

**Rules for Walk-In Local Union YRC Contract Vote
Including YRC Freight, USF Holland, New Penn Motor Express
And USF Reddaway (collectively, "YRC")**

1. The International Constitution requires a secret ballot to ratify a collective bargaining agreement. The Local Union must post a notice of the date, time and location(s) of the ratification meeting(s). The Notice must indicate that the contract will be reviewed and that a vote will be conducted. A summary of the changes to the Agreement shall also be posted.
2. If the Local represents multiple terminals, it must determine whether more than one meeting is required. If the Local Union is more than 50 miles from a terminal, a meeting should be conducted at a location close to the terminal. The Local Union should schedule one or more meetings as necessary to present the new contract offer, explain the proposal, and conduct a vote at time(s) best suited to accommodate the schedule of most members. The Company has committed to arrange work schedules so that drivers will be available to vote at their home Local Unions.

Members should be informed that all YRC members will be voting on the contract and the votes will be totaled to determine whether the contract has been ratified.

3. Voting at the designated voting site(s) shall be by secret ballot on Saturday, January 25 and/or Sunday, January 26, 2014.
4. The Local shall appoint an election committee from members/officers not employed by YRC and also designate at least two (2) rank and file YRC employees to act as observers. Additional observers may be appointed if space permits. Observers shall not handle the ballots but shall have the right to challenge voters and/or ballots. Any member challenged shall have the right to vote and his/her ballot shall thereafter be placed in an envelope. The reason for the challenge shall be written on the envelope, which shall then be deposited in the ballot box.
5. Members of the election committee and the observers shall not wear any clothing, badges, stickers, etc., urging members to vote for or against the contract. Campaigning of any kind within the voting area shall be prohibited and any violation of this rule shall result in the removal of the individual from the union hall for the duration of the election.
6. Polls shall not open until at least two (2) observers are present to inspect the ballot box and ensure it is secure.
7. The Local Union shall prepare a list of eligible YRC voters and shall provide administrative personnel to verify identity and eligibility of voters. Members shall sign a voting register next to their printed names. The same eligibility rules used in the last vote will be applied.

9. The Local shall prepare a sufficient number of ballots to accommodate the number of eligible voters. Locals must use the ballot attached to these instructions.
10. The number of ballots shall be verified prior to the start of balloting by at least two (2) observers and the unused ballots shall be secured by the election committee.
10. Locals shall provide facilities for members to mark their ballots in secret.
11. Voters shall deposit their voted ballots in the ballot box. The ballot box shall be positioned in view of the election committee and observers.
12. Following the completion of voting, the ballots shall be counted in the presence of the observers. Challenges to ballots shall be resolved by the election committee, if possible.
13. All balloting materials shall be secured and preserved, including the unused ballots, the voter register, the voted ballots, any remaining challenged or voided ballots, and a copy of the tally sheet. All materials should be sealed in an envelope and the observers should sign the tally sheet verifying the results.

The Local Union shall report the results to the Freight Division, using the Official Tally Sheet attached.

14. If the Local Union conducts ratification meetings at more than one location, the procedures set forth above must be followed at each meeting and the ballots counted and secured at the end of each meeting. A separate Tally Sheet must be submitted for each meeting.
15. If the Local conducts more than one meeting at the same location, the ballot box should be sealed at the end of the first voting period and then reopened in the presence of observers at the start of the subsequent voting period. The box should not be opened and ballots should not be counted until all of the meetings have been concluded. A single Tally Sheet containing the results should be prepared and submitted.

OFFICIAL YRC RATIFICATION BALLOT

Instructions:

This is a secret ballot. Do not write anything on the ballot other than your voting mark.

If you accept the proposed YRC agreement, place an "X" in the box next to the "YES"

If you do not accept the proposed contract, place an "X" in the box next to the "NO".

After you have made your choice, fold the ballot in half and deposit it in the ballot box.

YES

NO

YRC TALLY SHEET

LOCAL UNION _____

YRC TERMINAL(S): _____

NUMBER OF BALLOTS ISSUED: _____

NUMBER "YES" VOTES _____

NUMBER "NO" VOTES _____

NUMBER VOID BALLOTS _____

The results set forth above are accurate and correct.

Observer Print

Observer Signature

Observer Print

Observer Signature

Local Union Official

Fax a copy of this tally sheet to: 202-624-8722