

Teamsters
National Freight Industry Negotiating
Committee

BLAST FAX

TO: LOCAL UNIONS: 20, 24, 26, 40, 41, 71, 89, 107,
110, 120, 160, 179, 200, 215, 238, 245, 317, 325,
355, 371, 375, 377, 391, 397, 401, 402, 407, 449,
453, 480, 509, 519, 528, 538, 554, 592, 600, 612,
651, 695, 710, 728, 773, 776, 795, 823, and 916

Walter A. Lytle, Central Region Freight Coordinator -
(LU 414)

Ernie Soehl, Eastern Region Freight Coordinator - (LU
701)

Ken Bryant, Southern Region Freight Coordinator - (LU
745)

FROM: Tyson Johnson, International Vice President &
Director, National Freight Division

DATE: May 20, 2008

Re: USF Holland - MR-UE-CO-08-05/2008

The following is the decision from the USF Holland Multi-Region Change of Operations MR-UE-CO-08-05/2008, which was heard on Tuesday, May 13, 2008, at the Hilton San Palacio Del Rio, San Antonio, TX.

Decision: Motion that the Company's proposed change of operations is approved as clarified and modified by the parties on the record with the following provisions:

Richmond, VA, Charlotte, NC; phase 2, beginning June 9, at Atlanta, GA, Nashville, TN, St. Louis, MO, Kansas City, MO, and; phase 3 beginning June 16, at Des Moines, IA, Owatonna, MN, and Rock Island, IL with the bidding sign-up sheets posted for 2 weeks prior to the start of the bidding process is approved.

2. The bidding of the Utility Employee positions at each of the domiciles gaining Utility Employees shall be bid to both over-the road drivers and local cartage drivers on a dovetail seniority basis using each employees present bidding and layoff seniority date. Successful bidders at all locations, other than Chicago, IL (Local 710) and Joliet, IL (Local 179), shall be dovetailed on the appropriate Local Cartage seniority list at the location involved. Bidding and seniority application of this decision at Chicago, IL (Local 710) and Joliet, IL (Local 179) is referred to each of these respective Local Unions for implementation in compliance with the applicable provisions of the Local 710 and Local 179 "white paper" labor agreements. In order to be eligible to bid, the employee must be CDL qualified with all of the required endorsements at the time of the bid.
3. Based on the fact there are both local cartage employees and road drivers that have common seniority dates at the Joplin, Springfield and Kansas City facilities the Company and the Local Union at each of these facilities are instructed to rank the local cartage employees with common seniority dates among themselves by lot drawing and to do the same among road drivers with common seniority dates. The parties will then flip a coin to determine whether the most senior local cartage employee or the most senior road employee will be ranked 1 or 2 on the dovetail local cartage/road seniority list. Thereafter the remaining local cartage and road employees shall be ranked on an alternating one for one basis on the dovetailed seniority list based on their seniority ranking through the lot drawing process.
4. The Committee recognizes the Local 407 local seniority practice; provided however, all Utility Employees will dovetailed on the Local Cartage seniority list.

5. The request of Local 776 for the bidding of the gaining Utility Employee positions to be bid on a system basis is denied.
6. All equipment utilized in conjunction with the Utility Employee operation will be air conditioned.
7. Based on the statement of the Company on the record that this Change of Operations will not have any adverse impact on the dock and local cartage work at the Atlanta terminal (or any other terminal), the request of Local 728 to allow the Local 728 Atlanta employees the opportunity to bid on those Utility Employee positions at locations that will be running into the Atlanta terminal is denied.
8. The Committee shall retain jurisdiction of this decision to resolve any grievance that may arise under this decision for a period of 1 year, including the review of any allegations that the Utility Employee operation has had an adverse impact on the local dock and cartage operations at any of the involved Utility Employee facilities.
9. The Committee recognizes the Company's commitment on the record that they will not interline traffic designated as part of the Utility Employee operations that are subject to this decision.
10. This decision is rendered under the specific authority of Article 8 Section 6 (g) of the National Master Freight Agreement and will have no precedential value in future Utility Employee proposed change of operations and is not intended to be in violation of any of the provisions of the National Master Agreement or any of its Regional Supplemental Agreements.

Please acknowledge receipt of this TITAN by facsimile at 202/624-8722. Thank

you.