

# **ABF National Master Freight Agreement Carolina Freight Council Over-the-Road Agreement**

**Title Page** - Housekeeping – change dates to match National Agreement

**Preamble** – Dates/Housekeeping – No other changes – T/A 03/28/13

## **Article 40 – Scope of Agreement**

Section 1 – Operations Covered – No Change – T/A 03/28/13

Section 2 – Employees Covered – No Change – T/A 03/28/13

Section 3 – City or Local work – No Change – T/A 03/28/13

***Section 4 – Supervisory Personnel – Change as Follows – T/A 03/28/13***

At no time will any employee with supervisory authority be permitted to perform any work covered by this Agreement except as provided in Article 9 (Protection of Rights) of Master Agreement, or by mutual agreement with the Local Union.

However, where no local cartage employees are on the property, a supervisor can load/unload an unscheduled customer pick-up or delivery on an occasional and incidental basis. It is understood that this provision is intended to apply only to unanticipated situations taking less than 30 minutes. The Company shall not intentionally schedule such pick-ups for times when the local cartage employees are not available.

## **Article 41 – Absence – No Change – T/A 03/28/13**

Section 1 – Time off for Union Activities – No Change – T/A

Section 2 – Leave of Absence – No Change – T/A

Section 3 – Loss of Operating Privilege or License – No Change – T/A

Section 4 – No Change – T/A

Section 5 – No Change – T/A

## **Article 42 – Seniority – No Change – T/A 03/28/13**

Section 1 – No Change – T/A 03/28/13

Section 2 – No Change – T/A 03/28/13

Section 3 – No Change – T/A 03/28/13

Section 4 – No Change – T/A 03/28/13

Section 5 – No Change – T/A 03/28/13

Section 6 – No Change – T/A 03/28/13

Section 7 – No Change – T/A 03/28/13

Section 8 – No Change – T/A 03/28/13

Memorandum of Understanding – No Change – T/A 03/28/13

Section 9 – No Change – T/A 03/28/13

Section 10 – No Change – T/A 03/28/13

Section 11 – No Change – T/A 03/28/13

Section 12 – No Change – T/A 03/28/13

Section 13 – No Change – T/A 03/28/13

**Article 43 – Grievance Machinery – No Change - T/A 05/13/13**

**Article 44 – Grievance Machinery and Union Liability – No Change - T/A 05/13/13**

**Article 45 – Discharge, Suspension or other Disciplinary Action – T/A 03/28/13**  
Agreed to add Article 26 National Language as follows after first paragraph.

**The Employer may use video, still photos derived from video, electronic tracking devices and/or audio evidence to discipline an employee without corroboration by observers if the employee engages in conduct such as dishonesty, theft of time or property, vandalism or physical violence for which an employee could be discharged without a warning letter. If the information on the video, still photos, electronic tracking devices and/or audio recording is to be utilized for any purpose in support of a disciplinary or discharge action, the Employer must provide the Local Union, prior to the hearing, an opportunity to review the evidence used by the Employer.**

**Article 46 – Examination and Identification Fees – No Change – T/A 03/28/13**

**Article 47 – Meal Period – No Change – T/A 03/28/13**

**Article 48 – Lodging – No Change – T/A 03/28/13**

**Article 49 – Pay Period – No Change – T/A 03/28/13**

**Article 50 – Paid for Time**

Section 1 – General – No Change – T/A 03/28/13

Section 2 – Call in Time – No Change – T/A 03/28/13

Section 3 – Runaround – No Change – T/A 03/28/13

Section 4 – Layover – No Change – T/A 03/28/13

Section 5 – Breakdowns, Impassable Highways – T/A 03/28/13

Section 6 – Deadheading – No Change – T/A 03/28/13

Section 7 – Bobtailing – No Change – T/A 03/28/13

Section 8 – Maximum and Minimum Running Times – No Change – T/A  
03/28/13

Section 9 – Sign In Sheets – No Change – T/A 03/28/13

Section 10 – Trailer Switches – No Change – T/A 03/28/13

Section 11 – Sick Leave/Personal Days – No Change – T/A 03/28/13

**Article 51 – Mileage and Hourly Rates – T/A 05/13/13 – Modify rates per National Monetary Agreement.**

**Article 52 – Mileage and Hourly Rates**

Section 1 – T/A 05/13/13 – Modify rates and progression per National Monetary Agreement.

Section 2 – Mileage Determination – No Change – T/A 03/28/13

**Article 53 – Turn-Around Runs**

**Section 1 – Hourly Rates of Pay – T/A 05/13/13 – Modify rates per National Monetary Agreement**

Section 2 – No Change – T/A 03/28/13

Section 3 – No Change – T/A 03/28/13

Section 4 – No Change – T/A 03/28/13

Section 5 – No Change – T/A 03/28/13

**Article 54 – Through Runs**

**Section 1 – Hourly Rates – T/A 05/13/13 – Modify rates per National Monetary Agreement**

Section 2 – No Change – T/A 03/28/13

**Article 55 – Subsequent Runs – No change – T/A 03/28/13**

**Article 56 – Two-Man Operation**

Section 1 – Mileage Rate of Pay – T/A 05/13/13 – Modify rates per National Monetary Agreement

Section 2 – Pickup and Delivery and Delay Time – T/A 05/13/13 – Modify rates per National Monetary Agreement

Section 3 through 15 and Memo of Understanding – No Change – T/A

**Article 57 – Vacations – Modify language to incorporate National General Monetary Agreement on Vacation in appropriate spot. T/A 05/10/13**

Section 1 – Add language:

Vacation Reduction

(a) The vacation eligibility schedule in effect from the previous labor agreement shall be reduced by one week.

(b) Employees will not lose vacation for vacation anniversary years that began accruing prior to April 1, 2013. Vacation accrual for vacation anniversary years beginning on or after April 1, 2013 will be reduced by one week.

Section 2 – No Change – T/A 05/13/13

Section 3 – No Change – T/A 05/13/13

Section 4 – No Change – T/A 05/13/13

Interpretation – No Change – T/A 05/13/13

**Article 58 – Holidays – No Change – T/A 03/28/13**

**Article 59 – Health and Welfare – T/A 05/13/13 – National Summary of General Monetary for Health, Welfare and Pension shall be applicable. Language will be modified to incorporate the National Agreement.**

**Article 60 – Pension – T/A 05/13/13 – National Summary of General Monetary for Health, Welfare and Pension shall be applicable. Language will be modified to incorporate the National Agreement.**

**Article 61 – Funeral Leave – No Change – T/A 03/28/13**

**Article 62 – Steel Haul Only – No Change – T/A 03/28/13**

**Article 63 – Protective Apparel – No Change – T/A 03/28/13**

**Article 64 – Term of Supplement – Change Dates Only – T/A 03/28/13**

Signature Page – Housekeeping Only

**For the Union:**

\_\_\_\_\_  
Tony Scott

\_\_\_\_\_  
Date

**For the Employer:**

\_\_\_\_\_  
Tony Nations

\_\_\_\_\_  
Date