M E M O R A N D U M

To: TForce Freight Local Unions

From: John A. Murphy, Co-Chairman, Teamsters National Freight Industry Negotiating Committee

Date: August 26, 2026

Re: **TForce Freight – Article 44**

TNFINC is writing to formally advise the affected Teamsters local unions and the membership that TForce Freight has failed to comply with the requirements of Article 44, Section (d) of the TForce Freight collective bargaining agreement.

Article 44 establishes specific protections concerning the Employer's use of subcontracting and other modes of transportation. Section (d) requires the Employer to reduce subcontracted miles and other modes of transportation to the negotiated percentage levels. For the annual period of August 1, 2025 through July 31, 2026, the applicable maximum was 43.9%. Based upon the subcontracting and other modes of transportation miles, the Company exceeded the negotiated percentage by 1.4 percentage points for this annual period.

As of July 31, 2026, there were 1,531 road drivers holding full-time seniority. As of today, there are an additional 27 road drivers in their probation period.

As a result of the Company's failure to meet the contractual requirement, the Company will issue a $500.00 check to each road driver who worked at least one day during the period of August 1, 2025 through July 31, 2026.

The Company has confirmed that these checks will be issued on September 18, 2026.

TNFINC expects the Company to ensure that all eligible road drivers receive the payment without delay and that the payment is provided to every road driver who meets the eligibility requirement.

TNFINC will continue to monitor the Company's compliance with Article 44 and reserves all rights under the collective bargaining agreement should the Company fail to satisfy any of its contractual obligations.

JAM/kt

cc: Regional TForce Freight Chairs and Co-Chairs
Clement Tsao, Deputy General Counsel