

TEAMSTERS

National Freight Industry Negotiating Committee



BLAST FAX

TO: LOCAL UNIONS: 5, 7, 20, 25, 29, 41, 50, 61, 71, 89, 100, 107, 110, 135, 170, 171, 175, 200, 215, 217, 229, 236, 245, 251, 279, 294, 299, 317, 326, 355, 364, 371, 373, 375, 377, 391, 397, 402, 404, 406, 407, 413, 414, 449, 480, 486, 509, 519, 528, 549, 568, 592, 597, 600, 612, 618, 627, 633, 639, 641, 651, 653, 667, 671, 673, 682, 687, 688, 707, 710, 722, 728, 745, 771, 773, 822, 833, 878, 886, 891, 908, 988, 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: Yellow Transportation - MR-CO-UE-06-05/2008

The following is the REVISED decision from the Yellow Transportation Multi-Region Change of Operations MR-UE-CO-06-05/2008, which was heard on Monday, May 13, 2008, at the Hilton Palacio Del Rio, San Antonio, TX. **The revisions will be bold and underlined.**

Decision: Motion that the Company's proposed Velocity Improvement Change of Operations, filed under Article 8, Section 6 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 16, 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 decision shall be July 6, 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-03-05/2008 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	East Redding, MA	1 Utility Employee position
2. Local 107	Philadelphia, PA	4 Utility Employee positions
3. Local 170	Worcester, MA	4 Utility Employee positions
4. Local 229	Scranton, PA	1 Utility Employee position
5. Local 251	Providence, RI	6 Utility Employee positions
6. Local 294	Albany, NY	4 Utility Employee positions
7. Local 315	Syracuse, NY	3 Utility Employee positions
8. Local 355	Baltimore, MD	3 Utility Employee positions
9. Local 391	Wilson, NC	2 Utility Employee positions
19. Local 404	Springfield, MA	3 Utility Employee positions
20. Local 597	Keene, NH	1 Utility Employee position
21. Local 671	Middletown, CT	3 Utility Employee positions

22. Local 707	Maybrook, NY	7 Utility Employee positions
23. Local 771	Lancaster, PA	4 Utility Employee positions
24. Local 449/375	Buffalo, NY	3 Utility Employee positions

CENTRAL

1. Local 20	Toledo, OH	1 Utility Employee position
2. Local 135	Indianapolis, IN	2 Utility Employee positions
3. Local 413	Columbus, OH	8 Utility Employee Positions
4. Local 651	Lexington, KY	2 Utility Employee positions
5. Local 833	Columbia, MO	4 Utility Employee positions
6. Local 957	Dayton, OH	12 Utility Employee position

1. Local 402	Huntsville, AL	2 Utility Employee positions
2. Local 528	Chattanooga, TN	2 Utility Employee positions
3. Local 745	Dallas, TX	3 Utility Employee positions
4. Local 891	Jackson, MS	3 Utility Employee positions
5. Local 988	Huston, TX	3 Utility Employee positions

(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. Gaining positions not filled under this provision shall be offered for bid under Option 3 (pool bidding) of the bidding process.

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

EAST

1. Local 25	North Redding, MA	1 Utility Employee from Buffalo
2. Local 29	Staunton, VA	1 Utility Employee from Charlotte &
2 from		Lancaster
3. Local 61	Asheville, NC	1 Utility Employee from Charlotte
4. Local 71	Florence, SC	2 Utility Employees from <u>Charlotte</u>
5. Local 107	Camden, NJ	3 Utility Employees from Lancaster
5. Local 107	Philadelphia, PA	1 Utility Employee from Lancaster
6. Local 110	Altoona, PA	1 Utility Employee form Lancaster
7. Local 171	Roanoke, VA	1 Utility Employee from Charlotte &
I from		Lancaster
8. Local 171	Wytheville, VA	1 Utility Employee from Charlotte
9. Local 229	Scranton, PA	1 Utility Employee from Lancaster
10. Local 249	Pittsburg, PA	7 Utility Employees from Lancaster
11. Local 326	Salisbury, MD	1 Utility Employee from Lancaster
12. Local 326	Wilmington, DE	3 Utility Employees from Lancaster
13. Local 355	Baltimore, MD	1 Utility Employee from Lancaster
14. Local 391	High Point, NC	3 Utility Employees from Charlotte
& I from		Lancaster
15. Local 391	Raleigh, NC	4 Utility Employees from Charlotte
& 1 from		Lancaster
16. Local 391	Wilmington, NC	1 Utility Employee from Charlotte
17. Local 391	Wilson, NC	2 Utility Employees from Lancaster
18. Local 397	Erie, PA	2 Utility Employees from
Cleveland/Richfield		
19. Local 509	Charleston, SC	2 Utility Employees from Charlotte
20. Local 509	Columbia, SC	4 Utility Employees from Charlotte
21. Local 509	Greenville, SC	1 Utility Employee from Atlanta & 2
from		
22. Local 639	Manassas, VA	Charlotte
23. Local 639	Washington, D.C.	2 Utility Employees from Lancaster
24. Local 641	Lakewood, NJ	2 Utility Employees from Lancaster
25. Local 693	Binghamton, NY	2 Utility Employees from Buffalo
26. Local 764	Sunbury, PA	2 Utility Employees from Lancaster
27. Local 773	Allentown, PA	3 Utility Employees from Lancaster

28. Local 776	Harrisburg, PA	12 Utility Employees from Lancaster
29. Local 822	Norfolk, VA	3 Utility Employees from Lancaster
30. Local 992	Hagerstown, MD	6 Utility Employees from Lancaster

CENTRAL

1. Local 50 Indianapolis	Salem, IL	1 Utility Employee from
2. Local 89 Indianapolis	Bowling Green, KY	1 Utility Employee from
3. Local 89 Indianapolis & 2 from	Louisville, KY Nashville	9 Utility Employees from
4. Local 135 Indianapolis	Terre Haute, IN	3 Utility Employees from
5. Local 215 Indianapolis & 1 from	Evansville, IN Nashville	1 Utility Employee from
6. Local 236 Indianapolis & 2 from	Paducah, KY Nashville	3 Utility Employees from
7. Local 245 City	Springfield, MO	4 Utility Employees from Kansas
8. Local 279	Decatur, IL	1 Utility Employee from St. Louis
9. Local 364	South Bend, IN	1 Utility Employee from Chicago
10. Local 406	Grand Rapids, MI	2 Utility Employees from Chicago
11. Local 413 Indianapolis	Columbus, OH	2 Utility Employees from
12. Local 600	Poplar Bluff, MO	2 Utility Employees from St. Louis
13. Local 627	Peoria, IL	1 Utility Employee from Chicago
14. Local 637 Cleveland/Richfield	Zanesville, OH	1 Utility Employee from
15. Local 682	Rolla, MO	1 Utility Employee from St. Louis
16. Local 682	West Plains, MO	2 Utility Employees from St. Louis
17. Local 833	Columbia, MO	1 Utility Employee from St. Louis
18. Local 833	Quincy, IL	1 Utility Employee from St. Louis
19. Local 908 Indianapolis	Lima, OH	2 Utility Employees from
20. Local 957 Indianapolis	Dayton, OH	2 Utility Employees from

SOUTH

1. Local 5 MS	Baton Rouge, LA	2 Utility Employees from Jackson.
2. Local 5 MS	Lafayette, LA	2 Utility Employees from Jackson,
3. Local 217	Jackson, TN	3 Utility Employees from Memphis

4. Local 402 1 from	Huntsville, AL	1 Utility Employee from Memphis & Nashville
5. Local 480	Cookeville, TN	1 Utility Employee from Nashville
6. Local 480	Johnson City, TN	1 Utility Employee from Charlotte
7. Local 480	Shelbyville, TN	1 Utility Employee from Nashville
8. Local 519	Knoxville, TN	1 Utility Employee from Nashville
9. Local 528	Athens, GA	2 Utility Employees from Atlanta
10. Local 528	Augusta, GA	2 Utility Employees from Atlanta
11. Local 528 from	Chattanooga, TN	1 Utility Employee from Atlanta & 2 Nashville
12. Local 568 MS	Alexandria, LA	1 Utility Employee from Jackson,
13. Local 568 MS	Monroe, LA	3 Utility Employees from Jackson,
14. Local 612 2 from	Birmingham, AL	2 Utility Employees from Atlanta & Nashville
15. Local 657	Austin, TX	2 Utility Employees from Dallas
16. Local 657	Corpus Christi, TX	1 Utility Employee from Dallas
17. Local 657	Del Rio, TX	1 Utility Employee from Dallas
18. Local 657	Laredo, TX	3 Utility Employees from Dallas
19. Local 667	Tupelo, MS	1 Utility Employee from Memphis
20. Local 745	Garland, TX	4 Utility Employees from Dallas
21. Local 745 from	Tyler, TX	1 Utility Employee from Dallas & 2 Jackson, MS
22. Local 745	Waco, TX	1 Utility Employee from Dallas
23. Local 878 4 from	Little Rock, AR	12 Utility Employees from Dallas &
24. Local 878 from	Texarkana, AR	Memphis 4 Utility Employees from Dallas & 2
25. Local 891	Columbus, MS	Memphis 1 Utility Employee from Memphis
26. Local 891 MS	El Dorado, AR	1 Utility Employee from Jackson,
27. Local 891	Greenville, MS	1 Utility Employee from Memphis
28. Local 891	Grenada, MS	1 Utility Employee from Memphis
29. Local 988 from	Beaumont, TX	1 Utility Employee from Dallas & 1
30 Local 988	Victoria, TX	Jackson, MS 1 Utility Employee from Dallas

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. In the event a Local 710 represented dock employee is CDL qualified and bids a Utility Employee position, he/she shall be end-tailed on the local cartage seniority list at the location into which he bids. Similarly, a dock employee from a NMFA Local Union who bids into Local 710 will be end-tailed on the Local 710 dock seniority list.

5. Local 710 dock employees, who elect to participate in the pool bid for gaining positions at other locations, shall be ranked among themselves in accordance with their bidding and layoff seniority date and then end-tailed on the pool seniority list. Successful Local 710 dock bidders will be end-tailed onto the seniority list at the location to which they bid.

6. 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's practice or consistent with the applicable Supplement. However, in the event of a layoff, employees will be laid off in seniority order.

7. 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.

8. 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.

9. 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.

10. 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.

11. 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.

12. Local 407's request to bid all Utility Employee positions by pool bidding is denied.

13. 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 2, follow your work, which will be represented by Local 375.

14. At its Maybrook, NY facility, Local 707 maintains a separate seniority list consisting of road, dock, and jockeys (switchers), and another seniority list consisting of city drivers. This decision grants Local 707's request that, since the loses at Maybrook affect just the road, dock, and jockey classifications, only employees in those classifications should be permitted to bid to gaining locations in the Velocity Improvement Change and in the Utility Employee Change. Employees bidding into the Utility Employee classification will be placed on the road, dock and jockey (switcher)

seniority list. At other Company facilities represented by Local 707, the Local maintains a single line seniority list. Accordingly, Local 707 represented employees from those other facilities should bid to gaining locations from the top of the list.

15. 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.

16. Equipment assigned to be driven by Utility Employees must have working air conditioners.

17. 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.

18. 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.

19. 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.

20. 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.

21. 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.