



YRC Freight: Why a “Yes” Vote Makes Sense

Reasons to Vote Yes

If you attended the Contract Explanatory Meeting held on April 13, 2019, then you heard about all the changes and improvements contained in this new proposed agreement.

Just to recap a few of the most meaningful changes:

- Real, significant wage increases for the first time in many years.
 - ◇ \$1 per hour immediate increase, retroactive to April 1, 2019
 - ◇ \$.70/hr increase in Year 2, \$.70/hr increase in Year 3, \$.80 per hour increase in Year 4, and \$.80 per hour increase in Year 5, for a total increase of \$4.00/hr over five years
- Significant increases for dock-only, clerical, maintenance employees, janitors, and porters
- Restoration of the week of vacation that was given up
- Continuation of full health & welfare with no employee premium or co-pays
- Strict limits on bonuses for executives:
 - ◇ Any bonuses paid out to executives must be matched — and doubled — as bonuses handed out to bargaining unit members
 - ◇ This means that if management wants to award themselves \$10 million in bonuses, then they must be willing to shell out an additional \$20 million in bonuses to all of you (~\$800 each)
 - ◇ Stock-based bonuses must also be matched by a \$750 cash bonus to each bargaining unit member
- Prohibitions on driverless trucks, and prohibitions on inward-facing cameras in trucks

Reasons Not to Vote No

We completely understand that for some of you, this contract proposal just isn't good enough, and you do not want to work under it.

For those of you who are feeling that way, we strongly encourage you to contact us at Local 174, and allow us to assist you in finding employment at another 174 signatory employer. There are many that are currently hiring Class A CDL drivers, including in the Sanitation industry, HERC, North American Auto Transport, UPS Freight, and many others that have Western Conference pension.

Voting to reject this YRC Freight agreement will unfortunately have a wide-ranging dire impact. We hope that the Contract Explanatory Meeting on April 13 made one thing very clear to you: YRC Freight is still teetering on the brink of insolvency, and this contract proposal is simply the most money they could afford to give you. In fact, it may still be more than they can afford. Is it enough? Is it what you deserve? Maybe not, but they absolutely could not have provided more.

Rejecting this contract and striking YRC Freight instead might feel good in the short term, but it will mean bankruptcy for YRC. This will be a devastating blow to current YRC retirees, and current YRC employees who need this job, and who need the healthcare that comes with it.

Believe me, we get it: working for YRC under the many MOUs has been a consistently frustrating experience. But rejecting this contract proposal is not the answer! If you don't want to work there anymore, let us help you. But let those who need the security of this job — for their own personal reasons — continue to experience that.