



Company Driver Pay Package

Base Rate:	Domestic only	\$0.34	International	\$0.38
Paid Practical Miles	Safety bonus	<u>\$0.02</u>	Safety bonus	<u>\$0.02</u>
	Total pay	\$0.36	Total pay	\$0.40
Extra Stop Pay	\$25.00 (first pick and drop free)			
Crated & Rolling Stock	\$50.00 per stop (first pick and drop free)			
Set Up & Take Down Ramps	\$37.50 per occurrence			
Border Crossing	\$35.00 loaded / \$20.00 empty			
Unload Assist	Lumper paid or additional \$50.00 (when preauthorized by Supervisor)			
City P&D / Labor	\$15.00 per hour (when authorized by Supervisor)			
Detention	\$15.00 per hour after 2 hours (paid when Company gets paid)			
Layover	\$100.00 after 48 hours (only if delivered on time by the Company set delivery appointments, other than weekends)			
Referral	\$1,000.00 per hired driver as per Company handbook			
Healthcare Insurance	50% of the employee's medical premiums are paid by the Company			
Life Insurance	100% of the employee's Life Insurance premiums and Accidental Death & Dismemberment Insurance (AD&D) are paid by the Company			
Vacation	<u>Years of Completed Service</u>	<u>Entitled Days</u>	<u>Vacation Accrual %</u>	
	Starting 2nd year	10	4%	
	Starting 5th year	15	6%	
	Starting 11th year	20	8%	

Definitions

Tolls	Tolls incurred on toll roads will only be reimbursed when the driver is following the Company's routing and it matches the driver's log books.
Border Crossing	Crossing the Canada / United States border either northbound or southbound as per Company instructions.
Rolling Stock	Loads that require drive on drive off loading or unloading.

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A MEMBER OF



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