

# Six Changes We Can Win by Voting NO at ABF



**Six low or no-cost items that we can put back on the table if we vote down the company's first offer.**



## **1** Fix Substandard Raises

We gave back \$1.70 in wages last time. The company can afford to pay raises this time to keep up with inflation. The Wall Street Journal reports truck driver wages will rise between 15% and 18% due to a shortage of drivers. The first offer increases of 1.2 to 1.8% can be improved without breaking the bank.

## **2** Stop Pension Cuts

10% of ABF Teamsters are at risk of losing their Teamster pensions. Since 90% of members are not affected, it will not cost the company much to fix this problem, but it will save hundreds of our brothers and sisters from a retirement disaster.

## **3** Restore the Lost Vacation— No Exceptions, No Delays

Under ABF's first offer, some members will not get their lost vacation week back until next year. That's wrong. The contract should restore everyone's full vacation now. No excuses. No exceptions. No delays.

## **4** Stop Teamster Layoffs from Subcontracting

Negotiate better language to police subcontracting and prohibit ABF from subcontracting while Teamsters are laid off.

## **5** Right to Organize ABF's Nonunion Divisions

It won't cost ABF a dime to agree to card check neutrality organizing drives. But it will protect our job security by helping our union to organize ABF's nonunion divisions.

## **6** Eliminate the New ABF- Dominated Grievance Panels

This change won't cost ABF a dime, but it will stop the company from controlling the grievance procedure by owning half the votes every time a grievance is decided.