ER – CO –03-02/2020

NEW PENN MOTOR EXPRESS

2020 REGIONAL VELOCITY CENTER & ROAD NETWORK REALIGNMENT CHANGE OF OPERATIONS

(Article 8, Section 6)

January 24, 2020

Mr. Ernie Soehl
National Freight Director
2003 US Route 130 Suite B
North Brunswick, NJ 08902

John Murphy
Eastern Region Freight Coordinator
544 Main Street
Boston, MA 02129

Nick Picarello
Executive Director- TEA
P.O. Box 304
Montgomery, NY 12549

Dear Mr. Soehl,

Attached for formal filing are two Change of Operations under Article 8, Section 6 and Article 3, Section 7 of the National Master Freight Agreement. These Changes are being mailed to affected local unions on this same date, with a requested hearing date of February 25, 2020 and implementation no sooner than March 22, 2020.

This Change request establishes:

- Three (3) Regional Velocity Centers at Newburgh, NY, Camp Hill, PA and Scranton, PA
- Provides for Eighty Six (86) Utility Employees originating from twelve (12) locations within one-hundred seventy-five (175) miles of their destination terminal.

These Change of Operations do not modify any terminal's assigned Pickup & Delivery area. Accordingly, there are no zip code transfers.

Please do not hesitate to contact me with any questions or concerns.

Sincerely,

Dan Schmidt
Vice President of Labor
New Penn Motor Express

CC: Amanda Ernest
IBT Freight Division

EASTERN REGION LOCAL UNIONS- 20 Locals

Teamsters Local Union No. 25 544 Main Street Charlestown, MA 02129	Teamsters Local Union No. 107 12275 Townsend Road Philadelphia, PA 19154
Teamsters Local Union No 110 P.O. Box 180 Ebensburg, PA 15931	Teamsters Local Union No. 118 130 Metro Park Rochester, NY 14623
Teamsters Local Union No. 229 1260 O'Neill Highway Dunmore, PA 18512	Teamsters Local Union No. 249 4701 Butler Street Pittsburgh, PA 15201
Teamsters Local Union No. 251 121 Brightridge Avenue E. Providence, RI 02914	Teamsters Local Union No. 294 890 Third Street Albany, NY 12206
Teamsters Local Union No. 317 P.O. Box 11037 Franklin Square Station Syracuse, NY 13218-1037	Teamsters Local Union No 340 27 Main St. South Portland, ME 04106
Teamsters Local Union No. 355 1030 S. Dukeland Street Baltimore, MD 21223-3303	Teamsters Local Union No. 404 P.O. Box 1370 115 Progress Avenue Springfield, MA 01101
Teamsters Local Union No. 429 1055 Spring Street Reading, PA 19610-1746	Teamsters Local Union No. 449 2175 William Street Buffalo, NY 14206-2418
Teamsters Local Union No. 597 P.O. Box 277 South Barre, VT 05670	Teamsters Local Union No. 641 714 Rahway Avenue Union, NJ 07083
Teamsters Local Union No. 677 1871 Baldwin Street Waterbury, CT 06706	Teamsters Local Union No. 707 14 Front Street Hempstead, NY 11550-3602
Teamsters Local Union No. 764 450 Beaver Street Milton, PA 17847	Teamsters Local Union No. 776 2552 Jefferson Street Harrisburg, PA 17110-2505

GENERAL OPERATING STATEMENT

This 2020 Regional Velocity Center and Road Network Realignment Change of Operations request is filed simultaneously with an Article 3, Section 7 Utility Employee Change of Operations request to facilitate the operational ability of New Penn Motor Express. It will significantly improve the customer service product by adding Newburgh, NY, Scranton, PA and Camp Hill, PA as new Regional Velocity Centers.

This proposed Change of Operations, in combination with the proposed Utility Employee Change of Operations, will strengthen the integrity of freight flow within the linehaul network by:

- Establishing linehaul domiciles at two (2) new locations
- Establishing Eighty Six (86) Utility Driver positions at twelve (12) end of line terminal locations, each within approximately 175-mile radius of their respective destination.
- Will establish Newburgh, NY, Scranton, PA and Camp Hill, PA as Regional Velocity Centers.

The result of these modifications will have an impact on improving the service product to our customers and reduce the overall miles driven by approximately 12,000/day.

By re-engineering some segments of the line-haul operation, this Eastern Region Change of Operations will allow New Penn to provide a competitive service, secure additional revenue and provide new Union jobs.

All employees accepting transfer under this Change of Operations will work under the National Master Freight Agreement, the applicable Supplemental Agreements, work rules, rates of pay and conditions in effect at the terminal/domicile to which they transfer. No past practices will follow employees to their new locations.

GENERAL PROVISIONS

This 2020 Regional Velocity Center and Road Network Realignment Change of Operations must be implemented simultaneously and is part and parcel to New Penn's Utility Employee Change of Operations (ER-UE-03-02/2020) which will have an effect on both road driver positions and local cartage positions. The Company will comply with the seniority application decision of the Committee, however, we would put forward the following job opportunity proposal for the National Utility Employee Review Committee and Eastern Region Change of Operations Committee's consideration:

- Terminals that are losing road and are gaining Utility Employee positions shall have the first opportunity to bid those gaining Utility Employee positions within the terminal based on their respective terminal bidding procedures and practices. The numbers to be bid shall be equal to or less than the number of positions lost. In no event will a location be permitted to bid more positions than it is losing. These bids will be posted and awarded at each location described above, prior to any pool bidding.

- Bidding opportunities afforded in the 2020 Regional Velocity Center and Road Network Realignment Change of Operations for the Road and Local Cartage classifications will be identified as "Pool" bid opportunities. Article 8 Section 6 and Article 3 Section 7 pool bid opportunities will be available simultaneously to the respective bidder during the telephone pool bid. For pool bidding participants, both active and inactive employees shall be afforded the opportunity to participate in the bidding, however, employees hired on or after the postmark date of mailing for this Change of Operations shall not be able to bid. The pool bid employees will be bid active to active and inactive to inactive. Single line locations will bid positions in seniority as they have in the past.

- At those gaining facilities where there are employees on letter of layoff who are senior to employees transferring in, those senior laid off employees may not exercise their seniority to bump the less senior employee unless and until such time as they are recalled by letter of recall or worked back on by the terms of their Supplement to fill regular available work opportunities, at which time they shall be dovetailed on the active seniority list, but will not be able to displace a less senior Utility Employee prior to six (6) months after implementation, after which the Utility Employee positions will be bid consistent with the Local Union practice or consistent with the applicable Supplement. However, in the event of a layoff, employees will be laid off in seniority order.

When approved, the Company will post sign–up sheets for pool bidding for a period of seven (7) days and will take place as agreed upon by the Change of Operations Committee decision after the terminal bidding of road drivers to Utility positions at the same terminal location.

New Penn proposes a cutoff date for any new hire as of the postmark date of mailing for this Change of Operations. Those attaining seniority after this date shall not be eligible to participate in the bid. In addition, we would further propose that the postmark date of the mailing for this Change of Operations be utilized as the date to determine active status (layoff vs. active).

The company seeks to implement the 2020 Regional Velocity Center and Road Network Realignment Change of Operations no sooner than March 22, 2020.

Moving expenses in this Change of Operations will be handled in accordance with the provisions contained in Article 8, Section 6 of the National Master Freight Agreement.

The Company agrees that nothing in this proposed Change of Operations is intended to violate and/or alter the provisions of the NMFA or the applicable supplemental agreements. The Company will continue to operate the Road Dispatch as it has done historically with no primary lanes designated. The Company will operate in accordance with DOT rules and regulations, and current hours of service provisions.

BIDDING/SENIORITY INFORMATION

Employees who are qualified bidders on Long-Term Disability (LTD) at the time of bid shall be allowed to bid.

Any employee, by reason of seniority who becomes eligible to bid but needs training to be CDL qualified, shall be offered a sixty (60) day training period by the Company in order to qualify. This does not apply to employees bidding a Utility Employee position in the Article 3 section 7 change. The period to commence the training may begin upon implementation of the change. The Company will provide training personnel and equipment at the location where the employee is currently domiciled or otherwise as mutually agreed to. If the employee fails to qualify during such sixty (60) day training period, they shall forfeit their bid and return to the seniority list at their present location.

SENIORITY DISPOSITION

The Company will offer job opportunities at gaining locations in accordance with the numbers set forth in the attached Exhibits. These exhibits identify all gaining and losing locations in all phases of the change and the overall impact on each location.

The bidding for the below listed positions described in Exhibit 3 will be as follows:

SINGLE LINE SENIORITY TERMINALS

- Terminal bid open to all fully qualified CDL drivers
- Any unfilled positions will be included in the pool bid

SEPARATE LINE SENIORITY TERMINALS

- Terminal bid open to current road drivers only
- Any unfilled positions will be included in the pool bid
- Any remaining unfilled positions will be reposted at the specific terminal and made available to all qualified local cartage employees.

EXHIBIT 3

Utility Follow the Work Opportunities at the Same Domicile

Local	Terminal Name	Terminal Code	Utility
#429	READING, PA	2	12
#641	S KEARNY, NJ	6	3
#764	MILTON, PA	8	4
#355	BALTIMORE, MD	10	6
#677	SOUTHINGTON, CT	12	5
#107	CINNAMINSON, NJ	14	10
#229	SCRANTON, PA	15	3
#110	ALTOONA, PA	21	5
#404	SPRINGFIELD, MA	23	3
#641	TRENTON, NJ	24	8
		Total	**59**

TELEPHONE BID

The company will utilize a telephone bid procedure wherein it will combine the seniority lists by appropriate classification from all losing locations.

In addition, seniority lists from the gaining domiciles will be made available to eligible bidders at losing terminals to aid them in selecting a domicile to which they can transfer.

EASTERN REGION

Billerica, MA - 9
Local #25

LOCAL CARTAGE

PRESENT OPERATION
Billerica, MA currently operates as an end of line terminal in the New Penn network as defined in previous Change of Operations breaking freight to and from the YRC Freight terminals in Portland, ME (154) and Waterville, ME (191).

PROPOSED OPERATION
As a result of the realignments described in this change, the Billerica, MA terminal will lose the Maine consolidation work and be a net minus five (-5) local cartage positions as defined in Exhibit 1.

ROAD

PRESENT OPERATION
Billerica, MA currently operates as an end of the line terminal and does not have an established road domicile.

PROPOSED OPERATION
As a result of the realignments described in this change, the Billerica, MA road operation will be established as a road domicile within the New Penn network and will gain work and be a net plus eighteen (+18) road driver positions as per Exhibit 2.

The company proposes to operate the following Billerica, MA meet and turn as described in Exhibit 4:

- Buffalo, NY (20)

Cinnaminson, NJ - 14
Local #107

ROAD

PRESENT OPERATION
Cinnaminson, NJ currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Cinnaminson, NJ terminal will lose work and be a net minus seventeen (-17) road driver positions as per Exhibit 2.

Altoona, PA - 21
Local #110

LOCAL CARTAGE

PRESENT OPERATION
Altoona, PA currently operates as an end of line terminal in the New Penn network as defined in previous Change of Operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Altoona, PA terminal will lose work and be a net minus one (-1) local cartage position as defined in Exhibit 1.

ROAD

PRESENT OPERATION
Altoona, PA currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Altoona, PA terminal will lose work and be a net minus eleven (-11) road driver positions as per Exhibit 2.

Rochester, NY - 19
Local #118

ROAD

PRESENT OPERATION
Rochester, NY currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Rochester, NY terminal will gain work and be a net plus three (+3) road driver positions as per Exhibit 2.

Scranton, PA - 15
Local #229

LOCAL CARTAGE

PRESENT OPERATION
Scranton, PA currently operates as an end of line terminal in the New Penn network as defined in previous Change of Operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Scranton, PA terminal will be established as a Regional Velocity Center and be a net zero (0) local cartage position as defined in Exhibit 1.

ROAD

PRESENT OPERATION
Scranton, PA currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Scranton, PA terminal will lose work and be a net minus twelve (-12) road driver positions as per Exhibit 2.

Pittsburgh, PA - 16
Local #249

ROAD

PRESENT OPERATION
Pittsburgh, PA currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Pittsburgh, PA terminal will lose work and be a net minus one (-1) road driver position as per Exhibit 2.

Providence, RI - 5
Local #251

ROAD

PRESENT OPERATION
Providence, RI currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Providence, RI road operation will gain work and be a net plus four (+4) road driver positions as per Exhibit 2.

The company proposes to operate the following Providence, RI meet and turn as described in Exhibit 4:

- Buffalo, NY (20)

Albany, NY - 17
Local #294

ROAD

PRESENT OPERATION
Albany, NY currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Albany, NY terminal will gain work and be a net plus one (+1) road driver positions as per Exhibit 2.

Syracuse, NY - 18
Local #317

ROAD

PRESENT OPERATION
Syracuse, NY currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Syracuse, NY terminal will be a net zero (0) road driver positions as per Exhibit 2.

Portland, ME- 27
Local #340

ROAD

PRESENT OPERATION
Portland, ME currently operates as an end of the line terminal in the YRC Freight network and does not have an established road domicile.

PROPOSED OPERATION
As a result of the realignments described in this change, the Portland, ME terminal will be established as a New Penn Motor Express Road domicile with a separate seniority list. Two (2) employees on the current terminal local cartage seniority list will have an opportunity to bid on these positions and become New Penn Motor Express employees. Any unfilled position (s) will be offered in the pool bidding described in this document. Should any road positions remain open after pool bidding, the Company will hire to fill the opening (s).

Waterville, ME- 28
Local #340

ROAD

PRESENT OPERATION
Waterville, ME currently operates as an end of the line terminal in the YRC Freight network and does not have an established road domicile.

PROPOSED OPERATION
As a result of the realignments described in this change, the Waterville, ME terminal will be established as a New Penn Motor Express Road domicile with a separate seniority list. Two (2) employees on the current terminal local cartage seniority list will have an opportunity to bid on these positions and become New Penn Motor Express employees. Any unfilled position (s) will be offered in the pool bidding described in this document. Should any road positions remain open after pool bidding, the Company will hire to fill the opening (s).

Baltimore, MD - 10
Local #355

LOCAL CARTAGE

PRESENT OPERATION
Baltimore, MD currently operates as an end of line terminal in the New Penn network as defined in previous Change of Operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Baltimore, MD terminal will lose work and be a net minus two (-2) local cartage positions as defined in Exhibit 1.

ROAD

PRESENT OPERATION
Baltimore, MD currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Baltimore, MD road operation will lose work and be a net minus eight (-8) road driver positions as per Exhibit 2.

Springfield, MA - 23
Local #404

LOCAL CARTAGE

PRESENT OPERATION
Springfield, MA currently operates as an end of line terminal in the New Penn network as defined in previous Change of Operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Springfield, MA terminal will lose work and be a net loss of minus one (-1) local cartage positions as defined in Exhibit 1.

ROAD

PRESENT OPERATION
Springfield, MA currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Springfield, MA road operation will lose work and be a net minus three (-3) road driver positions as per Exhibit 2.

The company proposes to operate the following Springfield, MA meet and turn as described in Exhibit 4:

- Buffalo, NY (20)

Reading, PA - 2
Local #429

ROAD

PRESENT OPERATION
Reading, PA currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Reading, PA road will lose work and be a net minus seventeen (-17) road driver positions as per Exhibit 2.

Buffalo, NY - 20
Local #449

LOCAL CARTAGE

PRESENT OPERATION
Buffalo, NY currently operates as an end of line terminal in the New Penn network as defined in previous Change of Operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Buffalo, NY terminal will lose work and be a net minus two (-2) local cartage positions as defined in Exhibit 1.

ROAD

PRESENT OPERATION
Buffalo, NY currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Buffalo, NY road operation will gain work and be a net plus nine (+9) road driver positions as per Exhibit 2.

The company proposes to operate the following Buffalo, NY meet and turn as described in Exhibit 4:

- Providence, RI (5)
- Billerica, MA (9)
- Southington, CT (12)
- Springfield, MA (23)

Burlington, VT - 26
Local #597

ROAD

PRESENT OPERATION
Burlington, VT currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Burlington, VT road operation will be a net zero (0) road driver position as per Exhibit 2.

South Kearny, NJ - 6
Local #641

LOCAL CARTAGE

PRESENT OPERATION
South Kearny, NJ currently operates as an end of line terminal in the New Penn network as defined in previous Change of Operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the South Kearny, NJ terminal will lose work and be a net minus one (-1) local cartage position as defined in Exhibit 1.

ROAD

PRESENT OPERATION
South Kearny, NJ currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the South Kearny, NJ road operation will lose work and be a net minus three (-3) road driver positions as per Exhibit 2.

Newburgh, NY - 22
Local #641

LOCAL CARTAGE

PRESENT OPERATION
Newburgh, NY currently operates as an end of line terminal in the New Penn network as defined in previous Change of Operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Newburgh, NY terminal will be established as a Regional Velocity Center and gain work and be a net plus seventeen (+17) local cartage positions as defined in Exhibit 1.

ROAD

PRESENT OPERATION
Newburgh, NY currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Newburgh, NY road operation will lose work and be a net minus one (-1) road driver positions as per Exhibit 2.

Trenton, NJ - 24
Local #641

ROAD

PRESENT OPERATION
Trenton, NJ currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Trenton, NJ road operation will lose work and be a net minus eight (-8) road driver position as per Exhibit 2.

Southington, CT - 12
Local #677

LOCAL CARTAGE

PRESENT OPERATION
Southington, CT currently operates as an end of line terminal in the New Penn network as defined in previous Change of Operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Southington, CT terminal will lose work and be a net minus two (-2) local cartage positions as defined in Exhibit 1.

ROAD

PRESENT OPERATION
Southington, CT currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Southington, CT road operation will lose work and be a net minus eight (-8) road driver positions as per Exhibit 2.

The company proposes to operate the following Southington, CT meet and turn as described in Exhibit 4:

- Buffalo, NY (20)

Maspeth, NY - 7
Local #707

ROAD

PRESENT OPERATION
Maspeth, NY currently operates as an end of the line terminal and does not have an established road domicile.

PROPOSED OPERATION
As a result of the realignments described in this change, the Maspeth, NY road operation will be established as a road domicile within the New Penn network and will gain work and be a net plus six (+6) road driver positions as per Exhibit 2.

Milton, PA - 8
Local #764

ROAD

PRESENT OPERATION
Milton, PA currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Milton, PA road operation will lose work and be a net minus eleven (-11) road driver positions as per Exhibit 2.

Camp Hill, PA - 3
Local #776

LOCAL CARTAGE

PRESENT OPERATION
Camp Hill, PA currently operates as an end of line terminal in the New Penn network as defined in previous Change of Operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Camp Hill, PA terminal will be established as a Regional Velocity Center and be a net zero (0) local cartage position as defined in Exhibit 1.

ROAD

PRESENT OPERATION
Camp Hill, PA currently operates as a road domicile in the New Penn network as defined in previous change of operations.

PROPOSED OPERATION
As a result of the realignments described in this change, the Camp Hill, PA road operation will lose work and be a net minus twenty (-20) road driver positions as per Exhibit 2.

TABLE OF CONTENTS FOR EXHIBITS

EXHIBIT 1 Dock and Switcher Gains & Losses Summary

EXHIBIT 2 Road Driver Summary

EXHIBIT 3 Utility Follow the Work Opportunities at the Same Domicile

EXHIBIT 4 Meet and Turns

EXHIBIT 1					
Dock and Switcher - Gains and Losses Summary					
LOSS					
Local	Terminal Name	Terminal Code	DOCK	SWITCH	TOTAL LOSS
#776	CAMP HILL, PA	3	0	0	0
#641	S KEARNY, NJ	6	-1	0	-1
#25	BILLERICA, MA	9	-5	0	-5
#355	BALTIMORE, MD	10	-2	0	-2
#677	SOUTHINGTON, CT	12	-2	0	-2
#229	SCRANTON, PA	15	0	0	0
#249	PITTSBURGH, PA	16	0	0	0
#449	BUFFALO, NY	20	-2	0	-2
#110	ALTOONA, PA	21	-1	0	-1
#404	SPRINGFIELD, MA	23	-1	0	-1
#641	TRENTON, NJ	24	0	0	0
		SUB TOTAL	**-14**	**0**	**-14**
GAIN					
Local	Terminal Name	Terminal Code	DOCK	SWITCH	TOTAL GAIN
#641	NEWBURGH, NY	22	16	1	17
		SUB TOTAL	**16**	**1**	**17**
				Net	3

EXHIBIT 2

New Penn Road

Local	Terminal Name	Terminal Code	Current Road Positions as of 1-13-2020	Total Road Positions Needed After Change	Loss/Gain
#429	READING, PA	2	20	3	-17
#776	CAMP HILL, PA	3	30	10	-20
#251	PROVIDENCE, RI	5	8	12	4
#641	S KEARNY, NJ	6	4	1	-3
#707	MASPETH, NY	7	0	6	6
#764	MILTON, PA	8	11	0	-11
#25	BILLERICA, MA	9	0	18	18
#355	BALTIMORE, MD	10	11	3	-8
#677	SOUTHINGTON, CT	12	9	1	-8
#107	CINNAMINSON, NJ	14	21	4	-17
#229	SCRANTON, PA	15	12	0	-12
#249	PITTSBURGH, PA	16	8	7	-1
#294	ALBANY, NY	17	4	5	1
#317	SYRACUSE, NY	18	5	5	0
#118	ROCHESTER, NY	19	2	5	3
#449	BUFFALO, NY	20	5	14	9
#110	ALTOONA, PA	21	14	3	-11
#641	NEWBURGH, NY	22	3	2	-1
#404	SPRINGFIELD, MA	23	4	1	-3
#641	TRENTON, NJ	24	14	6	-8
#597	BURLINGTON, VT	26	3	3	0
#340	PORTLAND, ME	27	0	2	2
#340	WATERVILLE, ME	28	0	2	2
	Total		188	113	-75

EXHIBIT 3			
Utility Follow the Work Opportunities at the Same Domicile			
Local	**Terminal Name**	**Terminal Code**	**Utility**
#429	READING, PA	2	12
#641	S KEARNY, NJ	6	3
#764	MILTON, PA	8	4
#355	BALTIMORE, MD	10	6
#677	SOUTHINGTON, CT	12	5
#107	CINNAMINSON, NJ	14	10
#229	SCRANTON, PA	15	3
#110	ALTOONA, PA	21	5
#404	SPRINGFIELD, MA	23	3
#641	TRENTON, NJ	24	8
		Total	**59**

EXHIBIT 4								
Meet and Turns								
Local	**Terminal Name**	**Term Code**		**Local**	**Terminal Name**	**Term Code**		**Up to #**
#449	BUFFALO, NY	20	Road Meets	#251	PROVIDENCE, RI	5	Road	1
#449	BUFFALO, NY	20	Road Meets	#25	BILLERICA, MA	9	Road	1
#449	BUFFALO, NY	20	Road Meets	#677	SOUTHINGTON, CT	12	Road	1
#449	BUFFALO, NY	20	Road Meets	#404	SPRINGFIELD, MA	23	Road	1