrolled on Direct Deposit or the Debit Card system and the employee's pay is not deposited to their bank account or delivered to him/her on payday due to employer error, the employee's pay will be deposited to the employee's account by means of Electronic Funds Transfer or the employee will be paid by station draft within twenty-four (24) hours.

c) The Employer shall furnish an itemized statement of all pay items and earnings and deductions with all pay stubs. However, the employer reserves the right to provide said itemized statement electronically in the future.

6. Meal Allowance

Effective on ratification, the daily meal allowance shall be increased to \$30.00 per day.

7. Dry Freight

Effective on ratification, drivers shall be paid twenty-five percent (25%) of gross receipts from return loads of freight other than motor vehicles.

End - Truckaway

Driveaway Agreements

For the period covering September 1, 2015 through August 31, 2019

1. General Wage Increases:

- a) Effective December 27, 2015: 2.0% increase applied to all mileage rates, hourly, decking and undocking, flat rates, split rates, fueling and accessorial charges.
- b) Effective September 1, 2016: 2.0% increase applied to all mileage rates, hourly, decking and undocking, flat rates, split rates, fueling, and accessorial charges.
- c) Effective September 1, 2017: 2.0% increase applied to all mileage rates, hourly, decking and undocking, flat rates, split rates, fueling, and accessorial charges.
- d) Effective September 1, 2018: 2.5% increase applied to all mileage rates hourly, decking and undocking, flat rates, split rates, fueling, and accessorial charges contingent upon the average of 2016 and 2017 workers' compensation costs not exceeding seven percent (7.0%) of payroll. If workers' compensation costs are seven percent (7.0%) or greater but are less than nine percent (9.0%) of payroll, the increase will be one percent (1%). If workers' compensation costs are nine percent (9.0%) or more of payroll, then no increases shall be received. Data on workers' compensation costs will be subject to audit by the TNATINC no later than August 1, 2018.

2. Subsistence Pay and Meal Allowance

- a) Effective ratification, increase subsistence pay shall be increased to \$37.00 per day.
- b) Effective ratification, increase meal allowance to \$10.00.

3. Miscellaneous

- a) If DEF additive is not located at the fueling station, the \$3.00 payment shall remain.

NMATA Contract Duration

Effective September 1, 2015 through August 31, 2019 (four years)

END