



MR – UE – 02–11/2022

**NEW PENN MOTOR EXPRESS,
YRC FREIGHT, INC and
HOLLAND**

**2022 UTILITY EMPLOYEE
CHANGE OF OPERATIONS
(Article 3, Section 7)**

- Establishing or Adding Nine Hundred Ninety-Eight (998) Utility Employee Positions Traveling approximately 175-miles to or from the Velocity Distribution Centers.
- Establishes Velocity Distribution Centers at Toledo, OH, Kansas City, MO, Cincinnati, OH, Saint Paul, MN, Indianapolis, IN, Bolingbrook, IL, Joliet, IL, Des Moines, IA, South Bend, IN, Rock Island, IL, Cleveland, OH, Columbus, OH, Saint Louis, MO, Tomah, WI, Chicago Heights, IL, Charlotte, NC, Philadelphia, PA, Scranton, PA, Greensboro, NC, Buffalo, NY, Spartanburg, SC, Richmond, VA, Maybrook, NY, Camp Hill, PA, Harrisburg, PA, Hagerstown, MD, Orlando, FL, Nashville, TN, Knoxville, TN, Birmingham, AL, Memphis, TN, Atlanta, GA, Atlanta, GA, Little Rock, AR and Jackson, MS
- Provides for the Utility Drivers to work across the different operating Companies of YRC Freight, Holland and New Penn.



October 19, 2022

Sean O'Brien
President
25 Louisiana Avenue NW
Washington, DC 02001

John Murphy
National Freight Director
25 Louisiana Avenue NW
Washington, DC 02001

Don Emery
President TMI
2800 West 66th St.
Mission Hills, KS 66208

Dear Mr. O'Brien,

Attached for formal filing are two Change of Operations under Article 8, Section 6 and Article 3, Section 7 of the National Master Freight Agreement. These Changes are being mailed to affected local unions on this same date, with a requested hearing date to be determined and implementation date to be determined.

The Velocity Distribution Velocity Distribution Centers are as follows:

- Camp Hill, PA
- Maybrook, NY
- Harrisburg, PA
- Scranton, PA
- Philadelphia, PA
- Hagerstown, MD
- Richmond, VA
- Buffalo, NY
- Cincinnati, OH
- Cleveland, OH
- Chicago Heights, IL
- South Bend, IN
- Bolingbrook, IL
- Indianapolis, IN
- Kansas City, MO
- Saint Paul, MN
- Joliet, IL
- Knoxville, TN
- Rock Island, IL
- Des Moines, IA
- Tomah, WI
- Atlanta, GA
- Atlanta, GA
- Birmingham, AL
- Nashville, TN
- Orlando, FL
- Toledo, OH
- Memphis, TN
- Jackson, MS
- Little Rock, AR
- Saint Louis, MO
- Charlotte, NC
- Greensboro, NC
- Spartanburg, SC
- Columbus, OH

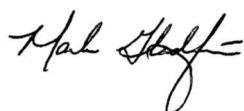
In addition to positioning the Company for improved service and growth, the Changes also would improve the quality of life for many employees. The Changes would:

- Provide for nine hundred ninety-eight (998) Utility Employee positions originating from one hundred forty-four (144) terminals. This operation will focus on the thirty-five (35) Velocity Distribution Centers only and are within approximately a one hundred seventy-five (175) mile radius.

The Company anticipates that these aspects of the Changes will help improve its ability to attract and retain drivers.

Please do not hesitate to contact me with any questions or concerns.

Sincerely,



Mark Gladfelter
Director of Trucker Relations

CC:

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Assistant National Freight Director
555 East Rich Street
Columbus, OH 43215

Ron Seamans
Western Regional Freight Coordinator
379 West Valley Road
Rialto, CA 92376

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Washington, DC 02001

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Assistant National Freight Director
4349 S. 90th St
Omaha, NE 68127

Bill Wedebrand
Central Regional Freight Coordinator
9422 Ulysses Street NE
Blaine, MN 55434

Edgar Thompson
Eastern Regional Freight Coordinator
2552 Jefferson Street
Harrisburg, PA 17110

EASTERN REGION LOCAL UNIONS

Teamsters Local Union No. 29 12 Cedar Park Lane Verona, VA 24482	Teamsters Local Union No. 71 2529 Beltway Blvd Charlotte, NC 28214
Teamsters Local Union No. 107 12275 Townsend Road Philadelphia, PA 19154	Teamsters Local Union No 110 153 Ebony Road Ebensburg, PA 15931
Teamsters Local Union No. 118 130 Metro Park Rochester, NY 14623	Teamsters Local Union No. 170 330 South West Cutoff Worcester, MA 01604
Teamsters Local Union No. 171 2550 W. Main Street Salem, VA 24153	Teamsters Local Union No. 229 1260 O'Neill Highway Dunmore, PA 18512
Teamsters Local Union No. 249 4701 Butler Street Pittsburgh, PA 15201	Teamsters Local Union No. 294 890 Third Street Albany, NY 12206
Teamsters Local Union No. 317 566 Spencer Street Syracuse, NY 13218	Teamsters Local Union No. 326 451 Churchmans Rd New Castle, DE 19720
Teamsters Local Union No. 355 1030 S. Dukeland Street Baltimore, MD 21223-3303	Teamsters Local Union No. 384 2910 Hannah Avenue Norristown, PA 19401
Teamsters Local Union No. 391 PO Box 35405 Greensboro, NC 27425	Teamsters Local Union No. 397 1344 East 11th Street Erie, PA 16503
Teamsters Local Union No. 401 260 South Washington St Wilkes-Barre, PA 18703	Teamsters Local Union No. 404 115 Progress Avenue Springfield, MA 01101
Teamsters Local Union No. 429 1055 Spring Street Reading, PA 19610-1746	Teamsters Local Union No. 449 2175 William Street Buffalo, NY 14206-2418
Teamsters Local Union No. 453 200 S. Lee St Cumberland, MD 21502	Teamsters Local Union No. 509 310 Bennett Center Greer, SC 29650
Teamsters Local Union No. 560 707 Summit Ave 5th Floor Union City, NJ 07087	Teamsters Local Union No. 592 3705 Carolina Ave Richmond, VA 23222
Teamsters Local Union No. 639 3100 Ames PI NE Washington DC, DC 20018	Teamsters Local Union No. 641 714 Rahway Avenue Union, NJ 07083
Teamsters Local Union No. 676 101 Crescent Boulevard Collingswood, NJ 08108	Teamsters Local Union No. 677 1871 Baldwin Street Waterbury, CT 06706
Teamsters Local Union No. 701 2003 US Route #130 Suite B North Brunswick, NJ 08902	Teamsters Local Union No. 707 14 Front Street Hempstead, NY 11550-3602
Teamsters Local Union No. 764 450 Beaver Street Milton, PA 17847	Teamsters Local Union No. 773 3614 Lehigh Street Suite A Whitehall, PA 18052
Teamsters Local Union No. 776 2552 Jefferson Street Harrisburg, PA 17110-2505	Teamsters Local Union No. 822 5718 Barteet Street Norfolk, VA 23502
Teamsters Local Union No. 992 10312 Remington Dr Hagerstown, MD 21740	

CENTRAL REGION LOCAL UNION

Teamsters Local Union No. 20 435 South Hawley Street Toledo, OH 43609	Teamsters Local Union No. 24 3070 West Market Street Suite 201 Akron, OH 44333
Teamsters Local Union No. 26 908 N Neil Street Champaign, IL 61820	Teamsters Local Union No. 41 4501 Emanuel Clever II Blvd. Kansas City, MO 64130
Teamsters Local Union No. 89 3813 Taylor Blvd Louisville, KY 40215	Teamsters Local Union No. 100 2100 Oak Road Cincinnati, OH 45241
Teamsters Local Union No. 120 9422 Ulysses St. N.E. Blaine, MN 55434	Teamsters Local Union No. 135 2829 Madison Avenue Indianapolis, IN 46225
Teamsters Local Union No. 175 267 Staunton Avenue SW South Charleston, WV 25303	Teamsters Local Union No. 179 1000 NE Frontage Rd. Joliet, IL 60431
Teamsters Local Union No. 200 6200 W. Bluemound Rd Milwaukee, WI 53213	Teamsters Local Union No. 215 825 Walnut Evansville, IN 47706
Teamsters Local Union No. 236 715 South 3 rd Street Paducah, KY 42003	Teamsters Local Union No. 238 5000 J. St. SW Cedar Rapids, IA 52404
Teamsters Local Union No. 245 1850 East Division Springfield, MO 65803	Teamsters Local Union No. 299 2741 Trumbull Detroit, MI 48216
Teamsters Local Union No. 325 5533 Eleventh St. Rockford, IL 61109	Teamsters Local Union No. 346 2802 West First Street Duluth, MN 55806
Teamsters Local Union No. 364 2405 E. Edison Rd South Bend, IN 46615	Teamsters Local Union No. 371 101 31st Avenue Rock Island, IL 61201
Teamsters Local Union No. 377 1223 Teamster Drive Youngstown, OH 44502	Teamsters Local Union No. 406 3315 Eastern Ave SE Grand Rapids, MI 49508
Teamsters Local Union No. 407 3320 Superior Avenue Cleveland, OH 44114	Teamsters Local Union No. 413 555 East Rich St. Columbus, OH 43215
Teamsters Local Union No. 414 2644 Cass St. Fort Wayne, IN 46808	Teamsters Local Union No. 554 4349 South 90 St. Omaha, NE 68127
Teamsters Local Union No. 600 161 Weldon Parkway Maryland Heights, MO 63043	Teamsters Local Union No. 614 75 N Saginaw St. Pontiac, MI 48342
Teamsters Local Union No. 627 7101 N. Allen Rd. Peoria, IL 61614	Teamsters Local Union No. 651 100 Blue Sky Pkwy Lexington, KY 40509
Teamsters Local Union No. 662 850 State Highway 153 Suite D Mosinee, WI 54455	Teamsters Local Union No. 673 1050 West Roosevelt Rd. West Chicago, IL 60185
Teamsters Local Union No. 688 4349 Woodson Rd. Suite 200 St. Louis, MO 63134	Teamsters Local Union No. 695 1314 N Stoughton Rd Madison, WI 53714
Teamsters Local Union No. 696 3600 N.E. Sardou Topeka, KS 66616	Teamsters Local Union No. 710 9000 West 187th Street Mokena, IL 60448
Teamsters Local Union No. 823 1601 S. Maiden Lane Joplin, MO 64801	Teamsters Local Union No. 833 3628 B West Truman Blvd. Jefferson City, MO 65109
Teamsters Local Union No. 908 800 St Johns Avenue Lima, OH 45804	Teamsters Local Union No. 916 3361 Teamsters Way Springfield, IL 62707
Teamsters Local Union No. 957 2719 Armstrong Ln Dayton, OH 45414	

SOUTHERN REGION LOCAL UNION

Teamsters Local Union No. 79 5818 E Dr Martin Luther King Jr Blvd Tampa, FL 33619	Teamsters Local Union No. 385 126 North Kirkman Road Orlando, FL 32811
Teamsters Local Union No. 402 2208 E. 2nd Street Muscle Shoals, AL 35661	Teamsters Local Union No. 480 1050 Cornelia Street Nashville, TN 37217
Teamsters Local Union No. 519 2306 Montclair Ave Knoxville, TN 37917	Teamsters Local Union No. 528 407 Arrowhead Blvd Jonesboro, GA 30236
Teamsters Local Union No. 568 920 Grimmer Dr Shreveport, LA 71107	Teamsters Local Union No. 612 50 Bagby Drive Birmingham, AL 35219
Teamsters Local Union No. 667 796 East Brooks Road Memphis, TN 38116	Teamsters Local Union No. 728 2540 Lakewood Ave, SW Atlanta, GA 30315
Teamsters Local Union No. 878 6000 Patterson Ave. Little Rock, AR 72219	Teamsters Local Union No. 891 2648 Old Brandon Road Pearl, MS 39208

GENERAL OPERATING STATEMENT

This Utility Employee Change of Operations request, in conjunction with a filed Article 8, Section 6 Multi Region Change of Operations request will allow the operating companies to significantly improve its customer service product by establishing the thirty-five (35) Velocity Distribution Centers. Nine hundred ninety-eight (998) Utility Employee positions will be established at one hundred forty-four (144) Terminal locations, each within approximately one hundred seventy-five (175) mile radius of its described destination.

As identified by the Union and Management negotiators within the terms of Article 3, Section 7 of the National Master Freight Agreement, concerning the adoption of the Utility Employee Language, they stated and agreed: *The parties recognize the need for the Employers to compete effectively in a changing environment. To this end, there shall be established a new position on the local cartage seniority list called a Utility Employee. The intent of the parties' creation of the Utility Employee position is to generate additional job opportunities and enhance employee earnings, by enhancing the Employer's ability to compete and grow.*

Subject to the approval of the National Utility Employee Review Committee, the Employer may establish Utility Employee positions at any facility at its discretion as-needed, and CDL-qualified road or local cartage employees may bid for Utility Employee positions in accordance with established terminal bidding procedures. All CDL-qualified drivers with the required endorsements shall have the opportunity to transfer to the local cartage operation, if necessary, and bid for open Utility Employee positions with full seniority rights. There shall be no retreat rights for employees who transfer to the local cartage operation to bid an open Utility Employee position. For example, if a road driver bids into the Utility Employee position, he relinquishes his road seniority for bidding purposes and cannot return to the road driver classification, unless through a change of operations, or bid back rights consistent with the applicable Supplement. The Employer shall be permitted to assign a qualified local cartage employee to a Utility Employee position on a temporary basis when necessary to pursue business opportunities that become available, as long as the temporary assignment is made in seniority order and if senior employees do not accept the temporary positions, less senior employees are forced from the bottom of the seniority list. Temporary vacancies in the Utility Employee position, for things such as sickness, vacations, leaves of absences, will be filled consistent with practices under the applicable Supplemental Agreement.

The Utility Employee shall work across all classifications as assigned and as necessary to meet business needs, and there shall be no restrictions on the type of freight or work handled. A Utility Employee's duties during a tour of duty may, at his/her home terminal, include performing Utility-related dock work, P&D (local cartage) work, hostling/yard work (drop & hooks), and any driving work. At larger facilities where the Employer utilizes Utility Employees and there is more than Utility work performed, the Employer will designate a specific area on the dock where freight to be handled by Utility Employees will be staged. Non-utility freight will be staged at a designated area and the employees at the destination terminal will handle the non-utility freight.

A Utility Employee shall perform all local cartage functions at his home terminal. Notwithstanding anything in this Agreement or any Supplemental Agreement to the contrary, Utility Employees also may be required to work across Local Union jurisdictional lines. It is not the intent to use Utility Employees to perform local peddle runs or P&D work outside their Local Union's jurisdiction. At away terminals, a Utility Employee may perform Utility-related dock work, hostling and drop and hooks on his/her own equipment. A Utility Employee shall fuel his/her own equipment at away terminals, if there are no fuelers available. All Utility Employees shall be returned to his home domicile at the end of his shift, absent bona fide extenuating circumstances, in which case they shall be paid on all hours.

This Utility Employee Change of Operations will establish Utility Employees at the terminal facilities listed below and is being proposed in conjunction with the establishment of new Velocity Distribution Centers in MR-CO-03-11/2022. At these new Velocity Distribution Centers, the Utility-related dock work performed by Utility Employees will consist of handling transfer freight. Transfer freight is freight that is not originating from or destined for that Velocity Distribution Center's city operation, and includes freight brought in by means other than the Utility Employee. In the event a Utility Employee brings in city freight destined for that Velocity Distribution Center. It will be staged in a designated area. Freight that originates from that Velocity Distribution Center's city operation and is to be included in a Utility Employee's load likewise may be staged for handling by a Utility Employee. Utility Employees also will perform other duties as assigned in accordance with Article 3 Section 7 of the National Master Freight Agreement at both his/her home terminal and the designated Velocity Distribution Center.

This proposed Change of Operations is designed to enhance the Company's operations and create opportunities for business growth, which would create job opportunities across all classifications. The Company intends to support business growth related to the Velocity Distribution Centers by adding additional Local Cartage employees at those Velocity Distribution Centers, as well as additional Utility Employees. In the event business levels support the addition of Utility Employees beyond those provided for in this proposed Change of Operations, the Company will return to the Committee in accordance with Article 3, Section 7 of the National Master Freight Agreement. The Company will at the same time advise the Committee of the number of Local Cartage employees it plans to add at the new Velocity Distribution Centers.

The Company does not intend to use the Utility Employees provided for in this proposed Change of Operations to reduce the number of Local Cartage employees at the new Velocity Distribution Centers. If this proposed Change of Operations is approved, the number of Local Cartage positions in existence at the Velocity Distribution Centers on the date of implementation of this and the accompanying Article 8, Section 6 Change of Operation will be identified and provided to the Committee in writing on a red circle list by number. The Company will not reduce the red circle number of Local Cartage positions identified for each Velocity Distribution Center as a result of the use of Utility Employees. This proposed Change of Operations, in combination with the proposed 2022 Terminal Consolidation, Terminal Zip Code Realignment, Velocity Distribution Center & Road Network Realignment Change of Operations, will be comprised of the following Velocity Distribution Center locations.

- Camp Hill, PA
- Maybrook, NY
- Harrisburg, PA
- Scranton, PA
- Philadelphia, PA
- Hagerstown, MD
- Richmond, VA
- Buffalo, NY
- Cincinnati, OH
- Cleveland, OH
- Chicago Heights, IL
- South Bend, IN
- Bolingbrook, IL
- Indianapolis, IN
- Kansas City, MO
- Saint Paul, MN
- Joliet, IL
- Knoxville, TN
- Rock Island, IL
- Des Moines, IA
- Tomah, WI
- Atlanta, GA
- Atlanta, GA
- Birmingham, AL
- Nashville, TN
- Orlando, FL
- Toledo, OH
- Memphis, TN
- Jackson, MS
- Little Rock, AR
- Saint Louis, MO
- Charlotte, NC
- Greensboro, NC
- Spartanburg, SC
- Columbus, OH

General Provisions

The Utility Employee Change of Operations will create nine hundred ninety-eight (998) Utility Employee positions at one hundred forty-four (144) Terminals in accordance with Article 3 Section 7 of the National Master Freight Agreement.

2022 Terminal Consolidation, Terminal Zip Code Realignment, Velocity Distribution Center & Road Network Realignment Change of Operations must be implemented simultaneously and is part and parcel to Utility Employee Change of Operations which will have an effect on both road driver and local cartage positions. The Company will comply with the seniority application decision of the Committee; however, we would put forward the following job opportunity proposal for the National Utility Employee Review Committee and the Multi Region Change of Operations Committee's consideration:

- Bidding opportunities afforded in the 2022 Terminal Consolidation, Terminal Zip Code Realignment, Velocity Distribution Center & Road Network Realignment Change of Operations for the Road and Local Cartage classifications will be identified as "Pool" bid opportunities. Article 8 Section 6 and Article 3 Section 7 pool bid opportunities will be available simultaneously to the respective bidder during the telephone pool bid. For pool bidding participants, both active and inactive employees shall be afforded the opportunity to participate in the bidding, however, employees hired on or after the postmark date of mailing for this Change of Operations shall not be able to bid. The pool bid employees will be bid active to active and inactive to inactive.
- Any employee bidding a utility position must be CDL qualified at the time of the bid. Only those employees who are CDL qualified and have all of the required endorsements at the time of the bid will be permitted to bid.
- Terminals that are losing road and are gaining Utility Employee positions shall have the first opportunity to bid those gaining Utility Employee positions within the terminal based on the following:

SEPARATE LINE SENIORITY TERMINALS

- Terminal bid open to current road drivers only
- Any unfilled positions will be included in the pool bid
- Any remaining unfilled positions will be reposted at the specific terminal and made available to all qualified local cartage employees.
- The numbers to be bid shall be equal to or less than the number of positions lost. In no event will a location be permitted to bid more positions than it is losing. These bids will be posted and awarded at each location described above, prior to any pool bidding.
- At those gaining facilities where there are employees on letter of layoff who are senior to employees transferring in, the senior laid off employees may not exercise their seniority to bump the less senior employee transferring in unless and until such time as they are recalled by letter of recall or worked back on by the terms of their Supplement to fill regular available work opportunities, at which time they shall be dovetailed on the active seniority list, but will not be able to displace a less senior Utility Employee prior to six (6) months after implementation, after which the Utility Employee positions will be bid consistent with the

Local practice or consistent with the applicable Supplement. However, in the event of a layoff, employees will be laid off in seniority order.

When approved, the Company will post terminal bid sheets for Utility positions as indicated in Exhibit 1, for a period of seven (7) days and award these positions on the seventh (7th) day. The Company will then post all unfilled and open positions - for pool bidding as described above.

The Company requests to implement the 2022 Terminal Consolidation, Terminal Zip Code Realignment, Velocity Distribution Center & Road Network Realignment Change of Operations and the Utility Employee Change of Operations to be determined.

Moving expenses in this Change of Operations will be handled in accordance with the provisions contained in Article 8, Section 6 of the National Master Freight Agreement.

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.

EASTERN, CENTRAL & SOUTHERN REGION AREA SERVICE CENTERS

Utility Employee

PROPOSED OPERATION

- As a result of this Utility Employee Change of Operations described within, the Service Centers indicated below will establish Utility Employees for the purposes of moving freight to and from the new Distribution Centers as indicated, in addition to any other duties as assigned in compliance with Article 3 Section 7 of the National Master Freight Agreement.
- As a result of this Utility Employee Change of Operations described within, Exhibit 2 shows the follow the work opportunities for Utility Employees at closing locations.

EXHIBIT 1 UTILITY DRIVERS

In a separate pdf file

Exhibit 2												
Utility Driver Gains & Losses Summary												
Follow the Work												
Loss							Gain					
Local	OpCo	City	ST	Term Code	Road Driver Change		Local	OpCo	City	ST	Term Code	Road Driver Change
707	NPME	Maspeth	NY	107	-1		707	YRCF	Brooklyn	NY	187	1
			Total		-1						Total	1
317	NPME	Syracuse	NY	118	-4		317	YRCF	Syracuse	NY	266	4
			Total		-4						Total	4
118	NPME	Rochester	NY	119	-2		118	YRCF	Rochester	NY	256	2
			Total		-2						Total	2
249	NPME	Pittsburgh	PA	128	-6		249	YRCF	Pittsburgh	PA	213	6
			Total		-6						Total	6
449	NPME	Buffalo	NY	130	-1		449	YRCF	Buffalo	NY	205	1
			Total		-1						Total	1
20	YRCF	Toledo	OH	251	-3		20	HMES	Toledo	OH	425	4
			Total		-3						Total	4
299	YRCF	Detroit	MI	261	-8		299	HMES	Detroit	MI	262	8
			Total		-8						Total	8
406	YRCF	Grand Rapids	MI	272	-7		406	HMES	Grand Rapids	MI	350	7
			Total		-7						Total	7