

# TEAMSTERS

## National Freight Industry Negotiating Committee



### MEMORANDUM

TO: Principal Officers and Business Agents

FROM: Tyson Johnson, TNFINC Co-Chairman  
National Freight Division Director

DATE: September 3, 2009

RE: YRC White Paper Agreements

As discussed on the conference call Tuesday, September 1, 2009, attached is the correspondence that was sent from YRCW regarding White Paper bargaining units that rejected the MOU.

Should you have questions or need further clarification, please do not hesitate to contact the National Freight Division.

TJ/dls  
Attachment

Jack E. Peak  
Vice President Labor Relations,  
Employment & Asst. General Counsel

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August 25, 2009

**VIA Regular U.S. Mail**

Tyson Johnson, Int'l VP & Director, Nat'l Freight Division  
International Brotherhood of Teamsters  
25 Louisiana Avenue N.W.  
Washington, DC 20001

Dear Mr. Johnson,

As you know, the Company is fighting for its survival in the worst economic environment since the great depression. The last remaining unionized trucking companies and thousands of jobs are at risk if the Company goes out of business. To try and prevent this from happening, the Company and the TNFINC recently negotiated an agreement to help the Company survive and compete. The agreement is difficult for everyone because it requires wage and benefit sacrifices at all levels of the Company. After reviewing the Company's finances, however, TNFINC agreed that the Company could not survive without these sacrifices.

The agreement was approved by most Teamsters across the country. Those who voted in favor of the agreement understood the Company's situation and were willing to make the sacrifices necessary to keep the Company alive. Unfortunately, the agreement was not approved by various units with "white paper" contracts.

Going forward, the Company must continue to look for cost savings. This includes moving work from locations where costs are higher to locations where the work can be done cheaper. The white paper contracts that failed to ratify the agreement are those locations that now have higher wage and benefit costs when compared to other Company operations. As a result, the Company has no choice but to consider moving work out of these locations through a change of operations or other applicable procedure. Further information about the Company's plans will be provided in the near future. In the meantime, please do not hesitate to contact me if you have any questions or wish to discuss this matter further.

Regards,

*Jack Peak*  
Jack Peak