

TEAMSTERS

National Freight Industry Negotiating Committee



BLAST FAX

TO: LOCAL UNIONS: 7, 20, 22, 24, 25, 26, 29, 40, 41, 50, 61, 71, 89, 92, 100, 107, 110, 135, 170, 171, 175, 215, 217, 229, 236, 238, 245, 249, 251, 294, 299, 317, 326, 355, 364, 371, 375, 377, 384, 391, 397, 402, 404, 406, 407, 413, 445, 449, 480, 486, 509, 519, 528, 529, 549, 560, 568, 580, 592, 597, 600, 612, 627, 633, 637, 639, 651, 653, 667, 676, 677, 687, 688, 693, 701, 707, 728, 764, 771, 773, 776, 878, 891, 908, 957, 991, and 992

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: June 3, 2008

Re: Roadway Express - MR-UE-CO-07-05/2008

The following is the **REVISED** decision from the Roadway Express Multi-Region Change of Operations MR-UE-CO-07-05/2008, which was heard on Tuesday, May 13, 2008, at the Hilton Palacio Del Rio, San Antonio, TX. **ALL REVISIONS WILL BE BOLD AND UNDERLINED.**

Decision: Motion that the Company's proposed Utility Employee Change of Operations, filed under Article 3, Section 7 of the NMFA, be approved as modified, clarified, and stipulated by the Company on the record with the following provisions:

1. The date of the bidding provided by this decision shall be June 15, 2008 commencing at 0900 hours CST. The bidding sheets shall be posted for at least 7 consecutive days prior to the date of the bidding. Implementation of this Change of Operations shall be July 13, 2008.

2. The Utility Employee Change of Operations shall be bid on a consecutive basis with the Velocity Improvement Change of Operations in MR-SE-CO-05-05/2008 being bid first and the Utility Employee Change of Operations bidding immediately thereafter, using the following three (3) options:

a) **Option 1. - Utility Employee Bids within Losing Locations**

Terminals that are losing road, dock and/or switcher work and are gaining Utility Employee positions shall have the first opportunity to bid those gaining Utility Employee positions within the terminal. Bidding of these positions shall be on a combined dovetailed seniority basis of those employees in a classification that is losing work (road/dock/switcher) based on each employee's bidding and layoff seniority date at the time of the bid. Also, Option 2 bidding opportunities will be afforded to employees at a particular facility where the number of gaining Utility Employee positions available for bid under Option 1 is less than the number of positions lost and where there will be Utility Employees from other terminals that will be running back into that particular facility. In no event will a Local Union be permitted to bid more positions than it is losing. Both active and inactive employees shall be eligible to participate in the bidding process; provided, however, employees hired on or after April 1, 2008 shall not be eligible to participate. The employees will be bid active to active and inactive to inactive. Employees must be CDL qualified and have all of the required endorsements at the time of the bid in order to be eligible to bid. Successful bidders will be dovetailed on the applicable local cartage seniority list at the location involved and have no further seniority rights on the seniority list from which they bid. The employees at a location which maintains a single line seniority list will be eligible to participate in the bidding process. Gaining positions not filled under this provision shall be offered for bid under Option 3 (pool bid). Employees bidding into a Utility Employee position may not be displaced on the Utility Employee bid by a more senior employee prior to January 1, 2009, after which the Utility Employee positions will be bid consistent with the Local Union's bidding procedure or consistent with the applicable Supplement.

The following are the locations subject to this provision that will bid gaining Utility Employee positions internally:

EAST

1.	Local 25	Boston	4 Utility Employee positions
2.	Local 61	Asheville	2 Utility Employee positions
3.	Local 107	Philadelphia	3 Utility Employee Positions
4.	Local 170	Worcester	3 Utility Employee Positions
5.	Local 229	Stroudsburg	4 Utility Employee Positions
6.	Local 251	Providence	3 Utility Employee Positions
7.	Local 355	Baltimore	1 Utility employee position
8.	Local 375/449	Buffalo	3 Utility Employee positions
9.	Local 384	Lansdale	2 Utility Employee positions
10.	Local 391	Winston	2 Utility Employee positions
11.	Local 404	Springfield, MA	2 Utility Employee positions
12.	Local 633	Nashua	2 Utility Employee positions
13.	Local 653	Brockton	3 Utility Employee positions

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| 14. | Local 764 | Milton | 2 Utility Employee positions |
| 15. | Local 773 | Allentown | 2 Utility Employee positions |

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| 16. | Local 20 | Toledo | 2 Utility Employee positions |
| 17. | Local 24 | Akron | 1 Utility Employee position |
| 18. | Local 26 | Effingham | 1 Utility Employee position |
| 19. | Local 89 | Louisville | 3 Utility Employees positions |
| 20. | Local 100 | Cincinnati | 2 Utility Employee positions |
| 21. | Local 135 | Indianapolis | 1 Utility Employee position |
| 22. | Local 215 | Evansville | 1 Utility Employee position |
| 23. | Local 245 | Springfield, MO | 1 Utility Employee position |
| 24. | Local 413 | Columbus, OH | 3 Utility Employee positions |
| 25. | Local 651 | Lexington | 2 Utility Employee positions |
| 26. | Local 833 | Columbia, MO | 1 Utility Employee position |

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| 27. | Local 480 | Nashville | 1 Utility Employee position |
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(b) Option 2. – Utility Employee Follow the Work Bids

Option 2 bidding opportunities will be afforded to employees from – (a) facilities which are losing more road, dock and/or switcher positions than Utility Employee positions they are gaining and (b) facilities which are losing road, dock and/or switcher positions that are not gaining any Utility Employee positions and where Utility Employees from other facilities will be running into that facility. In no event will a Local Union be permitted to bid more positions than it is losing. Only those employees at the losing facilities, who are CDL qualified and have all of the required endorsements at the time of the bid, can bid on the Utility Employee positions at the gaining locations. Such bidding shall be on a combined (road/dock/switcher) dovetailed seniority basis, based on each employee's bidding and layoff seniority date at the time of the bid. Both active and inactive employees shall be eligible to participate in the bidding process; provided, however, employees hired on or after April 1, 2008 shall not be eligible to bid. The employees will be bid active to active and inactive to inactive. Successful bidders will be dovetailed on the local cartage seniority list at the facility they bid into based on their bidding and layoff seniority date at the time of the bid and shall have no further seniority rights on the seniority list from which they bid. Employees bidding into a Utility Employee position may not be displaced on the Utility Employee bid by a more senior employee prior to January 1, 2009, after which the Utility Employee positions will be bid consistent with the Local Union's bidding procedure or consistent with the applicable Supplement.

The following are the locations subject to this provision that will be bidding gaining Utility Employee positions under Option 2:

EAST

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| 1. Local 22 - Danville, VA | 1 Utility Employee from Winston & 1 from Harrisburg |
| 2. Local 29 - Harrisonburg, VA | 1 Utility Employee from Harrisburg & 1 from Winston |
| 3. Local 61 - Hickory, NC | 1 Utility Employee from Winston |
| 4. Local <u>391</u> - Sanford, NC | 2 Utility Employees from Winston |
| 5. Local 71 - Charlotte, NC | 1 Utility Employee from Winston & 1 from Nashville |
| 6. Local 71 - Florence | 1 Utility Employee from Winston |
| 7. Local 107 - Philadelphia | 4 Utility Employees from Harrisburg |
| 8. Local 110 - Du Bois | 2 Utility Employees from Akron |
| 9. Local 110 - Altoona | 2 Utility Employees from Akron |
| 10. Local 171 - Wytheville, VA | 2 Utility Employees from Winston |
| 11. Local 171 - Roanoke | 2 Utility Employees from Winston |
| 12. Local 175 - Marietta/Parkersburg | 1 Utility employee from Columbus |
| 13. Local 175 - Charleston, WV | 1 Utility Employee from Columbus |
| 14. Local 249 - Pittsburg
Akron | 2 Utility Employees from Harrisburg 2 from Akron |
| 15. Local 294 - Albany, NY
Buffalo | 1 Utility Employee from Stroudsburg & 1 from Buffalo |
| 16. Local 326 - Dover, DE
Columbus | 1 Utility Employee from Harrisburg & 1 from Columbus |
| 17. Local 326 - Salisbury | 1 Utility Employee from Harrisburg |
| 18. Local 355 - Baltimore
Columbus | 3 Utility Employee from Harrisburg & 3 from Columbus |
| 19. Local 384 - Lansdale | 1 Utility Employee from Harrisburg & 1 from Stroudsburg |
| 20. Local 391 - Greenville, NC | 1 Utility Employee from Winston |
| 21. Local 391 - Durham | 1 Utility Employee from Winston |
| 22. Local 391 - Fayetteville | 2 Utility Employees from Winston |
| 23. Local 391 - Raleigh | 1 Utility Employee from Winston |
| 24. Local 397 - Erie | 2 Utility Employees from Akron |
| 25. Local 509 - Greenville, SC
Atlanta | 2 Utility Employees from Winston & 1 from Atlanta |
| 26. Local 509 - Columbia, SC
Winston | 1 Utility Employee from Atlanta & 1 from Winston |
| 27. Local 529 - Elmira | 1 Utility Employee from Harrisburg |
| 28. Local 560 - Kearny | 5 Utility Employees from Harrisburg |
| 29. Local 560 -- Somerville, NJ | 1 Utility Employee from Harrisburg |
| 30. Local 560 Carlstadt | 5 Utility Employees from Harrisburg |
| 31. Local 592 Richmond | 1 Utility Employee from Columbus |

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| 32. Local 597 Bellows Falls | 1 Utility Employee from Stroudsburg |
| 33. Local 639 Alexandria
Winston | 2 Utility Employee from Columbus & 1 from
Winston |
| 34. Local 676 Atlantic City | 2 Utility Employees from Harrisburg |
| 35. Local 677 Cheshire | 3 Utility Employees from Harrisburg & 1 from
Stroudsburg |
| 36. Local 693 Binghamton | 1 Utility Employee from Harrisburg |
| 37. Local 701 Trenton | 3 Utility Employees from Harrisburg |
| 38. Local 701 Asbury Park | 1 Utility Employee from Harrisburg |
| 39. Local 701 New Brunswick
Stroudsburg | 3 Utility Employees from Harrisburg & 1 from
Stroudsburg |
| 40. Local 707 Deer Park | 1 Utility Employee from Harrisburg |
| 41. Local 707 Brooklyn | 4 Utility Employees from Harrisburg |
| 42. Local 707 Garden City | 1 Utility Employee from Harrisburg |
| 43. Local 771 Lancaster | 2 Utility Employees from Harrisburg |
| 44. Local 773 Allentown | 1 Utility Employee from Harrisburg |
| 45. Local 822 Norfolk
Winston | 1 Utility Employee from Columbus & 1 from
Winston |
| 46. Local 992 Hagerstown
Columbus | 4 Utility Employees from Harrisburg & 1 from
Columbus |

CENTRAL

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| 1. Local 26 Danville, IL | 1 from Indianapolis |
| 2. Local 40 Mansfield | 1 Utility Employee from Akron & 1 from Columbus |
| 3. Local 50 Mount Vernon | 2 Utility Employees from St. Louis |
| 4. Local 88 Quincy | 1 Utility Employee from St. Louis |
| 5. Local 89 Louisville | 1 Utility Employee from Nashville & 1 from
Indianapolis |
| 6. Local 89 Bowling Green | 1 Utility Employee from Nashville |
| 7. Local 92 Dover, OH | 2 Utility Employees from Akron |
| 8. Local 135 Kokomo | 2 Utility Employees from Indianapolis |
| 9. Local 135 Bloomington, IN | 2 Utility Employees from Indianapolis |
| 10. Local 215 Evansville | 1 Utility Employee from St. Louis & 1 from
Nashville |
| 11. Local 236 Paducah | 1 Utility Employee from Nashville |
| 12. Local 245 Springfield, MO | 1 Utility Employee from St. Louis |
| 13. Local 299 Detroit | 1 Utility Employee from Akron & 1 from
Cincinnati |
| 14. Local 364 South Bend | 1 Utility Employee from Cincinnati |
| 15. Local 377 Youngstown | 2 Utility Employees from Akron |
| 16. Local 407 Cleveland | 1 Utility Employee from Akron |
| 17. Local 600 Cape Girardeau | 1 Utility Employee from Nashville & 1 from St.
Louis |
| 18. Local 637 Zanesville | 2 Utility Employees from Columbus |

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| 19. Local 651 Lexington | 1 Utility Employee from Cincinnati & 1 from Nashville |
| 20. Local 651 London | 1 Utility Employee from Cincinnati |
| 21. Local 833 Columbia, MO | 1 Utility Employee from St. Louis |
| 22. Local 908 Lima | 1 Utility Employee from Akron & 2 from Cincinnati |
| 23. Local 957 Dayton | 3 Utility Employees from Cincinnati |

SOUTH

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| 1. Local 217 Jackson, TN | 1 Utility Employee from Memphis & 2 from Nashville |
| 2. Local 402 Huntsville | 4 Utility Employees from Nashville |
| 3. Local 480 Cookeville | 2 Utility Employees from Nashville |
| 4. Local 480 Shelbyville | 3 Utility Employees from Nashville |
| 5. Local 528 La Grange | 2 Utility Employees from Atlanta |
| 6. Local 528 Macon | 2 Utility Employees from Atlanta |
| 7. Local 528 Albany, GA | 2 Utility Employees from Atlanta |
| 8. Local 528 Chattanooga | 1 Utility Employee from Atlanta & 2 from Nashville & 1 from Winston |
| 9. Local 528 Augusta | 1 Utility Employee from Atlanta |
| 10. Local 612 Montgomery | 1 Utility Employee from Nashville |
| 11. Local 612 Birmingham | 1 Utility Employee from Meridian & 2 from Nashville |
| 12. Local 667 Tupelo | 1 Utility Employee from Memphis |
| 13. Local 667 Jonesboro | 1 Utility Employee from Memphis |
| 14. Local 728 Marietta | 1 Utility Employee from Atlanta & 1 from Nashville |
| 15. Local 728 Lawrenceville | 1 Utility Employee from Atlanta & 1 from Nashville |
| 16. Local 878 Little Rock | 3 Utility Employees from Memphis |
| 17. Local 878 Monticello | 1 Utility Employee from Memphis |
| 18. Local 891 Grenada | 1 Utility Employee from Memphis |
| 19. Local 891 Greenville, MS | 1 Utility Employee from Memphis |
| 20. Local 891 Jackson, MS | 2 Utility Employees from Meridian |
| 21. Local 991 Dothan | 2 Utility Employees from Atlanta |

c) Option 3. – Utility Employee Pool Bids

Once the bidding process in Options 1 and 2 has been completed, all Utility Employee positions, that have not been filled, shall be bid on a combined (road/dock/switcher) dovetailed seniority pool basis, based on each employee's bidding and layoff seniority date at the time of the bid. Only those employees, who are CDL qualified and have all of the required endorsements at the time of the bid and who did not successfully bid a gaining position in either Option 1 or 2, will be permitted to bid. Both

active and inactive employees shall be eligible to participate in the bidding process; provided, however, employees hired on or after April 1, 2008 shall not be eligible to bid. The employees will be bid active to active and inactive to inactive. Successful bidders shall be dovetailed onto the local cartage seniority list at the facility they bid into based on their bidding and layoff seniority date at the time of the bid and shall have no further seniority rights on the seniority list from which they bid. Employees bidding into a Utility Employee position may not be displaced on the Utility Employee bid by a more senior employee prior to January 1, 2009, after which the Utility Employee positions will be bid consistent with the Local Union's bidding procedure or consistent with the applicable Supplement.

3. In the event that there are inadvertent errors contained in Paragraph 2 above, the number of Utility Employee positions at each location to be bid by a Local Union shall be governed by the Company's proposed Change of Operations as modified, clarified and stipulated to on the record.

4. At those gaining facilities where there are employees on letter of layoff who are senior to employees transferring in, the senior 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 opportunity, 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 January 1, 2009, 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.

5. Employees bidding into an Eastern Region location that has a single line seniority (common road and local cartage seniority list) must remain in the classification they bid into for a period of one (1) year unless the next annual bid at that location occurs at least nine (9) months after the date of implementation.

6. Qualified employees who are on long-term disability (LTD) at the time of the bid shall be allowed to bid. In the event they are not able to claim their bid on the date of implementation, the position they bid into shall be offered, on a hold down basis, to other eligible employees at the affected losing location. The successful hold-down bidder shall be dovetailed on the applicable seniority list at the facility they bid into until such time as the LTD employee is able to claim his bid, at which time the hold-down employee will be afforded the opportunity to either return to the facility he bid out of with full dovetail seniority or remain at the hold-down facility, in which case he will be given a new seniority date as of the date the hold-down began but shall retain his present bidding and layoff seniority date for vacation purposes. Employees bidding a hold-down position shall not be entitled to any moving or lodging expenses set forth in Article 8, Section 6 of the NMFA unless and until such time as it becomes evident the LTD employee will never return to work, in which case the hold-down bidder will be considered as a successful bidder at the time of the original bid and shall be entitled to all of the provisions of this decision.

7. Employees who have been discharged and whose discharge is pending resolution under the applicable provisions of the NMFA and its Supplemental Agreements shall be afforded the opportunity to bid.
8. In order to bid into a position that requires a driver to be triples certified, the driver must be triples certifiable and become certified as soon as possible.
9. The Local 413's, Local 407's and Local 20's local seniority practices are recognized and the Local Unions are instructed to furnish copies of those practices to all losing local unions prior to the telephone bid. Notwithstanding anything stated in the local seniority practices, the Utility Employees will be placed on the local cartage seniority roster.
10. Local 407's request to bid all Utility Employee positions by pool bidding is denied.
11. Local 375's members at the losing facility in Buffalo, NY will be permitted to bid on the gaining Utility Employee positions in Buffalo under Option 1, follow your work, which will be represented by Local 375.
12. Local 710 dock employees, who elect to participate in the pool bid for gaining positions at other locations, will be dovetailed on the pool seniority list. However, successful Local 710 dock bidders will be end-tailed onto the seniority list at the location to which they bid.
13. Employees transferring from the jurisdiction of one Supplemental Agreement to that of another Supplemental Agreement shall not lose their entitlement to earned vacation in accordance with the Southern Region Letter of Understanding. In addition where a road driver bids a Utility Employee position his vacation pay shall be calculated on a pro rated basis under the terms of the OTR vacation method of calculating vacation pay he bid out of and the Local Cartage method of calculating vacation pay he bid into.
14. Equipment assigned to be driven by Utility Employees must have working air conditioners.
15. In accordance with the specific provisions of Article 8, Section 6 (a) paragraph 4 of the NMFA, pension and health and welfare contributions paid on behalf of a re-domiciled employee shall continue to be paid into each of the respective Trust such contributions were being paid into prior to the date the employee relocates.
16. Elected or appointed full time Union officials, who have the right to return to the Company with their seniority, shall be allowed to bid and if successful must claim their bid at the time they cease being an elected or appointed full time Union official or forfeit their bid.

17. Based on the fact that the number of gaining and losing positions is at least equal, there will be no window period. However, the Committee shall retain jurisdiction of this decision for a period of one (1) year to resolve any issues relative to the decision.

18. Moving and lodging expenses shall be paid in accordance with the provisions of Article 8, Section 6 (c) of the NMFA. On a voluntary individual basis, this decision approves the Company's proposal to offer \$3,150 in lieu of lodging expenses and a flat dollar amount of \$2,500 for moves between 51 and 500 miles and \$3,500 for moves between 501 and 1000 miles and \$4,000 for moves over 1000 miles, less applicable tax withholding, in lieu of moving expenses.

19. This decision is rendered under the authority of Article 8, Section 6 (g) of the National Master Freight Agreement and is not intended to be in violation of or modify any of the terms of the National Master Freight Agreement or any of its respective Regional Supplemental Agreements. This decision does not create a precedent for future Utility Employee Change of Operations.

Please acknowledge receipt of this notification by facsimile (telephone: 202/624-8722).
Thank you.