

**2008 NMATA JOINT NEGOTIATIONS
ECONOMIC SETTLEMENT AGREEMENT
JUNE 19, 2008**

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

**Summary of General Monetary Proposal
National and all Supplemental Agreements
For the period covering June 1, 2008 through May 31, 2011**

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

1. General Wage Increases:

- a. Effective June 1, 2008: Maintain all current rates of pay.
- b. Effective June 1, 2009: Maintain all current rates of pay.
- c. Effective June 1, 2010:
 - 40 cents per hour (includes drivers, yard, service and office);
 - 1.00 cent per running mile, equivalent for other pay miles;
 - 2.00 cents per loaded mile;
 - 2.00 cents per frozen mile;
 - 1.8% flat/zone/shuttle/incentive or other wage rates (includes tool allowance and all other monetary items in the Supplements including skid drops).

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

Annual COLA will be frozen for the period calculated for June 1, 2009 but payable on June 1, 2010 if the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), U.S., All Items (1982-1984 = 100) (CPI-W (1982-1984 = 100)) increases by more than three percent (3%) in the relevant annual time periods. For every .1 point increase in the CPI-W, wage rates will increase by one cent (\$.01) per hour; or .50 mills per loaded mile; .25 mills per running mile; or .1% flat/zone rate. Frozen rates and Driveaway hourly, mileage rates and flat/zone rates will be increased in a similar manner. The COLA shall only be effective if the increase in the CPI-W exceeds 3.0%.

3. Full-Time New Hire Progression:

a. CDL Qualified Drivers or Mechanics

Effective June 19, 2008, all regular employees hired on or after that date shall receive the following hourly and/or mileage rates of pay:

- (a) Effective first (1st) day of employment - eighty-five percent (85%) of the current rate;
- (b) Effective first (1st) day of employment plus one (1) year - ninety percent (90%) of the current rate;
- (c) Effective first (1st) day of employment plus two (2) years - ninety-five percent (95%) of the current rate; and
- (d) Effective first (1st) day of employment plus three (3) years - one hundred percent (100%) of the current rate.

CDL-qualified employees hired into driving positions who are not currently on the seniority list at an NMATA carrier and who for two (2) or more years regularly performed CDL-required driving work for a NMATA carrier shall be compensated at 90% of the full contract rate of pay for a period of one (1) year and go to the full contractual rate thereafter, provided they have not had a break in service in excess of three (3) years.

b. Non-CDL Qualified Employees

Effective June 19, 2008, all non-CDL qualified employees (excluding mechanics) hired will be subject to the following new hire progression:

- (a) Effective first (1st) day of employment - seventy percent (70%) of the current rate;
- (b) Effective first (1st) day of employment plus one (1) year - seventy-five percent (75%) of the current rate;
- (c) Effective first (1st) day of employment plus two (2) years - eighty percent (80%) of the current rate; and
- (d) Effective first (1st) day of employment plus three (3) years - one hundred percent (100%) of the current rate.

Owner-operator pay rates are not affected by this new hire proposal. This proposal does not include other types of pay other than hourly (non-loading, etc.) and mileage pay.

4. Health and Welfare and Pension:

Combined weekly Health & Welfare and Pension contributions on behalf of each employee shall be increased as follows:

Effective August 1, 2008	\$35.00 per week (\$0.875 per hour)
Effective August 1, 2009	\$36.00 per week (\$0.90 per hour)
<u>Effective August 1, 2010</u>	<u>\$38.00 per week (\$0.95 per hour)</u>
Total:	\$109.00 per week (\$2.725 per hour)

5. Military Leave:

Modify to provide that the employer shall continue to pay Health & Welfare contributions for a maximum of twenty-four (24) months.

6. Duration:

June 1, 2008 through May 31, 2011 (three (3) years).

Table A

**National Master Automobile Transporters Agreement
Summary of General Monetary Settlement
Annual Increases**

	June 1, 2008	June 1, 2009	June 1, 2010 (*)	Total
Hourly	\$0.00	\$0.00	\$0.40	\$0.40
In cents per mile				
Loaded Mile	\$0.000	\$0.000	\$0.020	\$0.020
Frozen Rate	\$0.000	\$0.000	\$0.020	\$0.020
Half Rate	\$0.000	\$0.000	\$0.010	\$0.010
Running Mile	\$0.000	\$0.000	\$0.010	\$0.010

	June 1, 2008	June 1, 2009	June 1, 2010 (*)	Total
Flat/Zone/Shuttle/Other Rates	0	0	1.8%	1.8%
Skid Drops	0	0	1.8%	1.8%
C/S Loading	0	0	1.8%	1.8%
Health & Welfare & Pension	\$0.875	\$0.90	\$0.95	\$2.725
Per week	\$35.00	\$36.00	\$38.00	\$109.00
Total Hourly Increase	\$0.00	\$0.00	\$0.40	\$0.40

(*) plus COLA if any

Central-Southern Loading Rates
Article 58, Section 1

	6/1/2008	6/1/2009	6/1/2010	Total
6 vehicle or less	\$3.86	\$3.86	\$3.93	\$0.07
7 vehicles	\$4.04	\$4.04	\$4.11	\$0.07
8 vehicles	\$4.47	\$4.47	\$4.55	\$0.08
9 vehicles	\$4.93	\$4.93	\$5.02	\$0.09
10 vehicles	\$5.32	\$5.32	\$5.42	\$0.10
11 vehicles	\$5.67	\$5.67	\$5.77	\$0.10
12 vehicles	\$6.05	\$6.05	\$6.16	\$0.11

13 vehicles	\$6.12	\$6.12	\$6.23	\$0.11
14 vehicles	\$6.18	\$6.18	\$6.29	\$0.11

**Central-Southern Split Deliveries
Article 59, Section 7**

	6/1/2008	6/1/2009	6/1/2010	Total
1 st Skid Drop	\$3.40	\$3.40	\$3.46	\$0.06
2 nd Skid Drop	\$5.37	\$5.37	\$5.47	\$0.10
3 rd Skid Drop	\$5.97	\$5.97	\$6.08	\$0.11
4 th Skid Drop	\$6.58	\$6.58	\$6.70	\$0.12

5 th Skid Drop	\$7.34	\$7.34	\$7.47	\$0.13
6 th Skid Drop	\$8.09	\$8.09	\$8.24	\$0.15
7 th Skid Drop	\$8.89	\$8.89	\$9.05	\$0.16
8 th Skid Drop	\$9.62	\$9.62	\$9.79	\$0.17
9 th Skid Drop and over	\$10.37	\$10.37	\$10.56	\$0.19

**Central-Southern Split Deliveries
Article 59, Section 7 (Continued)**

Split Deliveries in Large Cities	6/1/2008	6/1/2009	6/1/2010	Total
1 st Skid Drop	\$3.40	\$3.40	\$3.46	\$0.06

2 nd Skid Drop	\$7.43	\$7.43	\$7.56	\$0.13
3 rd Skid Drop	\$7.95	\$7.95	\$8.09	\$0.14
4 th Skid Drop	\$8.54	\$8.54	\$8.69	\$0.15
5 th Skid Drop	\$9.31	\$9.31	\$9.48	\$0.17
6 th Skid Drop	\$10.06	\$10.06	\$10.24	\$0.18
7 th Skid Drop	\$10.81	\$10.81	\$11.00	\$0.19
8 th Skid Drop	\$11.57	\$11.57	\$11.78	\$0.21
9 th Skid Drop and over	\$12.33	\$12.33	\$12.55	\$0.22

In delivery of split loads of farm tractors	6/1/2008	6/1/2009	6/1/2010	Total
1 st Skid Drop	\$3.40	\$3.40	\$3.46	\$0.06
2 nd Skid Drop	\$4.15	\$4.15	\$4.22	\$0.07

**Eastern Split Deliveries
Article 48, Section 4**

	6/1/2008	6/1/2009	6/1/2010	Total
1 st Skid Drop	\$3.40	\$3.40	\$3.46	\$0.06
2 nd Skid Drop	\$5.37	\$5.37	\$5.47	\$0.10
3 rd Skid Drop	\$6.05	\$6.05	\$6.16	\$0.11
4 th Skid Drop	\$6.67	\$6.67	\$6.79	\$0.12
5 th Skid Drop	\$7.42	\$7.42	\$7.55	\$0.13
6 th Skid Drop	\$8.18	\$8.18	\$8.33	\$0.15
7 th Skid Drop	\$8.94	\$8.94	\$9.10	\$0.16

8 th Skid Drop	\$9.69	\$9.69	\$9.86	\$0.17
9 th Skid Drop and over	\$10.46	\$10.46	\$10.65	\$0.19

Split Deliveries in Large Cities	6/1/2008	6/1/2009	6/1/2010	Total
1 st Skid Drop	\$3.40	\$3.40	\$3.46	\$0.06
2 nd Skid Drop	\$7.34	\$7.34	\$7.47	\$0.13
3 rd Skid Drop	\$7.95	\$7.95	\$8.09	\$0.14
4 th Skid Drop	\$8.54	\$8.54	\$8.69	\$0.15
5 th Skid Drop	\$9.31	\$9.31	\$9.48	\$0.17

6 th Skid Drop	\$10.08	\$10.08	\$10.26	\$0.18
7 th Skid Drop	\$10.81	\$10.81	\$11.00	\$0.19
8 th Skid Drop	\$11.57	\$11.57	\$11.78	\$0.21
9 th Skid Drop and over	\$12.33	\$12.33	\$12.55	\$0.22