



YRCW Talking Points

- Last fall the company approached the Teamsters about addressing its cost structure. We acted responsibly to that request and agreed to meet to discuss options. The company indicated that a 10% wage concession would address those needs.
- We asked time and time again if it would be enough to fix the company's problems.
- In structuring that 10% wage concession agreement we built in a monitoring mechanism that would enable us to better understand the company's financial position.
- In February, the company announced that it restructured the terms and conditions of its loans with its banks.
- However, shortly thereafter, YRC approached Teamster pension funds about deferring 3 months of payments. (The company and many of those funds have recently negotiated an agreement that provides collateral for those 3 months of deferrals.)
- Since May we have been working with pension funds to make sure any actions they take did not violate our collective bargaining agreement or have other adverse consequences on the company.
- Also since May, we have been working with independent financial advisors to understand the company's financial needs.
- In early June the financial advisors identified the financial need and presented its findings to a subcommittee of the Teamsters National Freight Industry Negotiating Committee (TNFINC).
- The week of June 8th the subcommittee met for a week to review options and develop an outline plan for possible negotiations.
- On June 17th that outline was presented to all pension funds that receive YRCW contributions.
- On June 18th the outline was presented at the freight 2-person meeting. Every Local Union that has YRCW members attended the meeting. At both meetings the participants unanimously approved the plan.
- On Monday, June 29th we will begin negotiations with the company.
- We are working hard to make sure the other stakeholders—funds, banks, company—do their share and believe the pain must be shared in an effective and equitable way. We are having ongoing discussions

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with those other stakeholders.

- At this point, we don't know what the final proposal will be. However, you will have the opportunity to vote on the proposal.
- It is vital that we protect members' healthcare and pension.

We want this company to survive.

- Our plan is to negotiate a proposal that could allow the company to report positive operating profit from Day 1 – even during this period of severe economic recession and fierce competition.
- Given YRC's current finances, our proposals will give the company significantly greater liquidity than the company could get from its banks or investors.
- And we anticipate that our proposals will allow them to generate additional financial support from other stakeholders.
- The central threat to the survival of YRC and our members' jobs, pensions, and health care is further erosion of the company's customer base.
- I want to say that the best thing we can do to help get YRC through this recession is step up our effort to keep freight flowing rapidly and efficiently through the system.

- The other thing we can do is rebut rumors of the company's demise.
- This is the largest LTL carrier in the country.
- The American economy needs YRC to survive and we need to do our part to not succumb to unfounded rumors.
- We need to understand that the only true real time and fully accurate information concerning the jobs of our members is going to come from the Teamsters Union – not wall street analysts, not the company, and certainly not those who would use this crisis for political reasons.

Here's how to get information

- We should all log onto the teamster.org website, read what is on your union bulletin boards and talk to your local union for information.
- We will update you with new information as soon as it is available.
- We will be working 24/7 to fight for your interests as we also attempt to help your employer weather this economic downturn.
- If anybody asks, no one cares more about the future of YRC than its more than 30,000 employees!