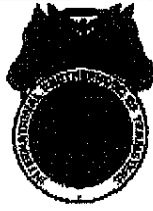


INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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General President

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TO: LOCAL UNIONS: 2, 5, 40, 50, 61, 71, 104, 120, 175,
190, 236, 270, 346, 381, 385, 386, 480, 489, 486, 509,
523, 528, 554, 568, 577, 597, 612, 624, 637, 657, 662,
687, 695, 745, 749, 760, 795, 878, 886, 891, 908, 959,
988, and 991

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)

Bob Paffenroth, Western Region Freight Coordinator

FROM: Tyson Johnson, International Vice President
Director, National Freight Division

DATE: November 18, 2008

Re: Yellow/Roadway - MR-CO-25-11/2008

THE MOTION: Mr. Chairman, I move the company's proposed Change of Operations be approved as modified, clarified and stipulated to by the company on the record with the following provisions:

1. The Committee has carefully considered the arguments of all of the parties in regards to the seniority application. In consideration of all the arguments made by the parties and the special circumstances involved, the Committee determines that the appropriate seniority application will be to deinstall the seniority list based on their present bidding and layoff seniority dates.

2. In regard to those individuals who have attained a seniority date on both the Roadway and Yellow seniority lists, those individuals for purposes of detailing shall be granted the earlier of these two dates.
3. In regard to the request of any Local Union to reconstruct the seniority date of any individual employee, that request is denied.
4. The request of Local 992 to allow the four individuals who are CDL qualified and who presently hold dock positions the opportunity on a one time basis only to bid either into a dock position or a combination position is approved.
5. This decision is not intended to alter or modify the position of any individual who presently enjoys a red circle position by virtue of any previous Change of Operations decision.
6. This decision will not set aside any Article 6 or workrules other than by mutual agreement of the parties.
7. The committee recognizes and ratifies the commitment on the record that the parties will attempt to negotiate bid and dispatch, and local workrules on a regional basis excluding the Eastern region which will be addressed on a supplemental basis.
8. Based on the statement of the Company on the record, in the event there are or may be inadvertent errors made as far as work moves or zip code realignments, no employee will suffer monetary harm.
9. As requested on the record there will be a special subcommittee established. For the IBT it will be Tyson Johnson and Gordon Sweeten. For TMI and the employer group will be Jim Roberts and Bob Davidson. The Subcommittee will have the authority to immediately correct inadvertent errors, oversights or mistakes in order to be in compliance with this decision.
10. The request of Local 707 to transfer any employee from the Local 445 pension and health and welfare fund into the Local 707 pension and health and welfare fund is denied.
11. Moving and lodging expenses shall be paid in accordance with the applicable provisions of Article 8, Section 6 of the MMFA.

12. The Committee recognizes the commitment of the company on the record that this proposed Change of Operations will have no adverse effect on the earnings opportunities of the various office clerical issues raised during this hearing.

13. This decision is rendered under the authority of Article 6, Section 6(g) of the National Master Freight Agreement.

TJ/dls

cc: James P. Hoffa, General President
Leo Deaner, Executive Assistant to the General President