



YRC

This Change of Operations

- Includes the reduction of Utility Employees
- Will be implemented on a single day
- Allows YRC to effectively reduce inefficiency in the network given the economic situation

Change of Operations (Article 3, Section 7)

February 2010

Mr. James P. Hoffa
General President, IBT
25 Louisiana, Ave., NW
Washington, DC 20001-2198

Mr. David Smith
President, TMI
PO Box 2946
West Lafayette, IN 47906

Gentlemen,

YRC is requesting a special Multi-Region Change of Operations hearing as soon as possible in accordance with Article 3 Section 7 of the current NMFA. This Change of Operations request is in response to the economic conditions we are currently experiencing which reduces inefficiency and cost in some areas. This proposed Change of Operations is in compliance with the provisions of the current NMFA, applicable supplements and agreements and involves the Central, Eastern, Southern and Western Regions.

Company representatives have discussed this proposed change with National Freight Director Tyson Johnson and Assistant National Freight Director Gordon Sweeton and have had numerous telephone conversations with them concerning issues and concerns about this proposed Change of Operations.

Sincerely,

Lamar Beinhower
YRC
VP Labor Relations
Central Region

CC
Mr. Tyson Johnson
IBT VP, National Freight Director
1007 Jonelle St.
Dallas, TX 75217

Mr. Gordon Sweeton
IBT
PO Box 1299
Joplin, MO 64801

Mr. Robert Paffenroth
Western Region of Teamsters
379 W. Valley BLVD
Rialto, CA 92376

Mr. Ernie Soehl
Eastern Region of Teamsters
25 Louisiana Ave., NW
Washington, DC 20001-2198

Mr. WC Smith
25 Louisiana Ave., NW
Washington, DC 20001-2198

Mr. Ken Bryant
Southern Region of Teamsters
1007 Jonelle St.
Dallas, TX 75217

GENERAL OPERATING STATEMENT

Based on the extended poor economic conditions, it is imperative that operations within YRC terminals continue to be consolidated as quickly as possible thus eliminating inefficiency within the network.

With the proposed realignments in the network, the following terminals will have some or all utility positions eliminated to further strengthen the overall network and reduce operating costs.

East Region Consolidations – YRC

Brooklyn, NY; Lansdale, PA; Elmira, NY; Scranton, PA;

Central Region Consolidations – YRC

Fort Wayne, IN; Lima, OH; Evansville, IN; Lafayette, IN; Paducah, KY; Decatur, IL; Terra Haute, IN;

Southern Region Consolidations – YRC

Montgomery, AL; Shreveport, LA; Wichita Falls, TX

Western Region Consolidations – YRC

Oxnard, CA; CA; Chula Vista, CA; Adelanto, CA; Bakersfield, CA

This change of operations is filed in accordance with Article 3 section 7 of the NMFA. All transferred employees will be dovetailed in accordance with their present bidding seniority. Any disputes regarding seniority will be handled by the change of operations committee.

The Company agrees that nothing in this proposed Change of Operations is intended to violate and/or alter the provisions of the NMFA or the applicable supplemental agreements. The Company will operate in accordance with DOT rules and regulations and current hours of service provisions.

Any relocation of employees will be handled in accordance with the contract.

CENTRAL REGION LOCAL UNIONS – 9 locals

Teamster Local Union No. 135 1233 Shelby Street Indianapolis, IN 46203	Teamster Local Union No. 215 825 Walnut Street P.O. Box 1040 Evansville, IN 47713
Teamster Local Union No. 236 P.O. Box 7454 Paducah, KY 42002	Teamster Local Union No. 279 2210 East Hickory Street Decatur, IL 62526
Teamster Local Union No. 301 36990 North Greenbay Road Waukegan, IL 60087	Teamster Local Union No. 414 2644 Cass Street Fort Wayne, IN 46808
Teamster Local Union No. 705 1645 West Jackson Blvd., Suite 700 Chicago, IL 60612	Teamster Local Union No. 710 4217 South Halsted Street Chicago, IL 60609
Teamster Local Union No. 908 800 St. Johns Avenue Box 1806 Lima, OH 45802	

EASTERN REGION LOCAL UNIONS – 4 locals

Teamster Local Union No. 401 260 South Washington Street Wilkes-Barre, PA 18703	Teamster Local Union No. 384 2910 Hannah Avenue Norristown, PA 19401
Teamster Local Union No. 529 129 East Chemung Place Elmira, NY 14904	Teamster Local Union No. 707 14 Front Street Hempstead, NY 11550

SOUTHERN REGION LOCAL UNIONS – 3 locals

Teamster Local Union No. 568 920 Grimmitt Drive P.O. Box 7805 Shreveport, LA 71107	Teamster Local Union No. 612 50 Bagby Drive P.O. Box 19008 Birmingham, AL 35209
Teamster Local Union No. 745 1007 Jonelle Street Dallas, TX 75217	

WESTERN REGION LOCAL UNIONS – 4 locals

Teamster Local Union No. 63 845 Oak Park Road Covina, CA 91724	Teamster Local Union No. 87 2531 "G" Street Bakersfield, CA 93301
Teamster Local Union No. 186 1534 Eastman Avenue, Suite B Ventura, CA 93003	Teamster Local Union No. 542 4666 Mission Gorge Place P.O. Box 600507 San Diego, CA 92120

Central Region
LAFAYETTE, IN – 327
Local # 135
Local Cartage - Utility

PRESENT OPERATION

Lafayette, IN currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Lafayette, IN will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

TERRA HAUTE, IN – 356
Local # 135
Local Cartage - Utility

PRESENT OPERATION

Terra Haute, IN currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Terra Haute, IN will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

EVANSVILLE, IN – 322
Local # 215
Local Cartage - Utility

PRESENT OPERATION

Evansville, IN currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Evansville, IN will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

PADUCAH, KY – 348
Local # 236
Local Cartage - Utility

PRESENT OPERATION

Paducah, KY currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Paducah, KY will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

DECATUR, IL – 355
Local # 279
Local Cartage - Utility

PRESENT OPERATION

Decatur, IL currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Decatur, IL will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

LIBERTYVILLE, IL – 316
Local # 301
Local Cartage - Utility

PRESENT OPERATION

Libertyville, IL currently operates as an end of line terminal within the YRC network.

PROPOSED OPERATION

As a result of the realignments described in this change, Libertyville, IL will be a plus one (+ 1) utility employee.

FORT WAYNE, IN – 246
Local # 414
Local Cartage - Utility

PRESENT OPERATION

Fort Wayne, IN currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Fort Wayne, IN will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

LIMA, OH – 250
Local # 908
Local Cartage - Utility

PRESENT OPERATION

Lima, OH currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Lima, OH will be a minus two (-2) utility employees. These utility positions will be eliminated and absorbed into the respective local cartage seniority roster.

Eastern Region
LANSDALE, PA – 143
Local # 384
Local Cartage - Utility

PRESENT OPERATION

Lansdale, PA currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Lansdale, PA will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

SCRANTON, PA – 178
Local # 401
Local Cartage - Utility

PRESENT OPERATION

Scranton, PA currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Scranton, PA will be a minus one (-1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

ELIMIRA, NY – 198
Local # 529
Local Cartage - Utility

PRESENT OPERATION

Elmira, NY currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Elmira, NY will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

BROOKLYN, NY – 187
Local # 707
Local Cartage - Utility

PRESENT OPERATION

Brooklyn, NY currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Brooklyn, NY will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

Southern Region
SHREVEPORT, LA – 510
Local # 568
Local Cartage - Utility

PRESENT OPERATION

Shreveport, LA currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Shreveport, LA will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

MONTGOMERY, AL – 415
Local # 612
Local Cartage - Utility

PRESENT OPERATION

Montgomery, AL currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Montgomery, AL will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

WICHITA FALLS, TX – 523
Local # 745
Local Cartage - Utility

PRESENT OPERATION

Wichita Falls, TX currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Wichita Falls, TX will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

Western Region
ADELANTO, CA – 820
Local # 63
Local Cartage - Utility

PRESENT OPERATION

Adelanto, CA currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Adelanto, CA will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

BAKERSFIELD, CA – 822
Local # 87
Local Cartage - Utility

PRESENT OPERATION

Bakersfield, CA currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Bakersfield, CA will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

OXNARD, CA – 625
Local # 186
Local Cartage - Utility

PRESENT OPERATION

Oxnard, CA currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Oxnard, CA will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

CHULA VISTA, CA – 808
Local # 542
Local Cartage - Utility

PRESENT OPERATION

Chula Vista, CA currently operates as an end of line terminal with established Utility Employee positions.

PROPOSED OPERATION

As a result of the realignments described in this change, Chula Vista, CA will be a minus one (- 1) utility employee. This utility position will be eliminated and absorbed into the respective local cartage seniority roster.

Exhibit – Local Cartage - Utility

Term	Name	St	<u>Gains</u>	Term	Name	St	<u>Loss</u>	<u>Net</u>
316	Libertyville	IL	1	143	Lansdale	PA	- 1	
				178	Scranton	PA	- 1	
				187	Brooklyn	NY	- 1	
				198	Elmira	NY	- 1	
				246	Fort Wayne	IN	- 1	
				250	Lima	OH	- 2	
				322	Evansville	IN	- 1	
				327	Lafayette	IN	- 1	
				348	Paducah	KY	- 1	
				355	Decatur	IL	- 1	
				356	Terra Haute	IN	- 1	
				415	Montgomery	AL	- 1	
				510	Shreveport	LA	- 1	
				523	Wichita Falls	TX	- 1	
				625	Oxnard	CA	- 1	
				808	Chula Vista	CA	- 1	
				820	Adelanto	CA	- 1	
				822	Bakersfield	CA	- 1	
<u>Total</u>			<u>1</u>				<u>- 19</u>	<u>- 18</u>