

### *SLEEPER TEAM COVERAGE GUIDELINES*

The company and the union agree to the following work rules guiding the Sleeper Teams in the EZR building:

1. If either driver on a sleeper team is on vacation, personal holiday, sick day, or otherwise absent from work for any reason, the remaining Sleeper Team driver has the responsibility to select a driver to cover the absence. The driver will notify the local dispatch management team who will be covering for the absent driver the Monday prior to their vacation. All drivers qualified to drive in Feeders and have designated that they are interested in covering can be selected to cover an open Sleeper Team slot regardless of seniority.
2. If either driver on a sleeper team is on personal holiday, sick day, or otherwise absent from work for any reason other than vacation, the driver who is scheduled off will come off their Sleeper Team run for the week and will be placed on the call board. This driver will be dovetailed into the call board on their scheduled days and will not be able to bid a run. In the event a drivers normal schedule is less than 4 days they shall be put on the call board for 4 consecutive days with the additional days added after their normally scheduled days. Days worked under this 4-day language shall have a 10 hour guarantee.
3. If either driver on a Sleeper Team is on vacation, personal holiday, sick day, or otherwise absent from work for any reason, and the chosen driver to cover the open team spot is already assigned to a bid run, that open bid run will be offered on the weekly bid
4. A sleeper team driver's bid run must have a start time change of at least seven (7) hours, a change of at least five hundred (500) miles or a total change in all destination legs before a rebid or bump may occur. This does not apply from November 1<sup>st</sup> through the second full week of January. The A driver on the sleeper run affected may opt to remain on the run, in which case the job will not need to be rebid.
5. The Company agrees to provide the Union with details of changes to bid sleeper runs to take affect during peak season (November/December/January) by the Monday of the last full week of October each year. The steward and Feeder Manager shall meet within three days to review the changes and agree to which affected jobs will be subject to rebid for peak season. If the steward and Manager fail to agree the Business Agent and District Labor Manager will review the changes and agree to the jobs that will subject to the rebid. The parties have thoroughly reviewed this matter and have agreed that neither side shall arbitrarily delay this process.
6. Peak jobs that are agreed to be rebid in #5 above shall be rebid in the following manner:
  - a. The Company shall initiate the bid within 48 hours of the parties agreeing to the jobs affected.
  - b. Only the A bid holders of the jobs affected shall participate in the rebid.
  - c. Affected A drivers will select their bid in seniority order and shall maintain the bid through January 31<sup>st</sup>.
  - d. All drivers must select a bid.
  - e. After January 31<sup>st</sup> drivers affected shall return to their pre-peak bid.
  - f. It is understood that drivers shall remain on their existing run until the bid process is complete.
  - g. It is understood that unaffected drivers are not part of this bid.

7. If a sleeper run is permanently discontinued there will be three bumps and the fourth team will perform available work assigned. if the A driver of the fourth team has been in Sleepers for 18 months or less work assigned shall mean being assigned to the remaining open sleeper run.

8. Absenteeism and vacations will be covered by the existing sleeper team interest list. The sleeper team interest list will be posted in conjunction with the bid cycle. Feeder drivers who attain seniority between the posting of the sleeper team interest list shall have th right to add their name to the current list within thirty (30) days of attaining seniority.