

Letter of Agreement between Teamsters Local 710 and YRC

1. The YRC Local 710 Road Seniority rosters shall merge for the purpose of bidding runs at all YRC Local 710 terminals, on the date of implementation. CB EB VSP *9/2/94*
2. The Chicago Ridge terminal has used 156 tours of duty for qualifying for vacations under the 60% rule; this shall remain in effect and cover all YRC employees on the road in the Chicago based area. CB EB VSP *9/2/94*
3. Foreign drivers will run a true one for one when dispatched over Chicago Area Primary lanes unless dispatched with empty schedules in which case it would be one-for-two. Provided that when dispatching foreign drivers a bid person will be protected in their bid day for each such foreign driver. CB EB VSP *9/2/94*
4. Disinfectant shall be supplied for all sleepers' team drivers, along with paper towels and window cleaner. CB EB VSP *9/2/94*
5. High quality mattress for sleepers shall be kept in stock at COB, 309 or Penske. Teams shall be paid clock time driving to Penske any time the company instructs them to do so. CB EB VSP *9/2/94*
6. A National decision instructing the company that plunger's or snubber's must be repaired at all point of repair terminal prior to the driver leaving a terminal whether on the trailers or the converters at the discretion of the driver. CB EB VSP
7. The Company will maintain the method that Roadway 309 has their equipment cleaned for teams. CB EB VSP *9/2/94*

8. The Union agrees with the company allowing temporary bids for 45 days from the first day of the 2009 change of operations on the Chicago primaries, listed in this document or how they are listed in the change final documentation. The second re-bid will be posted within 50 days.

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9. The Company will provide the numbers on each lane on or before the 45th day from the start as listed in the change document. All lanes that have lay downs bids shall be separate lane bids, unless agreed to by the Union and the company, at each respective terminal

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- Nashville TN.
- Saint Paul MN.
- Cleveland OH. /Richfield OH. /Akron OH. /
- Kansas City MO. / Springfield MO.
- North Lima OH. (will be included with the 301 to
- Cve/Rfo/Akr above for 45 day initial bid for evaluation/baseline)

- Chicago North and Elk Grove Village will operate in the same manner and will be first aligned to/covered by the 301 board.

- Elk Grove, IL:
- Cincinnati OH.
- Springfield MO.
- Buffalo NY.
- Cleveland, OH

- Wheeling:
- Cincinnati, OH.
- Memphis TN.
- Buffalo, NY
- Nashville TN.
- Springfield MO.
- Cleveland OH.

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10. When applicable here shall be a team destination wheel and time start destination bids in Chicago Ridge and Chicago Heights where applicable and a sleeper wheel in each terminal for a 45 day period on lanes as listed in the 2009 change as primary team lanes at each respective terminal. Via's between and turns at the window can be utilized at all CGB area locations (terminals, pads and rail yards); turns at the window being contingent on that terminal's sleeper wheel working. After the 45 day bid all team lanes will be bid according to the Chicago base team work rules on all lanes as listed in the 2009 change as primary team lanes at each respective terminal.

- Bloomington CA. / Los Angeles CA.
- Tracy CA.
- Portland OR. / Seattle WA.
- Phoenix AZ. / Las Vegas NV. *EB CB R SP 2nd*

11. The new bids will be posted no later than 50 days after the implement date of the change according to the work rules. Time starts will be allowed from the start if applicable. All day cab lay down bids shall be ABA during this 45 day period. All bids shall operate according to the Chicago based work rules during this period if not addressed in the bids. *CB EB R SP 2nd*

12. Drivers bidding the Cleveland OH / Richfield Ohio / Akron Ohio, Toledo Ohio and, North Lima OH. Must be triple qualified to bid any of the triple lanes. The company will do everything they can each bid period to qualify drivers before the start and through the year, to reduce issues of seniority violation. *CB EB R SP 2nd*

13. When a bid turn driver on a meet and turn gets forced on, at the turn point they shall be paid 10 hours bed time. *CB EB R SP 2nd*

14. Lay down bid drivers that are A-B-A and forced on B dispatch shall be paid the first ten hours in bed. CB EB SP *guth*

15. Stewards while working at the direction of the company shall be paid a one way Memphis every day they train or hold in regardless of bid or extra board, unless in the case actual hours worked is greater for each day. They will not have to make themselves available before or after the training. CB EB SP *guth*

16. Bid drivers shall be made whole for the bid they are on for training or hours worked whatever is greater. Extra board drivers shall receive eight hours for the day they are held in and eight hours for the day of training or hours worked whatever is greater. They shall be available for turns as applicable for being held in or for bid days other than the training day as applicable and be home 14 hours prior to the next bid. CB EB SP *guth*

17. This document shall always remain intact when applicable, including all work rules that have been negotiated from the effect date of signing and may not be renegotiated unless mutually agree upon by all parties. CB *guth* *MAC*

Teamster Local 710

<u>Charles Q. Bay</u> date <u>1-25-09</u>	<u><i>[Signature]</i></u> date <u>(1-25-09)</u>
<u>Edmond J. Brant</u> date <u>1-28-09</u>	<u><i>[Signature]</i></u> date <u>1-28-09</u>
_____ date _____	<u>Michael M. Albert</u> date <u>1-28-09</u>
_____ date _____	_____ date _____

CAB