

ABF CARLISLE ROAD DRIVER WORK RULES & STANDARDS

UPDATED 01/10/2019

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ABF ROAD BID RULES (Revised 01/10/2019)

1. All drivers must have a valid Photo I.D. Commercial Drivers License with the required endorsements.
2. Bid persons rested will run ahead of Extra Board.
3. Bids will be no guarantee of trip, subject to freight and equipment or act of God, or any other condition.
4. No penalty if drivers are forced to go through or are put to bed on meet turns only. Drivers forced to go through must be sent to Carlisle on next dispatch, VIA or direct. Disputes of penalty pay will be subject to the grievance procedure.
5. All bids must be held for a period of ninety (90) days. Any driver throwing up a bid after ninety (90) days will go on Extra Board in seniority order and will not be allowed to get the same bid on a hold down.
6. Upon their return, those off on extended illness, extended injury, or leave of absence will be allowed to bump any position that their seniority allows them to hold.
7. A crossover from the Local classification to the Road classification, or from the Road classification to the Local classification, shall be permitted for medical reasons and extreme crisis situations that are mutually recognized by the Company and Union (such as death of a wife where children are involved). Employees who cross over classifications shall be placed at the bottom of the Extra Board in the new classification, but shall be permitted to exercise seniority in the event of a classification rebid and for newly created bids, or permanent bid vacancies, including vacancies that are the result of death, terminations, resignation, retirement, or voluntarily vacating a bid, etc. An employee who crosses classification shall not have any right to return to their original classification until annual bid time. The Company shall have the right to a second medical opinion by a Company designated physician.

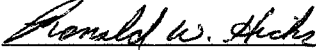
8. Drivers must have a minimum of ten (10) hours to be dispatched on a turn. In order for a driver to run a layover, he/she must have 16 hours or any combination of hours totaling 16 and must be able to run on rest at the lay point, with the exception of a run such as Barre, VT when dispatch requires a driver to have thirty (30) hours.
9. Order of call-off bid for area bids are: Fast area, West area, East area, South area and north area. Drivers have the option to refuse being called off bid provided there are other area bid drivers available. An area lay or turn driver being called off bid may ask whether or not they will be sent on a lay, turn, or open before deciding if they want to be called off bid.
10. Bid area driver may be extended to a non-bid layover point and put to bed as long as he has gone through a bid layover point.
11. If a driver is called off bid and goes to the extra board, the extra board must be exhausted at the time the driver is called off bid. If there is a choice given between the extra board and bid driver called off bid, the extra board driver will have the choice of loads prior to the bid driver being called off bid.
12. If you are working off your bid at any point during your work week you must notify dispatch at the window of your intentions as well as write it on your TP-2 and have dispatch or coordinator initial it.

ABF FREIGHT SYSTEM, INC.

By: 

Date: 1-16-19

TEAMSTERS LOCAL 776

By: 

Date: 1-15-19

ABF WORK STANDARDS

(Revised 01-10-2019)

1. Drivers, when arriving at Carlisle, may take an extra two (2) hour extended rest period, known as ERP.
2. Drivers, when arriving at Carlisle, who are eligible for a 58, 68, 72, 82 or 92 hour mark-off, may or may not take their ATO at their discretion, but may take it at a later date. Drivers are allowed to come back earlier.
3. Drivers have the ability to mark-off fatigue when called to work before trip is offered. Drivers will be placed back on the board in eight (8) hours or ten (10) hours if the driver is in the middle of a trip.
4. Drivers have a thirty (30) minute grace period over their two (2) hour work call, or start time to arrive for work with no discipline. The driver will be allowed an additional 30 minutes with no discipline being issued, beyond the 2.5 hours from the 1st call, if he is delayed due to no fault of his own, and notifies the Company prior to 2.5 hours from the 1st call. Drivers are expected to be at the terminal and ready for work two hours from the call or at their start time.
5. An Extra Board driver may request to hold for a turn for personal business. Such requests will not be unreasonably denied.
6. Drivers are given a choice of trips on the phone in seniority order, and if there is a change in the dispatch all choices are re-dispatched at the window in seniority order at the dispatch time. Drivers not available at the window will forfeit their choice of trips that are re-dispatched prior to them arriving. The Company has the right to change, substitute or cancel any and all loads prior to dispatch at the window and re-dispatched in seniority order.
7. Drivers have the ability to list two (2) phone numbers to be called to work.
8. Drivers have the ability to use telephones or cellular phones for work calls.
9. The annual bid is a walk-in bid. Any other road classification re-bid within that year is also a walk-in bid.

10. When a driver is called to work and has two numbers in the system, both numbers are called. If the driver is not reached, 10 minutes later the two numbers are called again, and 10 minutes later, the two numbers are called again by a Union member, before being dropped.
11. Drivers have the right to use an alternate route as long as it is a legal route. With the exception of toll roads that have been designated to require approval.
12. Vacation, sick and injury hold downs are run year round by the Union Stewards. The Company will not be responsible for any mistakes made by the Union Stewards, but are responsible for mistakes that would be made by the Company, such as a runaround.
13. A letter is not needed from the Local Union for a Union Steward to mark off for Union business but must mark back on by 8:00 a.m. the following morning or his next scheduled bid.
14. When a Union Steward has to mark off for Union Business, the Company allows that to be counted as a tour of duty toward their accumulated time off.
15. Drivers may request their paid sick days at the driver's option.
16. Union Stewards have the right to hold for a turn only for Union Business.
17. When a driver has been off sick, they do not have to have a doctor's excuse until they have been off for seventy-two (72) hours. Seven days off will require a release from the company doctor.
18. The Company notifies drivers fourteen (14) days in advance of DOT physical expiration.
19. Any paid holiday counts as a day worked toward accumulated time off.
20. When a driver is called and offered a turn or a lay run, and he has five or eleven trips and chooses the lay run over the turn, he is still entitled to the extra ATO.
21. Drivers may take their breaks when and where they want in route to destination.

22. In a tour of duty, a driver is entitled to up to one and one-half (1 ½) hour combined break.
23. Drivers will be paid all time while in the shop. Drivers having delay time of less than 30 minutes and shop time will be paid for all delay and shop time if the combined total is more than thirty minutes. Drivers must have clock punches to document the time
24. When a driver is called for a lay run and he tells dispatch he cannot make the run in the allotted time, he may pass on the trip. The driver will be allowed a one (1) hour lead way over the time designated. If the drivers available hours do not exceed the one (1) hour over the time designated the driver must accept the trip.
25. If a driver goes out on illness or personal leave under FMLA, sick days, personal days and vacation days will be handled as in the past.
26. It has been agreed to between the parties that if a driver has a personal emergency, the driver can request to run the extra board in their seniority position for turns only for a maximum period of sixty (60) days. Subject to approval of the Company and the Local Union.
27. All disciplinary action at ABF is kept in its own category. For example:
 1. Missed work call/no show: Warning letter, 1 day suspension, 3 day suspension, 5 day suspension, subject to discharge.

Excessive Absenteeism: Employee discussion report, Warning letter, warning letter, final warning, subject to discharge.
 2. All disciplinary action taken for failure to follow instructions is a discussion report (subject to the violation), warning letter for 1st offense, 1-day suspension for 2nd offense, 3-day suspension for 3rd offense, 5-day suspension for the 4th offense, and subject to discharge for 5th offense.

28. The call time will be on the hour and will end thirty (30) minutes after the hour. If a driver is not called at that time, he does not have to be available until the next call block.

Example: If a driver clocked in between 8:11 a.m. and 8:59 a.m., he cannot be called until the 7:00 p.m. call block.

Example: If a driver clocked in at 8:00 a.m. to 8:10 a.m., he cannot be called until the 6:00 p.m. call block.

29. All start time bid drivers are permitted to work their bid if they are 30 minutes or less after their start time if no fault of their own.

30. Request for time off for a Road Drivers Birthday will be handled the same as a paid personal holiday or a single day vacation. Drivers will be afforded no less than twenty four (24) hours off for approved days off with an off slip.

31. Drivers will not be required to take an additional paid day on their Birthday. Drivers will be allowed to float their birthday to any other work day in the same calendar week.

32. Drivers with approved time off for military will not lose their trip accumulation toward their ATO.

33. Drivers with six (6) weeks of vacation may take three weeks as single days.

ABF FREIGHT SYSTEM, INC.

By: 

Date: 1-16-19

TEAMSTERS LOCAL 776

By: 

Date: 1-15-19

ABF WORK RULES – HOLD DOWNS

(Revised 01-10-2019)

1. All hold down bids will be bid on a weekly basis. Bidding drivers must be available to start the hold down.
2. Drivers may hold up to 48 hours off prior to the Start of Hold Down without breaking their ATO. Forty eight (48) hours off does not apply to drivers going from extra board to cluster a hold down. Drivers going from hold down to hold down will not break trips.

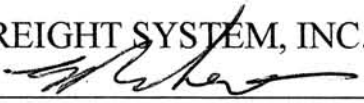
Drivers going from hold down to hold down must complete the hold down they are on before holding for their next bid hold down.

3. A driver returning to the Extra Board from the ABA and Area board or Fast Turn and Start Time, can go to the Extra Board at the end of the work week or can mark off on their entitled ATO, then go to the Extra Board. Interpretation of this rule is as follows: When a driver completes the hold down (which is upon completion of the last trip of the hold down) the driver has three options: 1. Puts themselves on the extra board. 2. Takes their entitled ATO. 3. Failing to notify Dispatch of option 1 or 2 Driver stays on bid until midnight Saturday Night.
4. When going to a Start Time or Fast Turn bid, or ABA and Area board from the Extra Board, the driver must be back twelve (12) hours before the start of the bid. If the driver has six (6) trips, the driver can take their entitled ATO mark off and then go to the Fast Turn board and Area board.
5. If a driver is on a Start Time bid hold down and is on the bid again, the driver will be off until the start of the bid. A driver may volunteer to run an extra trip on the bottom of the Extra Board, but must be back twelve (12) hours before the bid Start time, and must have available D.O.T. hours to start the bid week.
6. If a driver is on a Fast Turn hold down and goes to a Fast Turn hold down again, the driver can mark off on their entitled ATO.
7. If a driver is going from a Start Time bid or a Fast Turn hold down to an ABA or Area hold down, after six (6) trips, the driver can mark off on a 58, but must be available for the ABA bid call time. The driver must run an Extra Board trip, but must be back in twelve (12) hours before the ABA call time and have enough log hours available for the bid.
8. If a driver is on an ABA or Area hold down and gets an ABA or Area bid again, the driver is off until the call time of the ABA bid. If the driver gets an Area bid, the driver can take their entitled ATO and then mark on the Area bid board.

9. A driver holds their own seniority when on a hold down bid.

10. If a driver is on a five (5) day start time hold down, the driver can hold for a turn in the drivers Extra Board position to get their sixth (6th) trip.

ABF FREIGHT SYSTEM, INC.

By: 

Date: 1-16-19

TEAMSTERS LOCAL 776

By: Ronald W. Hicks

Date: 1-15-19

A.B.A. BIDS
01-10-2019

1. An A. B.A. bid means you will be dispatched from Carlisle (A. Dispatch) in such a manner that upon completion of your tour of duty, you will be taking a minimum of ten (10) hours off duty in a foreign area other than Carlisle. When dispatched from your point of rest (B. Dispatch), you will also be dispatched in such a manner that upon completion of this tour of duty, you will be off duty in Carlisle. When necessary, via's or extensions may be needed to complete the A.B.A. run. However, at no time will an A.B.A. bid require more than one (1) statutory rest before returning to Carlisle unless, due to the availability of freight or a service commitment or adverse weather may be put on the 2nd bed. However, this provision will not be abused.
2. All A.B.A. bids will start as posted for the bid start day. Upon twelve (12) or more consecutive tours drivers will have the option of dropping a trip.
3. If a driver is forced to run a second bed trip (ABCA), the driver may take a 72 after 11 trips, if during the time of running six (6) trips the driver is not back in cycle.
4. If an ABA driver for any reason reports off work and does not report back on the board until after their available time, they cannot be dispatched until after that ABA Board and Area Board are exhausted during their call window. Should that ABA or Area Board not be exhausted that day, the driver cannot run until their next start day. This rule does not apply to a driver that takes an ERP.
5. If an ABA driver is not called on their bid day due to no fault of their own, the driver can stay on the board until one (1) hour prior to the start of the next ABA bid start. In the event that there is not an overlapping bid the next day, the same cutoff time would apply to that day.
6. If a driver is forced to run a second bed trip (A.B.C.A.), the driver may take a 72 after 11 trips, if during the time of running their six (6) trips the driver is not back in cycle.


- A. All Carlisle A.B.A. destination bid drivers must call the Carlisle Line Haul Coordinator at the time he/she is being forced on the 3rd bed and any subsequent layover.
- B. If an A.B.A. destination bid driver has followed the above procedure and is sent on a 4th layover, the driver will be paid the first eight (8) hours in bed on that layover and any subsequent layover unless the layovers are due to inclement weather or any other emergency condition where the driver cannot get to Carlisle.
7. If an A.B.A. bid driver is not back and rested to make their last available call due to no fault of their own, the driver will choose to go to their area board or to the extra board in seniority order for the rest of the bid week, or until the driver realigns on their next bid.

ABF FREIGHT SYSTEM, INC.



Date: 1-16-19

TEAMSTERS LOCAL 776



Date: 1-15-19

ABF A.B.A. DESTINATION BID DISPATCH RULES (Revised 01-10-2019)

1. If an A. B.A. destination bid does not make, there is no liability to the Company. The Company will attempt to dispatch the driver on a compatible trip. Dispatch for compatible trips will be given priority over other dispatches when the driver reports at their start time.
2. An A.B.A. destination bid means you will be dispatched from Carlisle (A dispatch) in such a manner that upon completion of your tour of duty, you will be taking a minimum of 10 hours off duty in a foreign area other than Carlisle. When dispatched from your point of rest (B dispatch) you will also be dispatched in such a manner that upon completion of this tour of duty, you will be off duty in Carlisle. When necessary, via's or extension may be needed to complete the A.B.A. run. However, at no time will an A.B.A. destination bid require more than one statutory rest before returning to Carlisle, unless due to the availability of freight or a service commitment or adverse weather may be put on the 2nd bed. However, this provision is not to be abused. If this would happen, the driver, upon arrival at Carlisle, may hold for a turn in seniority order on the extra board.
3. All A.B.A. destination bids will start as posted for the bid start day. Upon twelve (12) or more consecutive tours drivers will have the option of dropping a trip.
4. If a driver is forced to run a second bed trip (A.B.C.A.), the driver may take a 72 after 11 trips, if during the time of running their six (6) trips the driver is not back in cycle.

(A) All Carlisle A.B.A. destination bid drivers must call the Carlisle Line Haul coordinator at the time the driver is being forced on the 3rd bed and any subsequent layover.

(B) If an A.B.A. destination bid driver has followed the above procedure and is sent on a 4th layover, the driver will be paid the first eight (8) hours in bed on that layover and any subsequent layover unless the layovers are due to inclement weather or any other emergency condition where the driver cannot get to Carlisle.

5. Start time A.B.A. destination bids may be cancelled on a daily basis up until two (2) hours prior to the A.B.A. destination bid start time. If the A.B.A. bid is cancelled at the time of call, the A.B.A. destination bid driver will have the option to hold for their destination bid up to four (4) hours from the driver's start of the bid or go to their area board in their seniority order. If the four (4) hour window hold becomes exhausted the driver will then go directly to their area board. That choice must be made at the time of the cancellation.
 - A. (Example) A driver cancelled for an eighteen hundred (1800) start time bid that elects to hold and the hold is exhausted, will be available for call at 2100 for 2300.
 - B. In the event of a weather emergency or holiday when the Company has to cancel the A.B.A. start time bids, the bids will be cancelled on a day to day basis. The A.B.A. destination bid drivers will be given the choice of going to the area board or extra board in seniority order or hold for their next day bid start.
 - C. When a driver's last trip of the week or the trip before their built in ATO is cancelled and the driver goes immediately to the area board, the driver will only have to remain on call for ten (10) hours. A driver already running on the area board for their last trip will only be required to be on call eight (8) hours from the drivers bid start time, this only applies to the last trip of the bid week or the trip before their built in ATO.
6. A.B.A. destination bid drivers when marked off sick, will not be required to remain off the 24.0 hours provided they mark back on at least 2.0 hours prior to the bid start. If they miss two (2) bid starts while on the sick list, they must present a doctor's certificate permitting them to return to work. If the driver is off the first day of their bid start, and marks back on within 24.0 hours, it will be the driver's option to run a fast turn on the bottom of the extra board.
7. Personal holidays taken by A.B.A. drivers will begin at their scheduled start time on the day they requested and will run for 24.0 hours. Under no circumstances will they involve more than one bid start day or more than 24.0 hours. If the driver is off the first day of their bid start, and marks back on within 24.0 hours, it will be the driver's option to run a fast turn on the bottom of the extra board.

8. A.B.A. destination bid drivers will not be allowed to mark off or on for any reason during the 2.0 hour period prior to their start time. Failure to comply with this rule will result in a missed start time and/or disciplinary action.
9. When A.B.A. destination bid drivers report at their home terminal, the A.B.A. destination bid start time driver may be dispatched first, if deemed necessary by the Company in order to get the A.B.A. destination bid driver to make their next start.

When A.B.A. destination bid drivers and other Carlisle drivers are at satellite terminals, and there are choices of destinations involving a Carlisle dispatch and via dispatch, the A.B.A. destination bid driver must take the Carlisle dispatch.

10. A.B.A. destination bid drivers who do not return to the home domicile in time to have required rest prior to their bid day; will be bypassed until their next bid day.

If a driver doesn't have the hours to run their bid they can hold until their next bid start without breaking their trips or decide to run their cluster board in seniority order when they have hours, they can't be forced to run in this scenario.

11. If a start time ABA Destination bid driver is not back to start the drivers next bid start due to no fault of their own, the driver will choose to go their area board or hold for a turn on the extra board in seniority order to realign with their A.B.A. destination bid. If a driver is within a four (4) hour window (including the drivers D.O.T. rest) of the drivers bid start time, the driver may hold for their next bid start.
12. When cancelling a destination bid start A.B.A. driver on a holiday, the driver will have the option of going to the extra board in their seniority order for a turn only for one tour of duty, or hold for their next bid start time.

ABF FREIGHT SYSTEM, INC.

By: 

Date: 1-16-19

TEAMSTERS LOCAL 776

By: 

Date: 1-15-19

ABF FTD BID DISPATCH RULES (Revised 01-10-2019)

1. Start time destination bids will be for a five (5) or six (6) day workweek, with specific destination terminals and/or via's as needed.

Six (6) day start time bid men have the option to drop any trip of their next week after they have completed their bid work week.

2. If a fast turn destination bid does not make, there is no liability to the Company. The Company will attempt to dispatch the driver on a compatible trip. Dispatch for compatible trips will be given priority over other dispatches when the driver reports at their start time.
3. Start time destination bids may be cancelled on a daily basis up until two (2) hours prior to the destination bid start time. If the destination bid is cancelled, at the time of call, the destination bid driver will have the option to 1. Hold for the driver's destination bid up to four (4) hours from the driver's start of the bid or 2. Go to the fast turn area board in their seniority order. If the four (4) hour window hold becomes exhausted the driver will then go directly to the fast turn area board.

(Example) A driver cancelled for an eighteen hundred (1800) start time bid that elects to hold and the hold is exhausted, will be available for call at 2100 for 2300.

- A. If a driver is on call and gets with-in fourteen hours of their next bid start time the driver can hold for their next bid start. The driver must notify dispatch if holding for the bid start.
- B. When a driver's last trip of the week is cancelled and the driver goes immediately to the area board, the driver will only have to remain on call for ten (10) hours. A driver already running on the area board for their last trip will only be required to be on call eight (8) hours from the drivers bid start time, this only applies to the last trip of the bid week.
- C. In the event of a weather emergency or holiday when the Company has to cancel the destination start time bids, the bids will be cancelled on a day to day basis. The start time destination bid drivers will be

given the choice of going to the fast turn area board in seniority order or hold for their next day start time.

4. Start time destination bid driver will not report for work on contractual holidays unless notified by the Company to do so.
5. When start time destination bid drivers report for work at their home terminal, the start time destination bid driver may be dispatched first, if deemed necessary by the Company in order to get the start time driver home to make the drivers destination bid start the following day.
6. If a driver doesn't have the hours to run their bid they can hold until their next bid start without breaking their trips or decide to run their cluster board in seniority order when they have hours, they can't be forced to run in this scenario.
7. When start time destination bid drivers and other Carlisle drivers are at satellite terminals, and there are choices of destinations involving a Carlisle dispatch and via dispatch, the start time destination bid driver must take the Carlisle dispatch.
8. Start time destination bid drivers who do not return to the home domicile in time to have required rest prior for their bid start time, will have the option to hold for their destination bid up to four (4) hours from their start time of the bid or go to turn area board in their seniority position. If the four (4) hour window becomes exhausted the driver will then go directly to the turn area board.
9. Destination bid start time drivers who request to run a trip after their bid week will be placed on the bottom of the road extra board for a turn only.
10. Start time destination bid drivers when marked off sick, will not be required to remain off the 24.0 hours provided they mark back on at least 2.0 hours prior to their bid start. If they miss four (4) bid starts while on the sick list, they must present a doctor's certificate permitting them to return to work.
11. Floating holidays and single vacation days taken by destination bid start drivers will begin at their scheduled start time on the day they requested and will run for 24.0 hours. Under no circumstances will they involve more than one bid start day or more than 24.0 hours.

12. Start time destination bid drivers will not be allowed to mark off or on for any reason during the 2.0 hour period prior to their start time. Failure to comply with this rule will result in a missed start time and/or disciplinary action.

ABF FTD BID DISPATCH RULES

ABF FREIGHT SYSTEM, INC.

By: 

Date: 1-16-19

TEAMSTERS LOCAL 776

By: Ronald W. Hicks

Date: 1-15-19

ABF MTB / MTD BID DISPATCH RULES

Revised 01-10-2019

1. Start time meet turn bids are either five (5) day or six (6) day work weeks. Six (6) day bids have the option to drop a trip any day of the bid week every week. Bid meet turn drivers who request to run a turn after their bid week will be placed on the bottom of the extra board.
2. Inside two (2) hours of the start time, if a meet turn bid does not make, there is no liability to the Company. The Company will attempt to dispatch the driver on a compatible trip. Dispatch for compatible trips will be given priority over other dispatches when the driver reports at their start time.
3. Outside two (2) hours prior to the start time, meet turn bids may be cancelled on a daily basis up until two (2) hours prior to the meet turn bid start time. If the meet turn bid start is cancelled, at the time of the call, the meet turn bid driver will be given the option to hold for their bid or go to the fast turn area board in their seniority order.
4. In the event of weather emergency when the Company has to cancel the meet turn start time bids, the bids will be cancelled on a day to day basis. The start time turn bid drivers will be given the choice of going to the fast turn area board in seniority order or hold for the drivers next day start time.
5. Start time meet turn bid drivers will not report for work on contractual holidays unless notified by the Company to do so.
6. Start time meet turn bid drivers who do not return to the home domicile due to no fault of their own in time to have required rest prior to their bid start time, may go to turn area board in their seniority position until they realign with their bid or hold for their next start.
7. Start time meet turn bid drivers when marked off sick, will not be required to remain off the 24.0 hours provided they mark back on at least 2.0 hours prior to their bid start. If they miss four bid starts while on the sick list, they must present a doctor's certificate permitting them to return to work.

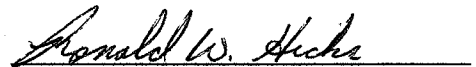
8. Floating holidays and single vacation days taken by meet turn bid start drivers will begin at their scheduled start time on the day they requested and will run for 24.0 hours. Under no circumstances will they involve more than one bid start day or more than 24.0 hours.
9. Start time meet turn bid drivers will not be allowed to mark off or on for any reason during the 2.0 hour period prior to their start time. Failure to comply with this rule will result in a missed start time and subject to discipline.
10. If a meet turn bid driver is off, the bid will be covered by a fast turn start time, fast turn cluster or extra board driver, with the exception of vacation and sick hold downs.
11. No penalty if drivers are forced to go through or are put to bed on meet turns. Drivers forced to go through must be sent to Carlisle on next dispatch, VIA or direct. Disputes of penalty pay will be subject to the grievance procedure.

ABF FREIGHT SYSTEM, INC.



Date: 1-16-19

TEAMSTERS LOCAL 776



Date: 1-15-19

ABF FREIGHT FTB BID RULES

Revised 01-10-2019

1. Start times will be guaranteed each day of the bid with the following exceptions:
 - A. Start time bids may be cancelled on a daily basis up until two (2) hours prior to the bid start time.
 - B. Start time bid drivers will not report for work on contractual holidays unless notified by the Company to do so.
 - C. Start time bids will be for a five (5) or six (6) day work week.
2. Start time bid drivers may be dispatched on a Fast Turn dispatch into any area of operations, including bid area.
3.
 - A. When a choice of loads is involved, choices will be given out 15 minutes prior to the bid start. Drivers not present when choices are given will lose their choice but will be dispatched with whatever destination load is left, provided they report for their start time.
 - B. Start time bid drivers will only have choice of destination at the home domicile between other start time bid drivers who are starting at the same time. (No other drivers will be involved in choice of destination offered for dispatch to bid start drivers.)
4. Destinations offered for dispatch will be at the discretion of the Company. No exceptions.
5.
 - A. When start time bid drivers and other Carlisle drivers are reporting for work or awaiting dispatch at satellite terminals, the start time bid drivers may be dispatched first to Carlisle if deemed necessary by the Company, in order to get the start time driver home to make his bid start the following day.
 - B. When start time bid drivers and other Carlisle drivers are at satellite terminals, and there are choices of destination involving a Carlisle dispatch and via dispatch, the start time bid driver must take the Carlisle dispatch.

6. Start time bid drivers who do not return to the home domicile in time to have required rest prior to their bid start time, will go to the turn area board in their seniority position until they realign with their bid, or the end of the bid week.
7. Bid start time drivers who request to run a trip after their bid week will be placed on the bottom of the extra board.
8. Start time bid drivers when marked off sick will not be required to remain off for 24.0 hours provided they mark back on at least 2.0 hours prior to their bid start. If they miss four (4) bid starts while on the sick list, they must present a doctor's certification permitting them to return to work.
9. Floating holidays and single vacation days taken by bid start drivers will begin at their scheduled start time on the day they requested and will run for 24.0 hours. Under no circumstances will they involve more than one bid start day or more than 24.0 hours.
10. Start time bid drivers will not be allowed to mark off or on for any reason during the 2.0 hour period prior to their start time. Failure to comply with this rule will result in a missed start time and/or disciplinary action.
11. In the event the company elects to bid a number of start times with specific dispatch destinations, it is clearly understood that the destination is not guaranteed and the Company will not be subject to any monetary claim as a result of a dispatch destination change. Only the start time is guaranteed under the bid rule guidelines.
12. Six (6) day start time bid drivers have the option to drop any trip of their next week after they have completed their bid work week.
13. The company reserves the right to cancel or modify the number of start time bids or hours involved as operational needs dictate. In such cases, the road board may be rebid if necessary.
14. In the event of a weather emergency when the Company has to cancel the start time turn bids, the following procedure will apply:

The bids will be cancelled on a day-to-day basis. The start time bid drivers will be given the choice of going to the fast turn board in seniority order or hold for their next day start time.

ABF FREIGHT FTB BID RULES

ABF FREIGHT SYSTEM, INC.



Date: 1-16-19

TEAMSTERS LOCAL 776



Date: 1-15-19

**ABF ROAD DRIVER TRAINING PROGRAM
APPLIES TO EXISTING ABF EMPLOYEES TO AQUIRE DRIVING
POSITIONS**

(Revised 01-10-2019)

1. Candidates shall be approved by ABF based on the following requirements:
 - a. Candidate must be 21 years of age.
 - b. Candidate must have a good driving record, which means the same requirements as a new hire.
 - c. Candidate must have no more than two (2) warning letters or one (1) warning letter for a chargeable accident in the prior nine (9) months previous to the date of their application for the training.
 - d. Candidate must be a qualified yard/jockey for no less than three (3) months prior to the date of their application for the training, or have documentation of completing an approved driver training school.
 - e. Candidate must successfully complete a DOT physical and drug screen, if not currently holding a valid Class A CDL.
 - f. Candidate must secure a Class A learner's permit with a doubles/triples endorsement prior to being scheduled for the training.
 - g. Candidate will ride with a road steward for one tour of duty prior to attending the training program so they will have an opportunity to experience the requirements of road drivers. The candidate will not be compensated for this tour of duty.
 - h. Candidate must understand and agree that upon successful completion of the ABF Driver Training Program, they will return to the Carlisle, PA terminal in the road classification. They will be placed on the road list at the bottom of the extra board until annual bid at which time they must bid the road classification according to their seniority for one (1) year.

2. Any disputes regarding items 1a through 1h above will be subject to the grievance procedure. The Grievance Panel will have the sole right to determine the grievance based upon the facts presented.
3. All tuition costs for the driver training will be paid by the company.
4. City qualified employees with less than two (2) years driving experience who were not previously "road" qualified may bid in the road operation, as provided by this Agreement, after receiving approved training. This training for city drivers will consist mainly of classrooms on road procedures and should only be one or two weeks of training. City qualified employees with two or more years driving experience who were not previously "road" qualified may bid into the road operation at annual bid, provided they meet the qualifications under 1a and 1b above, and must pass a Company road test.
5. Approved candidates will be offered training in seniority order among the group of candidates that existed on the date established as the deadline for any particular training class. Employees who decline the opportunity to attend the training more than two (2) times will have their name removed from the eligibility list for twelve (12) months from the last date they applied. Thereafter, they may reapply.
6. The Company will pay each employee a per diem in the amount of \$325.00 per week, net, after taxes, for meals and incidental expenses while at the training site. The Company will not pay for any meal or incidental expenses exceeding the \$325.00.
7. Candidates will be allowed to utilize vacation, sick days, personal days while attending the training. During training, employees will be permitted to subsidize their weekly income by opting for vacation pay. This Agreement will not establish any precedent concerning contractual language governing the percentage of employees allowed on vacation at any time.
8. While attending the training away from the home domicile, the Company will provide housing at area motels or other mutually agreed upon lodging. Such housing will meet or exceed the requirements of Article 57.
9. The Company will pay one round trip transportation to the training site. Mileage will be paid at the prevailing mileage rate per vehicle sent between Carlisle, PA and Fort Smith, AR. If possible, groups of four (4) or more

candidates will travel in the same vehicle. One person will be reimbursed for mileage. Mileage will be reimbursed by submitting an expense report to the Branch Manager.

10. Health & Welfare and Pension contributions will be paid while attending the training sessions.
11. Training will be conducted in Fort Smith, AR at Westark Community College, or as designated and will be two (2) to five (5) weeks, depending on the candidate's experience and ability.
12. Upon successful completion of the training, employees will be provided with the equipment necessary to obtain their Pennsylvania Class A CDL license.
13. In the event this Agreement fails to produce sufficient road drivers to meet the driver needs of the Company, the Company may reopen negotiations after providing the Union with thirty (30) days written notice.
14. If the Company is offering training, the opportunity for Driver Training will be offered to qualified employees in the Local classification that have applied, ahead of new hire applicants. This will be offered on a quarterly basis.

With a ninety (90) day written notice by either party, the Company and the Union must meet and negotiate the Driver Training Program. The driver training program the company is offering at the signing of this agreement will be implemented and at no time will be less than this current agreement.

ABF FREIGHT SYSTEM, INC.

By: 

Date: 1-16-19

TEAMSTERS LOCAL 776

By: 

Date: 1-15-19