



MR-CO-04-01/2021

**2021 GREEN BAY, WI
TERMINAL CONSOLIDATION
CHANGE OF OPERATION**

- Presently YRC Freight Green Bay, WI (315) and Holland Appleton, WI (AP) are co-habitation operations in the YRC Freight terminal.
- This Change of Operations proposal is to merge the terminals of commonly – owned separate employers with Holland being the surviving employer.



January 6, 2021

Mr. Ernie Soehl
National Freight Director
International Brotherhood of Teamsters
2003 US Route #130
North Brunswick, NJ 08902

Dear Mr. Soehl,

YRC Freight and Holland are requesting a Multi-Region Change of Operations hearing on March 11-12, 2021 in accordance with Article 8, Section 6 of the current NMFA. This Change of Operations utilizes the language negotiated in the current NMFA to close the YRC Freight, Inc. Green Bay, WI Terminal and merge those operations into the Holland Appleton, WI, Milwaukee, WI, Wausau, WI and the Tomah, WI terminals. The purpose of this change request is to increase density and load factor on linehaul movements, improve service, reduce empty miles, eliminate certain fixed costs (management staffing, communication expenses, etc.) and improve efficiencies.

The company fully intends to comply with the terms of the National Master Freight Agreement and all the involved Supplemental Agreements.

Should you require any additional information, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Sam Pilger" followed by a small flourish.

Sam Pilger
Vice President Industrial Relations- Holland

CC: Michael Hinton, Central Region Freight Coordinator
CC: Lendon Grisham, Southern Region Freight Coordinator
CC: John Murphy, Eastern Region Freight Coordinator
CC: Robert Paffenroth, Western Region Freight Coordinator

CENTRAL REGION LOCAL UNIONS

Teamsters Local Union No 120 9422 Ulysses Street, NE Suite 120 Blaine, MN 55434	Teamsters Local Union No 200 6200 West Bluemound Road Milwaukee, WI 53213
Teamsters Local Union No 662 850 State Highway 153 Suite D Mosinee, WI 54455	Teamsters Local Union No 695 1314 North Stoughton Road Madison, WI 53714
Teamsters Local Union No 710 9000 West 187 th St. Mokena, IL 60448	

GENERAL STATEMENT

YRC Freight, Inc. and Holland are proposing and submitting this Change of Operations to the Multi-Region Change of Operations Committee in order to better optimize the terminal and relay network by:

- **Merging the YRC Freight Terminal of Green Bay, WI (315) into the Holland Appleton, WI (AP), Milwaukee, WI (MD), Wausau, WI (WS) and the Tomah, WI (TM) terminals.**
- **Reducing Empty and Partially loaded miles**

This Change of Operations request will improve service, improve linehaul density and load average, reduce empty miles and reduce terminal building costs (ie: management staffing, communication, etc.).

This Change of Operations request is in accordance with the terms of Article 8, Section 6 which state and provide:

MERGER OF TERMINALS BY COMMONLY-OWNED SEPARATE EMPLOYERS COVERED BY THIS AGREEMENT

Seniority shall be dovetailed when commonly owned separate employers covered by this agreement merge (in a shutdown or partial shutdown) two (2) or more terminals. If, after the dovetail, there is insufficient work at the remaining location(s), the remaining affected employees shall be entitled to all contractual rights including Article 5, Section 5 rights but shall have moving expenses paid as set forth in Article 8, Section 6. For purposes of this entire section, employees shall remain in their previous health and welfare and pension funds. The Employer at the remaining location(s) shall use all efforts to find work opportunity for all displaced employees. All items under this provision shall be contained in an approved Change of Operations Committee decision. All other issues shall be addressed by the Change of Operations Committee consistent with the language of the Agreement.

The specific terminals being consolidated and a listing of all gaining locations as well as all work opportunities are detailed in this document and attached exhibits.

Per the contractual merger language, all employees on the YRC Freight Green Bay, WI (315) terminal seniority list will have the opportunity to bid as indicated in exhibits one (1) and two (2). The Company will request of the committee, on the record to address active to active and inactive to inactive. The Company does not have a position on this matter and will comply with the decision of the Committee.

This Change of Operations is filed in accordance with Article 8 section 6 of the NMFA.

The Companies are requesting an implementation date not prior to April 4, 2021.

The Companies agree 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.

Moving and lodging expenses shall be paid in accordance with the provisions of Article 8, Section 6 of the NMFA, where applicable.

It is noted and understood that all employees transferring to a Holland operation from YRC Freight will be governed by the Holland work rules and contractual provisions.

Central Region

**YRC Freight
St. Paul, MN - 347
Local # 120**

ROAD

PRESENT OPERATION

St. Paul, MN currently operates as a road domicile in the YRC Freight network as defined in previous Change of Operations.

PROPOSED OPERATION

As a result of the realignments described in this change, the YRC Freight St. Paul, MN road operation will lose work and be a net minus one (-1) road driver position as defined in Exhibit 3. Available work opportunities will be offered as per Exhibit 4. YRC Freight St. Paul, MN primaries are defined in Exhibit 5.

**Holland
Minneapolis, MN - MS
Local # 120**

ROAD

PRESENT OPERATION

Minneapolis, MN currently operates as a road domicile in the Holland network as defined in previous Change of Operations.

PROPOSED OPERATION

As a result of the realignments described in this change, the Holland Minneapolis, MN road operation will gain work and be a net plus one (+1) road driver position as defined in Exhibit 3. Available work opportunities will be offered as per Exhibit 4.

**Holland
Milwaukee, WI - MI
Local # 200**

LOCAL CARTAGE

PRESENT OPERATION

Milwaukee, WI currently operates as an end of line terminal in the Holland network as defined in previous Change of Operations.

PROPOSED OPERATION

As a result of the realignments described in this change, the Milwaukee, WI terminal will gain work and be a net zero (0) local cartage position. Zip Codes will be distributed to the gaining terminal as defined per Exhibit 6.

**YRC Freight
Green Bay, WI - 315
Local # 662**

LOCAL CARTAGE

PRESENT OPERATION

Green Bay, WI currently operates as an end of line terminal in the YRC Freight network as defined in previous Change of Operations.

PROPOSED OPERATION

As a result of the realignments described in this change, the Green Bay, WI terminal will close and be a net minus nineteen (-19) local cartage positions as per Exhibit 1. Available work opportunities will be offered as per Exhibit 2. Zip Codes will be distributed to the gaining terminal as defined per Exhibit 6.

ROAD

PRESENT OPERATION

Green Bay, WI currently operates as a road domicile in the YRC Freight network as defined in previous Change of Operations.

PROPOSED OPERATION

As a result of the realignments described in this change, the Green Bay, WI road operation will be closed and will lose work and be a net minus eight (-8) road driver positions as per Exhibit 3. Available work opportunities will be offered as per Exhibit 4. YRC Freight Green Bay, WI primaries are defined in Exhibit 5.

**Holland
Appleton, WI - AP
Local # 662**

LOCAL CARTAGE

PRESENT OPERATION

Appleton, WI currently operates as an end of line terminal in the Holland network as defined in previous Change of Operations.

PROPOSED OPERATION

As a result of the realignments described in this change, the Appleton, WI terminal will gain work and be a net plus sixteen (+16) local cartage positions as per Exhibit 1. Available work opportunities will be offered as per Exhibit 2. Zip Codes will be distributed to the gaining terminal as defined per Exhibit 6.

ROAD

PRESENT OPERATION

Appleton, WI currently operates as a road domicile in the Holland network as defined in previous Change of Operations.

PROPOSED OPERATION

As a result of the realignments described in this change, the Appleton, WI road operation will gain work and be a net plus eight (+8) road driver positions as defined in Exhibit 3. Available work opportunities will be offered as per Exhibit 4.

**Holland
Wausau, WI - WS
Local # 662**

LOCAL CARTAGE

PRESENT OPERATION

Wausau, WI currently operates as an end of line terminal in the Holland network as defined in previous Change of Operations.

PROPOSED OPERATION

As a result of the realignments described in this change, the Wausau, WI terminal will gain work and be a net plus three (+3) local cartage positions as per Exhibit 1. Available work opportunities will be offered as per Exhibit 2. Zip Codes will be distributed to the gaining terminal as defined per Exhibit 6.

**Holland
Tomah, WI - TM
Local # 695**

LOCAL CARTAGE

PRESENT OPERATION

Tomah, WI currently operates as an end of line terminal in the Holland network as defined in previous Change of Operations.

PROPOSED OPERATION

As a result of the realignments described in this change, the Tomah, WI terminal will gain work and be a net zero (0) local cartage position. Zip Codes will be distributed to the gaining terminal as defined per Exhibit 6.

**YRC Freight
Chicago Heights, IL - 309
Local # 710**

LOCAL CARTAGE

PRESENT OPERATION

Chicago Heights, IL currently operates as a Distribution Center in the YRC Freight network as defined in previous Change of Operations.

PROPOSED OPERATION

As a result of the realignments described in this change, the Chicago Heights, IL terminal will lose work and be a net minus three (-3) dock positions as per Exhibit 1. Available work opportunities will be offered as per Exhibit 2.

**Holland
Wheeling, IL - WH
Local # 710**

LOCAL CARTAGE

PRESENT OPERATION

Wheeling, IL currently operates as an end of line terminal in the Holland network as defined in previous Change of Operations.

PROPOSED OPERATION

As a result of the realignments described in this change, the Wheeling, IL terminal will gain work and be a net plus three (+3) dock positions as per Exhibit 1. Available work opportunities will be offered as per Exhibit 2.

EXHIBIT 1						
Dock, Switcher and P&D - Gains and Losses Summary						
LOSS						
Local	LOCATION		DOCK	SWITCH	P&D	TOTAL LOSS
#662	YRCF Green Bay, WI	315	-2	0	-17	-19
#710	YRCF Chicago Heights, IL	309	-3	0	0	-3
	SUB TOTAL		-5	0	-17	-22
GAIN						
Local	LOCATION		DOCK	SWITCH	P&D	TOTAL GAIN
#662	HMES Appleton, WI	AP	2	0	14	16
#662	HMES Wausau, WI	WS	0	0	3	3
#710	HMES Wheeling, IL	WH	3	0	0	3
	SUB TOTAL		5	0	17	22

EXHIBIT 2										
Dock, Hostler, P&D - Losses										
Losses										
Local	Term Code	From Name	Terminal	Dock	Switch	P&D	Total Loss	To Terminal Name	Term Code	Local
#662	315	YRCF Green Bay, WI		-2	0	-14	-16	HMES Appleton, WI	AP	#662
				0	0	-3	-3	HMES Wausau, WI	WS	#662
			Total	-2	0	-17	-19			
#710	309	YRCF Chicago Heights, IL		-3	0	0	-3	HMES Wheeling, IL	WH	#710
			Total	-3	0	0	-3			
			Total Loss	-5	0	-17	-22			

EXHIBIT 3				
Road - Gains and Losses Summary				
Losses				
Local	LOCATION		ROAD	TOTAL LOSS
#120	YRCF St. Paul, MN	347	-1	-1
#662	YRCF Green Bay, WI	315	-8	-8
	SUB TOTAL		-9	-9
GAIN				
Local	LOCATION		ROAD	TOTAL GAIN
#120	HMES Minneapolis, MN	MS	1	1
#662	HMES Appleton, WI	AP	8	8
	SUB TOTAL		9	9

Exhibit 4							
Road Driver Gains & Losses Summary							
Follow the Work							
Loss				Gain			
Local	Terminal Name	Term Code	Road Driver Change	Local	Terminal Name	Term Code	Road Driver Change
#120	YRCF St. Paul, MN	347	-1	#120	HMES Minneapolis, MN	MS	1
	Total		-1			Total	1
#662	YRCF Green Bay, WI	315	-8	#662	HMES Appleton, WI	AP	8
	Total		-8			Total	8
						Net	0

**EXHIBIT 5
ROAD PRIMARIES**

Code	Origin Name	Code	Destination Name
315	GREEN BAY	309	CHICAGO
347	ST. PAUL	315	GREEN BAY
347	ST. PAUL	335	GRANITE FALLS
347	ST. PAUL	336	EAU CLAIRE
347	ST. PAUL	370	DULUTH
347	ST. PAUL	388	OWATONNA
347	ST. PAUL	408	MINOT
347	ST. PAUL	602	BISMARCK
347	ST. PAUL	668	WATERTOWN
347	ST. PAUL	861	SIOUX FALLS
347	ST. PAUL	864	FARGO
347	ST. PAUL	881*	SALT LAKE CITY
347	ST. PAUL	890*	DENVER

EXHIBIT 6				
Zip Code Changes				
ZIP	CITY	STATE	Current Terminal	New Terminal
49710	BARBEAU	MI	315	AP
49725	DE TOUR VILLAGE	MI	315	AP
49726	DRUMMOND ISLAND	MI	315	AP
49728	ECKERMAN	MI	315	AP
49736	GOETZVILLE	MI	315	AP
49748	HULBERT	MI	315	AP
49762	NAUBINWAY	MI	315	AP
49768	PARADISE	MI	315	AP
49793	TROUT LAKE	MI	315	AP
49805	ALLOUEZ	MI	315	AP
49806	AU TRAIN	MI	315	AP
49808	BIG BAY	MI	315	AP
49815	CHANNING	MI	315	AP
49816	CHATHAM	MI	315	AP
49817	COOKS	MI	315	AP
49818	CORNELL	MI	315	AP
49819	ARNOLD	MI	315	AP
49820	CURTIS	MI	315	AP
49822	DEERTON	MI	315	AP
49825	EBEN JUNCTION	MI	315	AP
49826	RUMELY	MI	315	AP
49827	ENGADINE	MI	315	AP
49831	FELCH	MI	315	AP
49834	FOSTER CITY	MI	315	AP
49835	GARDEN	MI	315	AP
49836	GERMFASK	MI	315	AP
49838	GOULD CITY	MI	315	AP
49839	GRAND MARAIS	MI	315	AP
49840	GULLIVER	MI	315	AP
49853	MCMILLAN	MI	315	AP
49854	MANISTIQUE	MI	315	AP
49858	MENOMINEE	MI	315	AP
49864	NAHMA	MI	315	AP
49868	NEWBERRY	MI	315	AP
49872	PERKINS	MI	315	AP
49877	RALPH	MI	315	AP
49880	ROCK	MI	315	AP
49883	SENEY	MI	315	AP
49884	SHINGLETON	MI	315	AP
49891	TRENARY	MI	315	AP
49895	WETMORE	MI	315	AP
49901	AHMEEK	MI	315	AP
49902	ALPHA	MI	315	AP
49910	BERGLAND	MI	315	AP

49911	BESSEMER	MI	315	AP
49912	BRUCE CROSSING	MI	315	AP
49917	COPPER CITY	MI	315	AP
49918	COPPER HARBOR	MI	315	AP
49919	COVINGTON	MI	315	AP
49921	DODGEVILLE	MI	315	AP
49925	EWEN	MI	315	AP
49927	GAASTRA	MI	315	AP
49929	GREENLAND	MI	315	AP
49938	IRONWOOD	MI	315	AP
49947	MARENISCO	MI	315	AP
49948	MASS	MI	315	AP
49950	EAGLE HARBOR	MI	315	AP
49953	ONTONAGON	MI	315	AP
49955	PAINESDALE	MI	315	AP
49958	ARNHEIM	MI	315	AP
49959	RAMSAY	MI	315	AP
49960	ROCKLAND	MI	315	AP
49961	SIDNAW	MI	315	AP
49962	SKANEE	MI	315	AP
49963	S RANGE	MI	315	AP
49964	STAMBAUGH	MI	315	AP
49965	TOIVOLA	MI	315	AP
49967	TROUT CREEK	MI	315	AP
49968	WAKEFIELD	MI	315	AP
49969	WATERSMEET	MI	315	AP
49970	WATTON	MI	315	AP
49971	WHITE PINE	MI	315	AP
53014	CHILTON	WI	315	AP
53015	CLEVELAND	WI	315	AP
53042	KIEL	WI	315	AP
53061	NEW HOLSTEIN	WI	315	AP
53062	NEW HOLSTEIN	WI	315	AP
53063	NEWTON	WI	315	AP
53088	STOCKBRIDGE	WI	315	AP
54101	ABRAMS	WI	315	AP
54103	ARMSTRONG CREEK	WI	315	AP
54106	BLACK CREEK	WI	315	AP
54107	BONDUEL	WI	315	AP
54110	BRILLION	WI	315	AP
54111	ADVANCE	WI	315	AP
54112	COLEMAN	WI	315	AP
54113	COMBINED LOCKS	WI	315	AP
54115	DE PERE	WI	315	AP
54119	DUNBAR	WI	315	AP
54123	FOREST JUNCTION	WI	315	AP
54124	GILLETT	WI	315	AP
54126	GREENLEAF	WI	315	AP

54127	GREEN VALLEY	WI	315	AP
54128	GRESHAM	WI	315	AP
54129	HILBERT	WI	315	AP
54130	DUNDAS	WI	315	AP
54131	FREEDOM	WI	315	AP
54135	KESHENA	WI	315	AP
54136	KIMBERLY	WI	315	AP
54137	KRAKOW	WI	315	AP
54139	LENA	WI	315	AP
54140	LITTLE CHUTE	WI	315	AP
54141	LITTLE SUAMICO	WI	315	AP
54143	MARINETTE	WI	315	AP
54149	MOUNTAIN	WI	315	AP
54150	NEOPIT	WI	315	AP
54152	NICHOLS	WI	315	AP
54153	OCONTO	WI	315	AP
54154	OCONTO FALLS	WI	315	AP
54155	ONEIDA	WI	315	AP
54157	PESHTIGO	WI	315	AP
54160	POTTER	WI	315	AP
54161	POUND	WI	315	AP
54162	PULASKI	WI	315	AP
54165	SEYMOUR	WI	315	AP
54166	SHAWANO	WI	315	AP
54169	SHERWOOD	WI	315	AP
54170	SHIOCTON	WI	315	AP
54171	SOBIESKI	WI	315	AP
54173	SUAMICO	WI	315	AP
54174	SURING	WI	315	AP
54180	WRIGHTSTOWN	WI	315	AP
54201	ALGOMA	WI	315	AP
54202	BAILEYS HARBOR	WI	315	AP
54204	BRUSSELS	WI	315	AP
54205	CASCO	WI	315	AP
54207	COLLINS	WI	315	AP
54208	DENMARK	WI	315	AP
54209	EGG HARBOR	WI	315	AP
54210	ELLISON BAY	WI	315	AP
54211	EPHRAIM	WI	315	AP
54212	FISH CREEK	WI	315	AP
54213	FORESTVILLE	WI	315	AP
54214	FRANCIS CREEK	WI	315	AP
54215	KELLNERSVILLE	WI	315	AP
54216	KEWAUNEE	WI	315	AP
54217	LUXEMBURG	WI	315	AP
54220	MANITOWOC	WI	315	AP
54221	MANITOWOC	WI	315	AP
54226	MAPLEWOOD	WI	315	AP

54227	MARIBEL	WI	315	AP
54228	MISHICOT	WI	315	AP
54229	NEW FRANKEN	WI	315	AP
54230	REEDSVILLE	WI	315	AP
54232	ST NAZIANZ	WI	315	AP
54234	SISTER BAY	WI	315	AP
54235	STURGEON BAY	WI	315	AP
54240	TISCH MILLS	WI	315	AP
54241	TWO RIVERS	WI	315	AP
54245	VALDERS	WI	315	AP
54246	WASHINGTON ISLAND	WI	315	AP
54247	WHITELAW	WI	315	AP
54301	ALLOUEZ	WI	315	AP
54302	GREEN BAY	WI	315	AP
54303	GREEN BAY	WI	315	AP
54304	ASHWAUBENON	WI	315	AP
54305	GREEN BAY	WI	315	AP
54306	GREEN BAY	WI	315	AP
54307	GREEN BAY	WI	315	AP
54308	GREEN BAY	WI	315	AP
54311	GREEN BAY	WI	315	AP
54313	GREEN BAY	WI	315	AP
54324	GREEN BAY	WI	315	AP
54344	GREEN BAY	WI	315	AP
54416	BOWLER	WI	315	AP
54462	PEARSON	WI	315	AP
54464	PHLOX	WI	315	AP
54465	PICKEREL	WI	315	AP
54486	TIGERTON	WI	315	AP
54512	BOULDER JUNCTION	WI	315	AP
54517	CLAM LAKE	WI	315	AP
54519	CONOVER	WI	315	AP
54525	GILE	WI	315	AP
54527	GLIDDEN	WI	315	AP
54534	HURLEY	WI	315	AP
54536	IRON BELT	WI	315	AP
54537	KENNAN	WI	315	AP
54540	LAND O LAKES	WI	315	AP
54545	MANITOWISH WATERS	WI	315	AP
54546	MELLEN	WI	315	AP
54547	MANITOWISH	WI	315	AP
54550	MONTREAL	WI	315	AP
54554	PHELPS	WI	315	AP
54557	PRESQUE ISLE	WI	315	AP
54559	SAXON	WI	315	AP
54560	SAYNER	WI	315	AP
54565	UPSON	WI	315	AP
54827	CORNUCOPIA	WI	315	AP

54976	SAXEVILLE	WI	315	AP
54978	TILLEDA	WI	315	AP
54979	VAN DYNE	WI	315	AP
54980	WAUKAU	WI	315	AP
54981	WAUPACA	WI	315	AP
54983	WEYAUWEGA	WI	315	AP
54984	WILD ROSE	WI	315	AP
54985	WINNEBAGO	WI	315	AP
54986	WINNECONNE	WI	315	AP
53065	OAKFIELD	WI	315	MI
54909	ALMOND	WI	315	TM
54921	BANCROFT	WI	315	TM
54943	HANCOCK	WI	315	TM
54966	PLAINFIELD	WI	315	TM
54982	WAUTOMA	WI	315	TM
54401	WAUSAU	WI	315	WS
54402	WAUSAU	WI	315	WS
54403	WAUSAU	WI	315	WS
54406	AMHERST	WI	315	WS
54407	AMHERST JUNCTION	WI	315	WS
54408	ANIWA	WI	315	WS
54409	ANTIGO	WI	315	WS
54410	ARPIN	WI	315	WS
54412	AUBURNDALE	WI	315	WS
54414	BIRNAMWOOD	WI	315	WS
54415	BLENKER	WI	315	WS
54417	BROKAW	WI	315	WS
54418	BRYANT	WI	315	WS
54423	CUSTER	WI	315	WS
54424	DEERBROOK	WI	315	WS
54427	ELAND	WI	315	WS
54429	ELDERON	WI	315	WS
54430	ELTON	WI	315	WS
54435	GLEASON	WI	315	WS
54440	HATLEY	WI	315	WS
54442	IRMA	WI	315	WS
54443	JUNCTION CITY	WI	315	WS
54450	MATTOON	WI	315	WS
54452	MERRILL	WI	315	WS
54454	MILLADORE	WI	315	WS
54455	MOSINEE	WI	315	WS
54457	NEKOOSA	WI	315	WS
54458	NELSONVILLE	WI	315	WS
54467	PLOVER	WI	315	WS
54469	PORT EDWARDS	WI	315	WS
54471	RINGLE	WI	315	WS
54473	ROSHOLT	WI	315	WS
54474	ROTHSCHILD	WI	315	WS