

Tentative Agreement Summary

Your Teamsters Local 481 negotiation team has reached a tentative agreement on a new three-year contract with Avis-Budget Group.

Here are the details:

Wages and Premiums

- Guaranteed raises totaling \$3.00/hour:
 - \$1.00/hour retroactive to 09/01/26
 - \$0.50/hour on 09/01/27, 03/01/28, 09/01/28, and 03/01/29
- Seniority Bonus on 09/01/26:
 - Extra \$0.15/hour for employees with 10-20 years of seniority
 - Extra \$0.25/hour for employees with 21 or more years of seniority
- Minimum rates: \$19.50 for VSAs and CSRs, \$18.00 for RSAs
- Premiums:
 - Kept 1:30 – 10p premium at \$0.45/hour.
 - Raised 10p-6a night shift premium to \$0.70/hour.
 - Raised Preferred premium to \$1.75/hour.
 - Raised Lead premium to \$1.75/hour.
 - Company will pay the Lead premium to employees assigned Lead duties when the Lead is out.

Benefits

- Raised pension contributions by \$2.00 every year.
 - \$33 per month per year of service (max 30 years) retroactive to 09/01/26, (\$11,880/yr. max benefit)
 - \$35 on 09/01/27 (\$12,600/yr. max benefit)
 - \$37 on 09/01/28 (\$13,320/yr. max benefit)
 - Kept 401(k) match, 50% match up to 6% of salary. If you contribute 6% of your salary, the Company will contribute an additional 3%.
 - Company will match all contributions made since 2021.
- Health & Welfare: maintained all current life, medical, prescription drug, dental, vision, and disability insurance benefits.
- Vacation: raised the minimum vacation slots per week from two to three, meaning more people will be able to take vacations at the same time.
- Holidays: increased floating holidays from four to five and reduced the waiting time for the additional floating holiday from five years to three years.

The full text of every change in the Tentative Agreement will be mailed to you along with your voting ballot. You can also get a printed copy of the tentative agreement from the union hall, or sent by email.

2840 Adams Ave Suite 202, San Diego Ca, 92116. 619-300-0417
Email: mduarte@teamster481.org



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Workplace Protections

- Discipline: explicit commitment on the part of the Company to follow the principles of Just Cause in discipline. This means that an employer must have a reason to discipline a worker, and the reason must be fair, and the process must also be fair.
- Grievances: strengthened and simplified the grievance process to make it easier to enforce the contract.
- Probation: reduced probationary period from 120 days to 90 days; improved training requirements for new hires.
- Subcontracting: new limits on supervisors and non-Union employees from doing Teamster work, including limits on when and how much subcontracted services the Company can use.
- Uniforms: kept uniform laundry service for current employees.

A message from your negotiating committee:

It's going to take all of us to enforce the new contract. If you see something that's not right, speak up! Your stewards and your field representative Miguel need to know about issues to address them with management.

We stood strong throughout these negotiations. We believe this is the strongest contract we could have negotiated at this time. The raises in this contract are in line with what we're seeing in the Bay Area and in Los Angeles.

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