

# 2018 ABF NMFA Joint Negotiations

## Company Proposal

December 18, 2017

### I. Term of the Agreement

Agreement Term – April 1, 2018 through – To be determined.

### II. General Wage Adjustments

Effective July 1, 2018:

Freeze – no annual increases on hourly and mileage rates.

### III. Vacation

#### Eligibility

Effective with the employee's next vacation anniversary regular full time employees will begin accruing vacation time based on the eligibility schedule below. Upon completion:

One (1) year of employment	One (1) week
Two (2) years or more	Two (2) weeks
Eight (8) years or more	Three (3) weeks
Fifteen (15) years or more	Four (4) weeks
Twenty (20) years or more	Five (5) weeks

### IV. Health Welfare and Pension

#### Health and Welfare

A monthly contribution rate, based on one hundred thirty (130) hours worked in a calendar month.

Monthly contribution rates as necessary for participation in Teamcare, benefit level C-6, with annual rate increases August 1<sup>st</sup> of each year of the agreement as determined by the Trustees for Teamcare.

#### Pension

Contributions for employees participating in Green, Endangered and Critical Zone Funds as certified under the Pension Protection Act will be made at the lesser of the current rate or \$7.83 per hour.

Contributions for employees participating in Critical and Declining Funds as certified under the Multi-Employer Pension Relief Act will be made at the rate of \$2.61 per hour to the fund and \$2.61 per hour to the Teamster National 401(k) Plan on behalf of the employee. (Company funded).

### V. Operational Flexibility

### VI. Single Employer Grievance Process