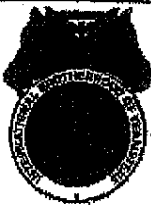


INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

25 Louisiana Avenue, NW
Washington, DC 20001



C. THOMAS KEEGEL
General Secretary-Treasurer

202.624.6800
www.teamster.org

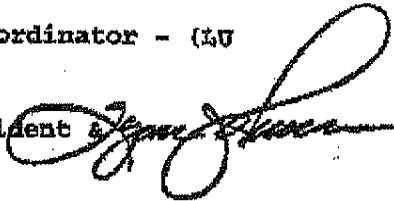
BLAST FAX

TO: LOCAL UNIONS: 7, 20, 24, 26, 40, 89, 100, 135, 164, 179,
200, 215, 238, 299, 325, 364, 371, 375, 377, 397, 406,
407, 413, 414, 449, 486, 505, 538, 600, 612, 614, 651,
710, 916, and 957

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: November 16, 2008

Re: USF Holland - MR-UE-CO-19-09/2008

The following is the decision from the USF Holland Utility Employee Multi-Region Change of Operations MR-UE-CO-19-09/2008, which was heard on Monday, November 10, 2008, at the Hilton Hotel San Diego Mission Valley, San Diego, California:

THE MOTION: Mr. Chairman, I move the Company's proposal to reverse the Committee's decision in MR-UE-CO-19-09/2008 as modified, clarified and stipulated to by the Company on the record and the guarantee of the Company to return all utility employees to their respective local cartage and/or road positions with full dovetail seniority is approved.

Furthermore, those road drivers laid off as a result of the original UE change will be immediately recalled from layoff and those local cartage employees who bid UE positions in the original change will be returned to active status and local cartage

positions with no adverse effect on the local cartage as set forth in the documents entered into the record.

In addition, the Company's proposal to name 17 terminal locations where road drivers will be allowed to "kick & pick", cross dock freight and drop and hook, as necessary, their own equipment during both dark and daylight hours including when regular Local employees are available to assist, is approved. (This does not apply to road drivers at their home domicile or to foreign drivers who are not performing kick & pick) subject to the following provisions:

1. The implementation of this decision and the employment opportunities of both local cartage and road drivers affected shall be subject to the attached documents submitted to the IAT Freight Division dated 11-10-68 and entered into the record.
2. The request of Local Unions 200 and 612 to allow road drivers who bid UE positions in the original change the option to remain on the local cartage seniority list they are presently on or return to the road seniority list is denied.
3. This decision shall not have any adverse effect on contributions to health and welfare and pension.
4. This decision is rendered under the authority of Article 3, Section 7 and Article 9, Section 6(g) of the National Master Freight Agreement.
5. The implementation date shall be no sooner than Sunday, November 23, 2008.

TJ/dls

cc: James P. Hoffa, General President
Leo Deaneer, Executive Assistant to the General President
Regional Freight Coordinators



November 10, 2008

Handwritten:
11/10
Sent 11/10

1. Parties agree to abolish the current "Utility" employee bids in the Holland network. Those participating in this classification will be allowed to return to their previous classification and assume their seniority and bid rights accordingly.
2. Parties agree that all road drivers have the ability to kick and pick and cross dock at all dark terminals.
 - o The Company will designate Terminals for the purpose of having cross dock work performed by road drivers at the same time any other local cartage or dock employee is working. Holland will designate the following Terminals:
 1. Buffalo, NY
 2. Harrisburg, PA
 3. Richmond, VA
 4. Charlotte, NC
 5. Atlanta, GA
 6. Nashville, TN
 7. St. Louis, MO
 8. Kansas City, KS
 9. Des Moines, IA
 10. Owatonna, MN
 11. Joliet, IL
 12. Rock Island, IL
 13. South Bend, IN
 14. Indianapolis, IN
 15. Toledo, OH
 16. Cincinnati, OH
 17. Youngstown, OH.
 - o Any road driver may move any load to a designated terminal dock for the purpose of working and servicing the freight as needed during a dark terminal operation only.
 - o Parties Agree road drivers performing work at designated terminals be allowed to work in specifically designated areas of the dock and units dropped to specific doors for that same purpose during hours in which the facility/terminal is open. If the facility is dark, the road drivers will have full access to the dock as they do today.
 - o The predominance of the designated terminal work will be performed during the dark operation, however it is understood that this work can be completed during light operation in accordance to the memo of understanding.
 - o Road drivers involved in cross docking at designated terminals during day time hours will be assisted by local cartage employees, when available.

- o Parties agree that all road drivers can perform any drop and hook of their units as needed on kicks and picks at designated terminals.

All existing System Dispatch Procedures will apply and be met with in accordance to previously established operational rules.

This agreement shall not restrict the company from applying the normal terms and conditions set forth in the National Master Freight Agreement and its respective Supplements.

San An 11-10-08
[Signature] 11/10
[Signature] 11-10-08



November 10, 2008

The elimination of the present utility employee application will result in an adjustment of manpower between the over-the-road and local cartage classifications. However, once the change has been implemented there will be no further local cartage layoffs resulting directly from the reversal of the utility employee change. Future staffing levels is a function of business needs and volume.

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