

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 1st 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