

# VOTE NO at ABF



**ABF's first offer falls short of what can be won in our contract. Vote No and send the negotiating committee back to the table with a mandate from the members to get a better offer.**

## **Wages**

ABF Teamsters gave up \$1.70 in the last contract. We got our lost vacation back, but we got no catch-up increases to recover the wages we lost. Even worse, the proposed raises of 30¢-35¢-40¢-45¢-50¢ will not keep up with inflation. Our standard of living will go backwards.

## **Pension Cuts**

ABF's first offer freezes the company's pension payments for over five years. This giveback alone will put millions in ABF's pockets. Many Teamsters in the East could be kicked out of their pension funds.

## **Subcontracting & Job Security**

Subcontracting and loss of Teamster jobs through Purchased Transportation will continue. The first offer does nothing to protect our work by allowing our union to organize the company's nonunion divisions. It would cost the company nothing to agree to card check neutrality.

## **Bonus Scam**

To try to sweeten a substandard offer, ABF is offering a one-time bonus. Even a five-cent raise is worth more because you earn it on every hour you work going forward, including overtime.

## **Weaker Contract Enforcement**

The first offer weakens contract enforcement by creating an ABF-only grievance panel. The company could deadlock any grievance it wants because management would control half of the representatives on the grievance panels.

## **What It Means to Vote No**

If a majority of ABF Teamsters Vote No, it will send our union back to the table with a mandate to get a better offer. We've already won a better offer than many members feared we'd get. But there's no reason to let Hoffa settle short. Vote No and tell ABF to address our issues and come back with a better contract.

[www.ABFTeamstersUnited.org](http://www.ABFTeamstersUnited.org)

