



Highlights

- Effective January 1st, 2025 effective date of the new contract. Four Years of Job Security
- Secured an significant Reduction in Employee Healthcare Premiums from 22% Currently, to 18% January 1, 2025 and throughout the duration of the agreement.
- Wage Increases of 22% over four years for the warehouse
- Wage Increases of 19.5% over four years for Transportation
- Secured PTO: 4 days in 2025, 4 days in 2026, 4 days in 2027 and 5 days in 2028.
- Added Juneteenth Holiday in all four years of the agreement.
- Safety Shoe Allowance increased from \$150.00 to \$200.00 annually on May 9th.
- Prescription Safety Eyewear \$150.00 twice during the life of the agreement.
- Secured separate check and Ratification Bonus of \$2500.00 pending the renewal of the business.
- Shift Premium increased to \$1.00 for second and third shift.
- Everyone to top rate during the life of this agreement
- Training Premium for Training Captains and Certified Driver Trainers \$.50
- \$1000.00 LYTX Drive Cam Safety Bonus for Drivers
- Increased Driver Phone Reimbursement to \$30 per month
- All Shop Rule Violations removed at ratification

Ryder Brothers & Sisters

Ryder Agreement Roll Out

Your Bargaining Committee is very appreciative of all the hard work covering the shorthandedness and the time that you took out of your schedule to submit your demands and suggestions for this Collective Bargaining Agreement. We were successful in maintaining benefits already established in our agreement, and making improvements throughout the agreement.

We believe that this agreement is competitive enough to retain the business, Team Members, and lead us into the future.

Article 22. Holidays

Paid Holidays 2025

New Years Day
Martin Luther King Jr Day
Good Friday
Day After Easter
Memorial Day
Juneteenth
Independence Day
Labor Day
Veterans' Day
Thanksgiving
Day After Thanksgiving
Christmas Eve
Christmas Day

Paid Holidays 2027

New Years Day
Martin Luther King Jr Day
Good Friday
Monday After Easter
Memorial Day
Juneteenth
Independence Day
Labor Day
Veterans' Day
Thanksgiving Day
Day After Thanksgiving
Christmas Eve

Paid Holidays 2026

New Years Day
Martin Luther King Jr Day
Good Friday
Day After Easter
Memorial Day
Juneteenth
Independence Day (Observed)
Labor Day
Federal Election Day
Veterans' Observance Day
Thanksgiving
Day After Thanksgiving
Christmas Eve
Christmas Day

Paid Holidays 2028

New Years Day
Martin Luther King Jr Day
Good Friday
Monday After Easter
Memorial Day
Juneteenth
Independence Day
Labor Day
Federal Election Day
Veterans' Day (Observed)
Thanksgiving Day
Day After Thanksgiving
Christmas Day

Wages

Material Handler	Full Rate	Week 40 hours	Month	Year	Shift Premium	Total per Year	Total Rate Nightshift				
Current Rate	\$18.00	\$720.00	\$2,880.00	\$37,440.00	\$1,560.00	\$39,000.00	\$18.75	\$4.29 in raises to begin the last year of the agreement. Not Including Training Captain Premium			
1/1/2025 Rate	\$19.44	\$777.60	\$3,110.40	\$40,435.20	\$2,080.00	\$42,515.20	\$20.44				
1/1/2026 Rate	\$20.22	\$808.80	\$3,235.20	\$42,057.60	\$2,080.00	\$44,137.60	\$21.22				
1/1/2027 Rate	\$21.23	\$849.20	\$3,396.80	\$44,158.40	\$2,080.00	\$46,238.40	\$22.23				
1/1/2028 Rate	\$22.29	\$891.60	\$3,566.40	\$46,363.20	\$2,080.00	\$48,443.20	\$23.29				
Forklift Operator	Full Rate	Week 40 hours	Month	Year	Shift Premium	Total per Year	Total Rate Nightshift				
Current Rate	\$18.40	\$736.00	\$2,944.00	\$38,272.00	\$1,560.00	\$39,832.00	\$19.15	\$4.39 in raises to begin last year of the agreement. Not Including Training Captain Premium			
1/1/2025 Rate	\$19.80	\$792.00	\$3,168.00	\$41,184.00	\$2,080.00	\$43,264.00	\$20.80				
1/1/2026 Rate	\$20.67	\$826.80	\$3,307.20	\$42,993.60	\$2,080.00	\$45,073.60	\$21.67				
1/1/2027 Rate	\$21.70	\$868.00	\$3,472.00	\$45,136.00	\$2,080.00	\$47,216.00	\$22.70				
1/1/2028 Rate	\$22.79	\$911.60	\$3,646.40	\$47,403.20	\$2,080.00	\$49,483.20	\$23.79				
ARO	Full Rate	Week 40 hours	Month	Year	Shift Premium	Total per Year	Total Rate Nightshift				
Current Rate	\$19.30	\$772.00	\$3,088.00	\$40,144.00	\$1,560.00	\$41,704.00	\$20.05	\$4.60 in raises to begin last year of the agreement. Not Including Training Captain Premium			
1/1/2025 Rate	\$20.84	\$833.60	\$3,334.40	\$43,347.20	\$2,080.00	\$45,427.20	\$21.84				
1/1/2026 Rate	\$21.68	\$867.20	\$3,468.80	\$45,094.40	\$2,080.00	\$47,174.40	\$22.68				
1/1/2027 Rate	\$22.76	\$910.40	\$3,641.60	\$47,340.80	\$2,080.00	\$49,420.80	\$23.76				
1/1/2028 Rate	\$23.90	\$956.00	\$3,824.00	\$49,712.00	\$2,080.00	\$51,792.00	\$24.90				
Teamleader	Full Rate	Week 40 hours	Month	Year	Shift Premium	Total per Year	Total Rate Nightshift				
Current Rate	\$19.70	\$788.00	\$3,152.00	\$40,976.00	\$1,560.00	\$42,536.00	\$20.45	\$4.70 in raises to begin last year of the agreement. Not Including Training Captain Premium			
1/1/2025 Rate	\$21.28	\$851.20	\$3,404.80	\$44,262.40	\$2,080.00	\$46,342.40	\$22.28				
1/1/2026 Rate	\$22.13	\$885.20	\$3,540.80	\$46,030.40	\$2,080.00	\$48,110.40	\$23.13				
1/1/2027 Rate	\$23.23	\$929.20	\$3,716.80	\$48,318.40	\$2,080.00	\$50,398.40	\$24.23				
1/1/2028 Rate	\$24.40	\$976.00	\$3,904.00	\$50,752.00	\$2,080.00	\$52,832.00	\$25.40				
Rack Repair	Full Rate	Weekly 40 hours	Month	Year	Shift Premium	Total per Year	Total Rate Nightshift				
Current Rate	\$18.90	\$756.00	\$3,024.00	\$39,312.00	\$1,560.00	\$40,872.00	\$19.65	\$4.50 in raises to begin the last year of the agreement. Not Including Training Captain Premium			
1/1/2025 Rate	\$20.41	\$816.40	\$3,265.60	\$42,452.80	\$2,080.00	\$44,532.80	\$21.41				
1/1/2026 Rate	\$21.23	\$849.20	\$3,396.80	\$44,158.40	\$2,080.00	\$46,238.40	\$22.23				
1/1/2027 Rate	\$22.29	\$891.60	\$3,566.40	\$46,363.20	\$2,080.00	\$48,443.20	\$23.29				
1/1/2028 Rate	\$23.40	\$936.00	\$3,744.00	\$48,672.00	\$2,080.00	\$50,752.00	\$24.40				
Maintenance Tech	Full Rate	Week 40 hours	Month	Year	Shift Premium	Total per Year	Total Rate Nightshift				
Current Rate	\$28.50	\$1,140.00	\$4,560.00	\$59,280.00	\$1,560.00	\$60,840.00	\$29.25	\$6.79 in raises to begin the last year of the agreement. Not Including Training Captain Premium			
1/1/2025 Rate	\$30.78	\$1,231.20	\$4,924.80	\$64,022.40	\$2,080.00	\$66,102.40	\$31.78				
1/1/2026 Rate	\$32.01	\$1,280.40	\$5,121.60	\$66,580.80	\$2,080.00	\$68,660.80	\$33.01				
1/1/2027 Rate	\$33.61	\$1,344.40	\$5,377.60	\$69,908.80	\$2,080.00	\$71,988.80	\$34.61				
1/1/2028 Rate	\$35.29	\$1,411.60	\$5,646.40	\$73,403.20	\$2,080.00	\$75,483.20	\$36.29				
Quality Tech	Full Rate	Week 40 hours	Month	Year	Shift Premium	Total per Year	Total Rate Nightshift				
Current Rate	\$21.00	\$840.00	\$3,360.00	\$43,680.00	\$1,560.00	\$45,240.00	\$21.75	\$5.00 in raises to begin the last year of the agreement. Not Including Training Captain Premium			
1/1/2025 Rate	\$22.68	\$907.20	\$3,628.80	\$47,174.40	\$2,080.00	\$49,254.40	\$23.68				
1/1/2026 Rate	\$23.59	\$943.60	\$3,774.40	\$49,067.20	\$2,080.00	\$51,147.20	\$24.59				
1/1/2027 Rate	\$24.77	\$990.80	\$3,963.20	\$51,521.60	\$2,080.00	\$53,601.60	\$25.77				
1/1/2028 Rate	\$26.00	\$1,040.00	\$4,160.00	\$54,080.00	\$2,080.00	\$56,160.00	\$27.00				
Driver A	Rate	Weekly 40 hours	Month	Year	Shift Premium	Safety Bonus	Phone Credit	Total per Year	Total Rate Nightshift	W/O Shift Premium	\$5.55 in raises beginning the last year of the agreement. Not Including Certified Driver Trainer Premium
Current Rate	\$26.52	\$1,060.80	\$4,243.20	\$55,161.60	\$1,560.00	-	\$225.00	\$56,946.60	\$27.38	\$26.63	
1/1/2025 Rate	\$28.38	\$1,135.06	\$4,540.22	\$59,022.91	\$2,080.00	\$1,000.00	\$360.00	\$62,462.91	\$30.03	\$29.03	
1/1/2026 Rate	\$29.51	\$1,180.46	\$4,721.83	\$61,383.83	\$2,080.00	\$1,000.00	\$360.00	\$64,823.83	\$31.17	\$30.17	
1/1/2027 Rate	\$30.69	\$1,227.68	\$4,910.71	\$63,839.18	\$2,080.00	\$1,000.00	\$360.00	\$67,279.18	\$32.35	\$31.35	
1/1/2028 Rate	\$32.08	\$1,283.20	\$5,132.80	\$66,726.40	\$2,080.00	\$1,000.00	\$360.00	\$70,166.40	\$33.73	\$32.73	
Driver B	Rate	Weekly 40 hours	Month	Year	Shift Premium	Safety Bonus	Phone Credit	Total per Year	Total Rate Nightshift	W/O Shift Premium	\$4.44 in raises beginning the last year of the agreement. Not Including Certified Driver Trainer Premium
Current Rate	\$21.22	\$848.80	\$3,395.20	\$44,137.60	\$1,560.00	-	\$225.00	\$45,922.60	\$22.08	\$21.33	
1/1/2025 Rate	\$22.71	\$908.40	\$3,633.60	\$47,236.80	\$2,080.00	\$1,000.00	\$360.00	\$50,676.80	\$24.36	\$23.36	
1/1/2026 Rate	\$23.61	\$944.40	\$3,777.60	\$49,108.80	\$2,080.00	\$1,000.00	\$360.00	\$52,548.80	\$25.26	\$24.26	
1/1/2027 Rate	\$24.56	\$982.40	\$3,929.60	\$51,084.80	\$2,080.00	\$1,000.00	\$360.00	\$54,524.80	\$26.21	\$25.21	
1/1/2028 Rate	\$25.66	\$1,026.40	\$4,105.60	\$53,372.80	\$2,080.00	\$1,000.00	\$360.00	\$56,812.80	\$27.31	\$26.31	

**Wages
Continued**

1st Year of Contract (1/1/25 – 12/31/25)					
Classification	Starting Wage	1 Year of service	2 year of service	3 year of service	2nd & 3rd Shift Premium
Material Handler	\$18.39	\$18.69	\$19.01	\$19.44	\$20.44
Forklift Operator	\$18.80	\$19.12	\$19.43	\$19.80	\$20.80
ARO	\$19.71	\$20.04	\$20.37	\$20.84	\$21.84
Team Lead	\$20.13	\$20.47	\$20.81	\$21.28	\$22.28
Rack Repair	\$19.30	\$19.62	\$19.95	\$20.41	\$21.41
Maintenance Tech	\$29.19	\$29.68	\$30.18	\$30.78	\$31.78
Quality Tech	\$21.45	\$21.82	\$22.17	\$22.68	\$23.68
2nd Year of Contract (1/1/26 – 12/31/26)					
Classification	Starting Wage	1 Year of service	2 year of service	3 year of service	2nd & 3rd Shift Premium
Material Handler	\$19.13	\$19.44	\$19.77	\$20.22	\$21.22
Forklift Operator	\$19.55	\$19.88	\$20.21	\$20.67	\$21.67
ARO	\$20.50	\$20.85	\$21.18	\$21.68	\$22.68
Team Lead	\$20.94	\$21.28	\$21.64	\$22.13	\$23.13
Rack Repair	\$20.07	\$20.41	\$20.75	\$21.23	\$22.23
Maintenance Tech	\$30.36	\$30.87	\$31.38	\$32.01	\$33.01
Quality Tech	\$22.31	\$22.69	\$23.06	\$23.59	\$24.59
3rd Year of Contract (1/1/27 – 12/31/27)					
Classification	Starting Wage	1 Year of service	2 year of service	3 year of service	2nd & 3rd Shift Premium
Material Handler	\$20.08	\$20.41	\$20.76	\$21.23	\$22.23
Forklift Operator	\$20.53	\$20.87	\$21.22	\$21.70	\$22.70
ARO	\$21.52	\$21.89	\$22.24	\$22.76	\$23.76
Team Lead	\$21.98	\$22.35	\$22.73	\$23.23	\$24.23
Rack Repair	\$21.08	\$21.43	\$21.78	\$22.29	\$23.29
Maintenance Tech	\$31.88	\$32.41	\$32.95	\$33.61	\$34.61
Quality Tech	\$23.42	\$23.82	\$24.21	\$24.77	\$25.77
4th Year of Contract (1/1/28 – 12/31/28)					
Classification	Starting Wage	1 Year of service	2 year of service	3 year of service	2nd & 3rd Shift Premium
Material Handler	\$21.09	\$21.44	\$21.79	\$22.29	\$23.29
Forklift Operator	\$21.56	\$21.92	\$22.28	\$22.79	\$23.79
ARO	\$22.60	\$22.98	\$23.35	\$23.90	\$24.90
Team Lead	\$21.98	\$22.35	\$22.73	\$24.40	\$25.40
Rack Repair	\$22.13	\$22.50	\$22.87	\$23.40	\$24.40
Maintenance Tech	\$33.47	\$34.03	\$34.60	\$35.29	\$36.29
Quality Tech	\$24.59	\$25.01	\$25.42	\$26.00	\$27.00

Health Care

Plan C	2025 Lansing	New CBA 18%	2025 4% Savings	EE Yearly (18%)	Company yearly (82%)
Employee	\$233.52	\$191.06	\$519.84	\$2,292.72	\$10,444.61
Employee plus Child	\$537.08	\$439.43	\$1,194.96	\$5,273.16	\$24,022.17
Employee plus Spouse	\$467.02	\$382.11	\$1,038.24	\$4,585.32	\$20,888.68
Family	\$830.48	\$615.85	\$1,402.56	\$6,190.20	\$28,199.80
Plan D	2025 Lansing	New CBA 18%	2025 4% Savings	EE Yearly (18%)	Company yearly (82%)
Employee	\$206.10	\$168.63	\$464.40	\$2,023.56	\$9,218.44
Employee plus Child	\$474.02	\$387.83	\$1,068.24	\$4,653.96	\$21,201.37
Employee plus Spouse	\$412.19	\$337.24	\$929.88	\$4,046.88	\$18,435.79
Family	\$558.46	\$455.28	\$1,254.72	\$5,463.36	\$24,888.64

Article 24 Sec 1.

D) DRIVER NOTIFICATION OF ABSENCE OR TARDINESS

A. You or your designee must notify management through the designated employee call or **text in** line for each day of your absence or tardiness from work.

i. Call or **text** In Line (517) 749-8498

B. Tardiness;

i. If drivers are going to be late by fifteen (15) minutes or more to their scheduled start time, they must call or **text** before the start of their shift to notify management.

C. Call Offs;

i. Drivers must call or **text** in at least, **thirty (30)** minutes in advance of the start of their scheduled shift.

Failure to do so will result in Shop Rule #30

Article 23 Bereavement Changes to make bereavement more user friendly by striking the following sentence; ~~One of the consecutive scheduled working days must be used for attendance at the funeral or memorial service.~~

Attendance Grace Period has been increased to less than 5 minutes, from less than 4 minutes

Language for working at other locations for layoff reduction potential provided the need is there.

Clarified "General Work" in the Warehouse to be by Seniority, and capable of doing the job.

Strengthened the Driver Bump language for our members returning from leave.

Safety Bonus; The company is installing cameras in their trucks, and we were successful in gaining a bonus to reward our professional drivers. 90% of our drivers would have received the bonus last quarter.

The Company Agreed to put UAW Wheels on their Trucks

The Company Agreed to provide Inclement Weather Gear for those who work in the elements.

The Bargaining Committee was successful in securing more vacation time right from the start for all of our newly hired Brothers and Sisters, as well as reducing the notice for the First Come First Served Vacation from three days to one day notice.

Years of Service Reached in the Calendar Year	Annual Hours of Vacation
1	80 hours prorated
2 through 4	80 hours
5 through 14	120 hours
15 through 24	160 hours
25 and beyond	200 hours

Benjamin Frantz
UAW Local 652
President

Michael Luna
UAW Local 652
Ryder Unit Chairman

Ted Krumm
UAW Region I-D
Servicing Representative

Art Luna Jr
UAW Local 652
Ryder Unit 1st Shift
Bargaining Committeeman

Gordon Hyler
UAW Local 652
Ryder Unit 2nd Shift
Bargaining Committeeman

Blake Costello
UAW Local 652
Ryder Unit 3rd Shift
Bargaining Committeeman