

CHICAGO BASED YRC OVER THE ROAD WORK RULES

1. Four (4) time slots apply to the extra board:

0001-0600-1200-1800

2. Four (4) time slots apply to the turn board wheel:

0001-0600-1200-1800

3. Lay down Bids will be 100% Time Starts, with wheel bids as applicable. Sunday will be the first day of the week. The Company will have the option on the drivers return trip to move the bid two (2) hours in either direction. Bid Drivers making themselves unavailable for their bid must wait for their next bid day. If the driver is unable to make their run because of hours of service or canceling by the company they will have three (3) options:

(A) Hold for the next available run to that destination not covered by a time departure (to be dispatched by the 6th hour from the bid time at a minimum for 29.3 purposes).

(B) Go to the Extra Board with seniority, and will not be subject to team calls. If running turns, driver to complete their run and have 14 hours off prior to bid departure.

(C) Hold for the next bid day

4. Extra-board drivers and turn board drivers will have the option to be available for call on rest, or at the first time slot following their rest, or the second time slot following their rest. In any event, drivers must be available by the second time slot following their rest. (Example if a drivers rest is up at 0650 slides two times slots, the maximum it will make them available at 1800, this shall not be considered an interrupted tour of duty).

5. Extra board and turn wheel boards time off: At the completion of six uninterrupted tours of duty, drivers will be entitled to 48 hours off after 8 hours of rest.

6. Bid drivers waiting on the clock shall be classified as "dispatched" for the bid day. Drivers called for a specific time shall punch in at that time and any delay time shall be noted on their trip ticket as applicable.

7. Non-availability: Extra-board-Drivers will be given two (2) calls. The first call will be made by the company supervisor, if the employee is unavailable, they will be verified and placed at the bottom of the available list for that call time, when everyone on the list is called the unavailable driver will then be recalled by a union member. If still unavailable, the driver will be dropped to the next time slots, in line with his/her seniority.

8. All bid runs are for (6) months according to the Local 710 Chicago based master seniority list, once you are assigned to a Chicago terminal at bid time the company cannot work or call you for any other terminal, except in the case of lay off on a daily basis. The Company will notify the Union at every semi annual bid time, or any other bid time the amount of drivers needed at each terminal. Once in the 6 month period of the semi annual bid, the extra boards may be re-balanced as needs dictate. If extra board drivers are available at one location, with freight at another they may be sent over on a via.

9. The following could be considered if technology becomes available: Computer Terminals shall be installed and employees will be able to bid on line with a copy printed out for the employees, or by written proxy submitted prior to the bid closing.

10. Unfilled bids will be assigned from the bottom up of qualified employees on a one for one need at each terminal, filling triples first sleepers second, lay down third, satellite bids forth, and turn bids fifth. You will be allowed to bid the extra board at either Chicago Ridge or Chicago Heights, any driver(s) that does not turn in a bid slip will be placed in an open extra board spot(s) on one for one basis until all spots are filled on all boards. A driver forced on any bid will have the option of exiting the bid when a junior driver becomes available, whether a new hire or a driver returning from an illness or injury etc, without penalty.

11. All bids will be conducted by the Stewards from the main terminals on a rotation, with one Steward from each terminal for every two hundred drivers with a company representative present. Stewards will have two choices when off on official Union business, with notification from the Business Agent.

(A) Stewards who have a time start, and miss their bid will be able to take the next load to their bid destinations not covered by a time start.

(B) Stewards will be allowed the first load available not covered by a bid at the home terminal from the extra board, and be allowed to wait on a home load at a foreign terminal for official Union business.

12. All bids will be subject to pickups and deliveries in route.

13. Temporary utility driver vacancies due to a vacation of seven days or more or other temporary utility driver vacancies of 14 days or more will be posted and be filled in conjunction with existing 710 utility agreements. When the bid drivers return, the extra board driver will return to the extra board they were at with seniority. Daily utility driver vacancies shall be filled in conjunction with existing 710 utility agreements first then from the applicable extra board. An extra board driver required to report to a Chicago area location to fill a daily utility vacancy shall be paid 1.25 hours each way for transportation to and from that location.

14. All permanent vacancies due to retirement, resignation, discharge, etc, will be posted to all Chicago extra boards to fill. It shall be posted for a period of seven (7) days to be awarded to the senior extra board driver to be effective as soon as possible.

15. Bid drivers pulling extra-board runs on their off days must complete their run and have 10 hour off duty prior to their time start, on their bid day.

16. All Extra-boards shall be a seniority board, and all drivers are subject to call on their 8th hour for the 10th hours dispatch, unless as provided for under rule number four (4) of this document.

17. Extra board drivers will be called at home and be offered a choice of loads in seniority order, when rested. Extra board drivers shall always have the choice of loads in seniority order if dispatched at the terminal window, with the exception of a bid driver on their bid start time at the home terminal, and the home load at a foreign terminal.

18. At the time of call the driver will be given a choice of all loads available, and be told if it is a turn or a Lay Down, no open dispatch except for work calls between 2000 and 2359 Monday through Thursday with the exception of 3 open dispatch calls at 1900 Monday through Thursday none of which are subject to runaround claims. Extra board or turn board drivers arriving from a run with 4 or more hours available are required to report to dispatch. Extra board drivers with 6 or more hours available may be run through the home terminal on a second bed only and may not be run through again on a third bed. No drivers who have indicated a "No C" preference at the first lay point will be run through the home terminal on a second bed.

19. All Chicago area bid drivers will be A-B-A. They will return from points dispatched first-in, first-out order to any Chicago area points (including rails), with applicable via's, with an hour protection if coming from the same origin. Choice of loads at the window at the foreign terminal will be by seniority however a direct home load must be given to that domicile's driver first if available.

20. Upon written request at the first (1st) layover point extra board drivers will be A-B-C.

21. Chicago based drivers off rest shall be called at the hotel and be offered a choice of loads in seniority order, if available, according to Item 19 of this document.

22. No driver will punch out early unless approved by a Supervisor, excluding time starts, and all drivers are required to punch and sign in and out wherever time clocks and sheets are provided.

23. All bids will be done at the same time, to be effective the second Sunday of April and the second Sunday of October. Vacations selection to be bid with the April semi annual bid.

24. Drivers on extended illness or injury, at the time of the semi-annual bid, who have not been released for work, will not be eligible to bid. They will be permitted to bump in accordance with their seniority upon their being released to return to work, within seventy-two (72) hours, only if a bid was posted and awarded while they were gone. The displaced driver will go to their next bid choice from the semiannual bid based on their seniority or to the extra board per semi annual bid preference and only be allowed to bid temporary hold downs.

25. A bid position may be vacated after being held 15 days by notifying the company in writing. Drivers vacating any bid run may not re-bid any run for the remainder of the bid term they will go to the extra board per semi annual bid preference with seniority. Documented emergencies will be evaluated by union and company.

26. When a run is abolished the driver may bump within seventy two (72) hours in accordance with their seniority or go to the extra board of their choice with seniority, with out the re-bid penalty.

27. All delays in route must be reported to your line haul Supervisor from the nearest phone. Note: the person that you talked to on trip ticket. All toll charges, repair bills, tire change tickets, T cards, logs, vehicle condition reports, trip tickets and additional paperwork as required by the company must be turned in at the end of each trip. All repair tickets must show unit number and driver name and location of shop making repairs.
28. No driver is to purchase fuel or repairs in route without a supervisor's approval, regular Team fuel stops excluded.
29. No driver may run unless they have had 10 hours off duty at the home terminal.
30. The company may run those drivers rested (Bid or Extra-board) regardless of seniority if their rest is up and yours is not.
31. No road drivers will drop, hook, or fuel at their home terminal, unless it is an approved Utility driver.
32. All drivers must call dispatch from dark terminals, rail heads, pads, or customers unless otherwise instructed.
33. Extra board drivers bidding for a permanent vacated position (i.e. retirement or discharge etc.) on any wheel or seniority board will be adjusted according to seniority on the board.

CHICAGO BASED YRC ROAD TURN WORK RULES

Chicago based over the road work rules shall apply where not noted below.

1. The Company will have the option to move the bid two (2) hours in either direction by the drivers being notified 2 hours in advance of the bid start time. Drivers canceled for any reason will be given following options:

(A) Hold for the next bid day.

(B) Go to the Extra Board with seniority, at the time of cancellation, and hold for turns only and will not be subject to team calls.

(C) Hold for the first available run to your bid destination not covered by time departures. (to be dispatched by the 6th hour from the bid time at a minimum for 29.3 purposes).

2. The Non-Double Turns can be backed up if the driver has the available hours. If the company forces a bid turn driver out without sufficient hours the driver shall receive the first 8 hours in bed; break down and impassable highway excluded.

3. The company reserves the right to run other drivers ahead or behind these times/destinations with no run around claims due.

4. Start times will be adjusted as necessary to accommodate the 10-hour off duty work rule at the home terminal. Time starts may be adjusted due to operational reasons with approval of the Union.

5. Early and late starts: Drivers may not be started more than 2 hours prior to or after the bid start time.

6. Time departure turn drivers working on their day off will go to the Extra Board with seniority and hold for turns only, but must retain hours to cover their next bid week.

7. The second turn or the mandatory double turn bid is dependent upon availability of freight and hours. The driver is to call the home terminal turn board, 2 hours out if unable protect second run. If the second scheduled turn is not available, another run may be substituted without penalty.

8. The initial dispatch for the Turn Wheel will be in seniority order. Once the semi-annual bid goes into effect, the procedure will then be first in, first out at the home domicile and all foreign terminals. Any drivers that slide or drop for time off will use the time available after rest for the new punch.

9. Stewards on the Turn Wheel will keep their inbound punch on the board when off on Official Union business or activities, or use work rule 11 (A) or (B) with notification to the Local 710 Business Agent.

CHICAGO BASED YRC SLEEPER TEAMS WORK RULES

Chicago based over the road work rules shall apply where not noted below.

1. Sleeper teams shall be Bid 100% of teams.
2. The minimum of Fifty (50) % of all Sleeper teams will operate on a wheel dispatch board, on a first in, first out basis. Remaining bids will be Time Starts or destinations wheel bids. All destinations wheel bids will operate the same as the sleeper wheel unless otherwise noted.
3. Bid wheel Sleeper teams will be formed first by bidding to the sleeper wheel pool and than having the senior driver picking their partner from the sleeper wheel pool.
4. Sleeper wheel teams shall have a choice of all runs that are available and released for dispatch during each call block. If a sleeper wheel team request to turn in the yard and no freight is available they may stay geared up as long as they run on rest, by checking with the team dispatcher.
5. All team drivers will be allowed by mutual agreement to pick any non sleeper driver off the home domicile board to run with temporarily when their partner is off sick, jury duty, vacation, emergency, etc, by notifying management in writing before being dispatched. This shall not be a violation to the extra board and should be considered a team until the partner returns.
6. Day-to-day vacancies on a team will be filled from the extra board. Drivers may indicate a team preference by filling out the proper "T" card indicating a team preference. Drivers so doing will be given priority for a team dispatch in seniority order. If no such drivers exist, then replacements will be forced from the bottom of the extra board in reverse seniority order.
7. Drivers who agree to form a team by choice will be considered a bid team. In the event a bid team wishes to switch partners they may do so from the same home domicile as long as it is mutually agreed to by all parties involved, and they notify the Union and the Company prior to doing so.
 - (A). Only the junior team time start or destination wheel drivers from the same home domicile will be allowed to switch which each other. The senior driver of each team will retain the inbound punch on the board.

(B). Team wheel drivers and junior drivers of time start or destination bids wishing to vacate a seat may do so in accordance with Chicago based over the road work rule #26.

(C). When a senior driver of a time start or destination wheel bid vacates, they do so as a team with no penalty to the junior driver. The bid will be posted and the driver awarded the bid will be able to pick their partner off of the extra board of anyone junior to them.

(D) If the junior driver vacates, the senior driver may select a partner from the extra board and if unable to do so it will be posted to the extra board for hold down and if not filled will be forced from the bottom.

8. All time starts may be canceled, moved forward, or moved back as necessary by the drivers being notified at least 3 hours prior to departure time. Drivers canceled will be given the following options in lead driver seniority:

(A) Hold for the next bid day.

(B) Hold for your next sleeper time starts not covered by a time departure.

(C) As a team being placed on to the team wheel with the team in bound punch.

(D) As a team, go to the extra board with seniority but hold for turns only.

9. Destination time start teams will maintain their same tractor for the bid week, breakdown and maintenance excluded. The sleeper and destination wheel will maintain their same tractor if terminated in the yard as long as they run on rest. On rest means available after 10 hours but not called out of the call block. Any driver caught sleeping in a geared up tractor will be issued appropriate discipline and will lose the privilege of keeping any tractor geared up for any reason between trips for the remainder of the bid period. Sunday, Monday and Tuesday time starts will be allowed to keep the same tractor from week to week, subject to a PM or special instructions. On the Tuesday starts, the tractor can be used on Monday for turns if needed.

10. No team driver may run unless they have had 10 hours off duty at the home terminal, this shall not apply to turning teams.

11. The 10-hour off duty rule will not apply to team time departures at the home terminal if they are pulling their 2nd leg of the team bid, but can be used at the

driver's option. However, if they use this option they fall under cancellation options A and B of guideline above. In any event the team must protect their next scheduled departure week. Extra board termination does not apply to 2nd leg of the bid day, unless your team partner is available.

12. Team time start sleeper bids will always be bid as Sun, Mon, or Tue starts, Sunday being the first day of the bid week.

13. The Team Time Starts and Destinations bids will be bid as separate bids. Bids must be submitted with senior driver and partner (complete team). Bids will be awarded based on the seniority of the senior driver. Once a team, even if forced is formed, they must remain a team until the next semi-annual bid.

14. A team driver off for any reason upon his return must hold and re-team unless his partner is out of town, then they will be placed on the extra board by seniority and allowed to run turns only until 8 hours before their partner returns. They will not be dispatched if their partner is due in Chicago within 8 hours of the return of the team. If the team member who is returning from a run takes more than his allowable earned time off, it will not apply to the other team member that was off and now puts them self back on the board.

15. Extra-board team drivers shall not be allowed to turn in the yard unless the Extra board is exhausted. Extra board drivers requesting team preference or drivers forced off of the extra board to work on teams will be called as follows: When one extra board driver is called, he will be given a call off of the call block same as his team partner. When a full 2 man team is called off of the extra board, they will be given a work call off the block same as his team partner. (Exception: verified protection of time-guarantee (Express) commitments in which case the destination must also be offered to the previous call block. When calling the extra board out the call block for this purpose, if a junior driver is available the senior extra board driver may pass.)

16. The sleeper layover provision shall apply at only one away from home terminal and all time spent at all other points touched on a round trip from the home terminal exclusive of meal time shall be paid at the full hourly rate for each driver.

(B). The layover point shall be the destination of the A-B dispatch and shall be designated on the driver's original orders prior to the dispatch from the point of origin and shall remain the same whether or not the drivers reached that point. If the team does not reach the original dispatch point there shall be no free time.

(C) Any bid team driver shall be able to meet their partner in the yard without pay (does not apply to delay waiting while turning in yard) when the team wheel is exhausted with no violation to the extra board.

17. There shall be one hour free time for any bid team or extra board team who elect to turn on the yard at the home terminal, one time during a dispatch, the dispatch ends when the team is sent home or terminates in the yard.

18. Teams returning to Chicago must call dispatch four (4) hours prior to arrival to declare if they desire to turn. Teams declaring a turn status must protect same as the company.

19. All sleeper teams must be dispatched to their home domicile on their third dispatch, unless both team members and the company mutual agree. Teams requesting such a dispatch must follow these guidelines:

(A) Upon arrival at the first destination, the team is to request to be sent home on the third dispatch. The company will then send a message to the second destination point confirming this request. The team must ask for a copy of this request for their record. Once a team arrives at the first intermediate point with empties they will not be assigned to a second point with such empties except on a via.

20. The initial dispatch for sleeper wheel teams will be in seniority order (lead driver). Once the semi-annual bid goes into effect, the procedure will then be first in, first out at the home domicile and all foreign terminals.

21. When teams are being dispatched at home or foreign terminals, if more than one load is available and released for dispatch, the first team up will have choice of loads.

22. Method of Call: There will be a minimum of a two (2) hour call time, four (4) times a day at 0600, 1200, 1800 and 0100.

Calls made between 0600 and 0800 will be for dispatches from 0900 to 1499.

Calls made between 1200 and 1400 will be for dispatches from 1500 to 2099.

Calls made between 1800 and 2000 will be for dispatches from 2100 to 0299.

Drivers will be given a 2 hour work call for dispatches between 0300 and 0730.

23. Time off. Drivers will float on the wheel until they go back in service and never lose their punch for any reason. If a team has a total of twenty hours of delay in route for any reason they will credit the team with 1,000 miles toward their next time off Miles: All off duty time below is in addition to 8 hours off.

3,000 or more-24 hours off, 4,000 or more-36 hours off.

5,000 or more-56 hours off, 6,000 or more-72 hours off.

24. If a team elects not to take time off after the 6,000 miles qualifying tour at the home domicile, they will not lose the accumulating miles for time off, but will never earn more than above. Extra board driver(s) shall get one tour of duty for every 1000 miles time off towards their six tour rule for the extra board, or use the above rule. Earned time off must be taken as a team, with the team coming available together following the time off.

25. The applicable law will apply to smokers.

26. All team drivers will have one (1) hour protection at the away from home terminal when dispatched out of the same terminal and put to bed at the away from home terminal.

27. Vacation Pay: Employees who have worked as a team member for 60% or more of the Qualifying year will be paid vacation in accordance with Article 56-Section 10. Employees who have worked as a team member less than 60% of the qualifying year will be paid in accordance with the single man formula. Employees requesting vacation under 60% rule (i.e. before they have completed their qualifying year, but have 60% of the qualifying year complete) will be paid based on whether or not they have 60% of their time (that has been worked) as team driver.

28. Union stewards who are bid sleeper drivers, will retain their position with their inbound punch on the board when off on Union business or activities, their partner will be allowed to remain in and run turns only in seniority, until eight hours before the Steward becomes available for work, with no run around claim due. Or the steward only can use item number 11. (A) Or (B), in the Chicago based over the road YRC work rules.

CAB

CHICAGO BASED YRC ELK GROVE VILLIAGE AND WHEELING OVER THE ROAD WORK RULES

Chicago based over the road work rules shall apply where not noted below.

Note: Posted bids of any kind will be offered to all extra boards, excluding, Elk Grove, Wheeling, and any Local 710 satellite.

1. If a bid driver is cancelled and subsequently recalled for an extra board run and lives a significant distance from the terminal they will be given a reasonable amount of time to get to work.
2. Time departures can be adjusted up to a maximum of three hours to accommodate an employee getting his 10 hours off duty at his home domicile. All drivers are required to have 10 hours off duty at home.
3. If the driver is unable to make their run because of hours of service or canceling by the company they will have 3 options:
 - A. Hold for the next available run to there bid destination not covered by a time departure.
 - B. Go to the extra board with seniority, at the terminal that they work out of.
 - C. Hold for their next bid day.

Teamster Local 710

Charles A. Bae date 1-28-09
Ernest J. Jacobson date 1-28-09
 _____ date _____
 _____ date _____

YRC

[Signature] date 1-28-09
[Signature] date 1-28-09
[Signature] date 1-28-09
 _____ date _____

CAB