

## Mike Hobby

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**From:** Ron Kieswether  
**Sent:** Tuesday, November 11, 2008 3:25 PM  
**To:** Terminal Managers  
**Cc:** Leadership Team  
**Subject:** FW: Negotiation Update

Below is the latest Negotiations update from Bob Braun. Please share with your people. You can post this if you would like.

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As in the past I am giving you an update regarding the meeting that occurred on Friday November 7<sup>th</sup> in mediation. The Federal Mediator did not conduct 'face to face' meetings at this session but, as is often done by a Mediator, he met with each group in separate rooms.

Through the Mediator we were asked for concessions on several language items some of which had economic impact. The Company carefully reviewed and discussed each of the contract sections which were the subject of presented to us for discussion. When we again met with the Mediator (working through lunch) the Company had made movement on some of the requests from the union.

As the mediation session was coming to a close (6 PM) the union made four brand new proposals regarding Teamster Central States Medical, a new Retiree Health and Welfare Plan, a new Article on discrimination (the Company and Union had previously agreed to non-discrimination language months ago) and an additional proposal on Diversity.

The last minute proposals create many questions especially being presented so late in the negotiations and so late in the meeting. This is particularly true regarding the newly proposed medical plans which apparently originate in the Midwest.

The Company will carefully evaluate what the Union has given us and will be sure we understand those proposals prior to making a reply.

The Company continues to work hard toward a new agreement that we can be proud of and that we believe will work for us now and into the future.

We will provide additional updates as events occur.

***Thank you  
Bob Braun  
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