

**WESTERN STATES LINE HAUL DISPATCH AGREEMENT
BETWEEN
USF REDDAWAY INC.
AND
THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
WESTERN REGION FREIGHT DIVISION
COVERING THE LINE HAUL EMPLOYEES FOR THE PERIOD OF
FEBRUARY 12, 2007 THROUGH MAY 31, 2012**

PREAMBLE

That USF Reddaway Inc., herein referred to as “the Company”, and the International Brotherhood of Teamsters Western Region (IBTWR) and Teamsters Local 63, 70, 104 and 492 affiliated with the IBTWR, herein referred to as “the Union”, agree to be bound by the terms and provisions of this agreement. All the provisions of the USF Reddaway Western Master Agreement apply unless specifically provided for in this Agreement. This Agreement applies to those Line Haul locations in the Western Region currently recognized as provided in Article 1.3 of the Master Agreement and any future locations recognized hereafter.

Section 1 – General Rules

1. Drivers are required to provide dispatch with updated home or cell phone number at time of signing bid. Drivers are also required to notify dispatch of any phone number changes. The driver’s privacy will be respected; the Company will not give out an employee’s number without permission, or expressly told to do so by said employee. This includes giving to other line drivers that may on occasion ask for it. Dispatch will maintain updated contact information.
2. Drivers who have commenced their originating dispatch (e.g. en-route drivers) shall have preference at intermediate terminals to include home domicile, over drivers who have not yet begun their dispatch for that day. However, in such event the bids shall be protected on that day, extra board drivers shall be protected on a one for one basis thereafter.
3. Boards will not switch/flip due to holidays.
4. When all other factors are equal, seniority shall be used to determine dispatch order and/or destination.
5. No driver is permitted to “bump” another assigned driver because of seniority unless otherwise contained within this agreement and no driver is permitted to “change” a dispatch.
6. Drivers returning to their home terminal will be dispatched as directly to that terminal as the freight flow allows.
7. All domiciled drivers will be given longest and or “via” dispatches over non-domiciled drivers.

8. Drivers shall be paid ½ hour at meet points or on turn dedicated runs, plus any further delay time shall be paid for all time spent. Calculation of delay time begins with actual time work begins at the meet point or destination.
9. Drivers who have completed their normal work schedule for the week may sign up for extra work. Such work will be assigned to the extra board 1st, bid line drivers 2nd, and local drivers 3rd. Line drivers at the terminal where the run originates will be given preference over foreign domiciled drivers (local or line). Line drivers will be given preference over local drivers. Supplemental dispatches performed by either a local driver; foreign domiciled driver and domiciled drivers on scheduled days off shall be considered casuals for the purpose of determining the 30 in 60 provisions.
10. All road equipment regularly assigned to the fleet shall have the operating speed set at the same speed as to provide no disadvantage from one unit to another. The Company will continue to provide assigned equipment.
11. All road equipment regularly assigned to the fleet shall have unlimited idle time.
12. All union stewards can float when on union business and will not be penalized or at the employees option subject to call.
13. City employees may be utilized on line runs provided, however, the Line Board must be exhausted.
14. When a driver is required drop a trailer, he will be paid ¼ hour unless the reason for any excess is explained on his trip report. If a driver is required to hook a trailer, he will be paid ¼ hour unless any excess is explained. When a driver is required to both drop and hook a trailer, he will be paid ½ hour unless any excess is explained.
15. The Company shall provide training and certification for any qualified operator upon request. Such training and certification shall be provided within thirty- (30) days upon written receipt of such request.
16. Drivers will be called three (3) times. First at the employee's primary number, the second call, at the secondary number provided within a fifteen (15) minute period. The third (3rd) call will not be less than fifteen (15) minutes from the first call and will be verified by a bargaining unit employee, if one is available. If the driver is not available on the third (3rd) call, he will be dropped from the board for the remainder of the bid day this shall apply to bid and/or extra-board.
17. At the home domicile and when on layover at the away-from-home lay points, drivers will not be called prior to eight (8) hours of undisturbed rest. Drivers shall receive a work call two (2) hours prior to dispatch at the home domicile and away-from-home layover point. The Company will have a maximum of two (2) hours from the time the driver was called for dispatch to dispatch the driver without penalty. Drivers may be advised upon arrival at a lay point to return and depart upon completion of their statutory rest period.

18. In order to be dispatched, drivers must have or will pick up sufficient hours to complete the dispatch.
19. Layover runs that are bid on a three (3) and three (3) bid, will be bid three (3) and three (3), with the option to the driver to take the sixth (6th) trip off. However, in the event the number of drivers that exercise this right are excessive and adversely affect the Employer's ability to protect schedules; the Employer shall have the right to offer work from the top of the list of drivers requesting the same day off, and then assign from the bottom of that list.

On all short line/shuttle or turnaround runs that are bid six (6) days, they will be bid six (6) days with the option to the driver to take the sixth (6th) trip off. Drivers shall not lose their right to exercise their option if they have run out of D.O.T. hours or have been compensated for missed days. In the event the number of drivers that exercise this right are excessive and adversely affect the Employer's ability to protect schedules, the Employer shall have the right to offer work from the top of the list of drivers requesting the same day off, and then assign from the bottom of that list.

When drivers exercise their option to take time off under the provision of this Article, they must notify dispatch of their intentions prior to departure on the trip preceding the time off period desired.

20. Extra board drivers shall be permitted forty-eight (48) hours off duty, exclusive of DOT mandatory rest periods after completion of six (6) consecutive tours of duty. Time off shall not be accumulated beyond forty-eight (48) hours; provided however, extra board drivers who complete not less than twelve (12) consecutive tours of duty will be allowed, at their option, seventy-two (72) hours off duty, inclusive of any mandatory DOT off duty requirements.
21. There shall be no mandatory and/or voluntary 34 hour restart.
22. Addendums to this Agreement describing for better wages, hours or working conditions than those provided in this agreement, shall be reduced to writing and executed by the Employer and Local Union affected.
23. At any time a minimum of 10% of the Road Board shall be allowed off. In determining percentage numbers shall be rounded up or down, however, .5 and above shall be rounded up.

Section 2 – Call Time: Extra Board

Extra-Board employees will be offered known available start times for the next work day as soon as possible. Replacements for bid employees single day vacations, holidays, and sick days (if prior notice has been given) shall be considered known start times.

For start times that are not known in advance the following call windows shall be in effect:

0600 – 0900 for work starting 0800 -1430

1600 – 1800 for work starting 2300 -0730

Employees will have a minimum of two (2) hours to report to duty after receiving a call. Employees are not required to be available outside the call times set forth above.

Employees will be called at their designated phone number as set forth in Section 1. 16 above and offered all available work by seniority.

Employees may pass to the next call period, providing other employees are available to do that work. If a pass is allowed, the employee is then released from that call period.

Employees who elect to pass will then be included in the next call period in their seniority order. Employees who have been passed by dispatch shall be eligible for a work around claim.

Section 3 – Bidding and Bid Run Procedures

1. Bids will be posted in January of each year, for implementation effective the first Sunday in February. Bids will be posted for one week prior to the beginning of the bid process, and will come down after one week of bid activity.
2. Subsequent bids which open during the bid year shall be posted for five- (5) days, Monday thru Friday (noon to noon the week following due to a vacancy or new position) and shall go into effect at the beginning of the next bid day. Any/all openings shall be posted the first Monday following any vacancy or new position established.
3. All bidding will be done on seniority basis, and if driver is on vacation, sick, or otherwise unavailable to bid, bidding will then be done by phone (proxy), and signed when you return to work.

The only drivers that will be eligible to bid are those with “active” seniority. Drivers who are not in “active” status when the bid is completed will “bump in” upon their return to active status, based on seniority.

Active shall include any driver that will return to work within thirty- (30) days from the time the bids are posted.

4. Bids are defined as: A designated run leaving your domiciled terminal that is intended to terminate at the specified meet point or destination terminal of your bid. Freight flow and volumes may dictate that you are dispatched via one or more terminal(s) en-route to that terminal. The same circumstances may also dictate that you are dispatched beyond the intended destination terminal. Dispatchers will be expected to comply with the bids whenever possible.

“Extra Board” drivers can be “forced” to accept dispatches. Drivers who are “bid” to a run should be dispatched in a manner conducive with them being able to cover their subsequent bid.

In the event a bid and extra board driver are at the same lay-point at the same time, the bid driver is limited to a dispatch home including any vias in a manner conducive with them being able to cover their subsequent bid. Extra work shall be subject to the extra board.

5. The bid day, including departure times, the number of bid runs, and the days of the bid will be outlined on the bid posting. However, when a bid provides for a departure time, such departure time may be moved two (2) hours prior to the specified departure time or may be moved two (2) after the specified departure time, provided, however, the driver shall receive a two (2) hour call prior to the dispatch.
6. If you elect to drop your bid before the term of that bid has expired, you will go to the extra board in accordance with seniority.
7. On any given day bid runs can be canceled. When it is determined that a bid driver will be cancelled, he may elect to take his position on the extra board in seniority order or he may elect to hold for his next bid day provided that he must go to the extra board if the active extra board is exhausted at the time of the cancellation. However, in the event a driver accepts a dispatch or a dispatch is required, such dispatch shall be limited to a run, which shall return the cancelled driver home to protect his next bid day.
8. In the event of any material change to any established bid i.e. time mileage, destination or scheduled days off, the company shall abolish that bid and shall be required to post the new bid in accordance with rule 3 above.
9. Any bid driver who is displaced through no fault of his own, or whose run is materially changed, shall be afforded the opportunity to:
 - a. Displace a junior bid driver.
 - b. Claim a position on the extra board
10. In the event a bid run is cancelled 25% or more in any thirty- (30) day period such bid is subject to permanent cancellation.
11. Any run to a particular point which, runs 80% during any thirty (30) day period shall be subject to bid.
12. In the event a bid man is off for any reason daily or such vacancy is in accordance with Section 3 Rule 1, the next bid man will move up and into the vacant position. In such case, subject to availability the last bid run shall be offered to the extra board and the extra board driver shall be entitled to all rights and privileges of the bid vacated.

Section 4 – Hold Downs

1. In the event there is a known vacancy of seven- (7) days or more, the vacancy will be posted for bid to the extra board. The successful bidder must be able to complete the hold-down and will not be entitled to bid onto another hold-down until the completion of the present hold-down. However, that driver may bid on a new hold-down if the hold-down is

scheduled to begin after the completion of the current hold-down. The driver will remain on the hold-down until:

- a. The bid driver returns at which time he shall take a position on the extra board.
 - b. The run is posted for a regular bid.
 - c. The annual bid.
 - d. The driver is successful in bidding a permanent position.
2. All know vacancies that will qualify for hold-downs shall be posted for five- (5) days in advance of the vacancy coming open giving all eligible extra board drivers an opportunity to bid the position. Emergency vacancies may be bid by phone to the extra board in seniority order. Any known vacancy of thirty- (30) days or more will be posted for regular bid.

Section 5 – Vacation

1. Vacations will be awarded by company seniority for the first four weeks after the annual bids are closed. After that all vacations will be awarded on a first come basis.

Section 6 – Jurisdiction of Line Seniority

1. There will be a “Master Company Line Seniority Roster” to apply at all represented locations that maintain more than one- (1) road domicile within the jurisdiction of Local # 104. The use of the “Master Line Seniority Roster” shall not apply to the domicile’s annual bidding procedures or interim bidding. This “Master Line Seniority Roster” shall apply for (A) lay-off (B) job openings ahead of new hires. The following conditions shall govern:

A job opening will not exist if there are laid-off or inactive drivers at a domicile location.

2. Under (A) above, such laid-off driver may elect to remain on lay-off at his domicile and will only be subject to recall at his domicile in accordance with his seniority.

A laid-off driver shall be eligible to accept supplemental work ahead of casuals at another line domicile, provided such driver notify the Company of his availability on a weekly basis and, further provided, that he be physically situated to effectively respond with a two hour- (2) hour minimum call.

3. A laid-off driver may, at his option, exercise his seniority to displace a junior employee at another road domicile after a lay-off of two- (2) weeks. Such option shall be exercised within fourteen- (14) additional days.

Section 7 – Shortline Operations

1. The radius for the local pick-up and delivery operations shall be one hundred (100) miles from city center of those cities in the jurisdiction of Local Union No. 104.

2. A shortline operation is the operation of a driver making a round trip, which extends beyond the city radius as defined for local city pick-up and delivery operations (one hundred (100) miles), which does not require the driver to layover for a statutory rest period during such round trip, for the purpose of performing pick-up and delivery operations. In addition, Shortline operations shall include any meet and turns with foreign domiciled drivers inside the radius of one hundred (100) miles from city center. Such operations shall be operated from the Company's terminal line seniority list.
3. Such drivers shall receive the hourly rate of pay, which shall include drive time and delay time with a daily guarantee of eight (8) hours. A shortline driver shall receive overtime at the rate of one and one-half (1-1/2) times the regular hourly rate beyond eight (8) hours in any one tour of duty, excluding mealtime.
4. Shortline drivers may be dispatched on subsequent runs providing they have hours of service available to complete the dispatch.

Section 8 – Cutting the Board

1. The Union reserves the right to cut the road seniority board when the average weekly earnings fall to nine hundred twenty-five dollars (\$925.00) or less. This is not to be construed as imposing a limitation on earnings. After the Union notifies the Company to cut the board and in the event the Company refuses, the Union shall immediately submit the matter to the grievance procedure. In determining whether average weekly earnings will fall to nine hundred twenty-five dollars (\$925.00) or less, only the earnings of the lower twenty-five percent (25%) of the drivers on the seniority board, counting from the bottom up shall be considered. The average shall be calculated for the thirty- (30) day period preceding the Union's original request. After such calculation is made, the average earnings of the drivers for the top seventy-five percent (75%) of the seniority board must also average more than nine hundred twenty-five dollars (\$925.00) per week, or layoff shall be made in accordance with seniority.

Section 9 – Protection on Primaries

1. This section shall define the present Line Haul Operation at the Phoenix, Arizona domicile as of November 20, 2006 for the purpose determining future protection of rights for the work group.
2. These primary lanes of operation covered by the Phoenix line board shall be protected daily against any foreign domicile dispatch either from or through the Phoenix domicile.
3. Any such change, modification or transfer of work shall be in accordance with Article 12, Sections 2 & 3 of the IBT & USF Reddaway Agreement.
4. Phoenix Over-The-Road Operation:
 - Bowie- (meet and turns), with El Paso, Texas

- Van Horn- (lay-downs) (meet and turn) with Dallas, Texas
 - Lordsburg- (meet and turns) with Van Horn, Texas
 - Albuquerque (lay-downs) Albuquerque proper & continuous line freight
 - Las Vegas (lay-downs) Las Vegas proper & continuous line freight covering Reno, Nevada & Salt Lake City, Utah and points N.W.
 - Palm Springs (meet and turns) Local Fontana, California drivers
 - Local Phoenix (meet and turns) at Tonapah with Fontana, CA Line drivers
 - Phoenix (turns) to Yuma, AZ
 - The Phoenix Line drivers supplement the Flagstaff, Lake Havasu City & Tucson Line-Haul operations including vacation relief.
 - San Diego (lay-downs) San Diego proper and basin area
5. The following domiciles Flagstaff, Lake Havasu City & Tucson, AZ employ road drivers and the operations are as follows:
- Flagstaff- (1) driver (OTR) dispatched daily FLG to PHX, PHX to Wickenburg to PHX, PHX to FLG
 - Lake Havasu City- (2) drivers dispatched daily LHC to Fontana (turn) LHC to PHX, PHX to Tonapah to PHX, PHX to LHC
 - Tucson- (3) drivers dispatched daily TSN to Blythe (turn) with LA. (2) (turns) with Van Horn
 - Yuma Drop point, PUD operation, service by Phoenix & Fontana



3. Explanation of Work Codes

#	Work Code Name	Explanation
01	Wait Time	Only applies to time spent waiting for a dispatch, paperwork, or loads to be completed. "Does not" apply to delay time in any yard while performing drop/hook activities. (Pays by the minute, requires explanation and supervisor's approval).
02	Drop/Hook Double	Flat rate pays ½ hour (.50)
03	Drop/Hook Triple	Flat rate pays ¾ hour (.75)
04	Fuel Time	Flat rate pays ¼ hour (.25) only if driver fuels (requires supervisor's approval)
05	Dock Time	Applies to time spent working on a dock (pays by the minute, requires explanation and supervisor's approval).
06	P&D Time	Applies to time spent picking up or delivering freight (pays by the minute, requires explanation and supervisor's approval).
07	Break Down	Applies to all break downs and unscheduled repairs (pays by the minute, requires explanation and supervisor's approval)
08	Shop Time	Applies to time spent on scheduled maintenance only (pays by the minute, requires explanation and supervisor's approval)
09	Chains on Time	Flat rate pays ¾ hour (.75)
10	Chains off Time	Flat rate pays ¼ hour (.25)
11	Boarder Crossing	Applies to wait time spent at border crossings.
12	Extended Layover	Applies to extended layover in excess of 14 hours (requires explanation and supervisor's approval)
13	Accident	Applies to time spent at an accident you are involved in (pays by the minute, requires explanation)
14	Regulatory Inspection	Applies to time spent in an inspection performed by a regulatory agency (pays by the minute, requires explanation)
15	Misc. Time	Applies to on-duty random drug and alcohol test, sleeper team driver changes.
16	Impassable Highway	Applies to time spent waiting for an impassable highway to reopen (first ½ hour of delay is included in mileage rate – after the 1 st ½ hour, pays by the minute. Requires explanation, enter local time, payroll program automatically deducts 1 st ½ hour.)
17	Hourly Pay	Applies to time spent performing work not covered by one of the above categories. Example; re-hooking an overweight schedule (pays by the minute, requires explanation and supervisor's approval)

Reddaway

Bestway Ancillary Pay rates

	Description	Time/Hour
Delay Time	Time spent waiting for orders after call time (pays by the minute requires supervisor's approval) Delay broke down to Meet point delay / Yard Delay / Dock delay / dispatch delay	
Drop/Hook Double	Splitting up a set, putting the trailers to the dock or the fence as instructed, and you hook your own set	0.5 hour
Drop/Hook Triple	Flat rate. Pays 3/4 hour (.75)	0.75 hour
Off Site Fuel Time		0.25 hour
Dock Time	Applies to time spent working on a dock (pays by the minute, requires explanation and supervisor's approval)	
P & D Time	Applies to time spent picking up or delivering freight (pays by the minute, requires explanation and supervisor's approval)	
Breakdown	Applies to all break downs and unscheduled repairs (pays by the minute, requires explanation and supervisor's approval)	
Shop Time	Applies to time spent on scheduled maintenance only (pays by the minute, requires explanation and supervisor's approval)	
Chains on time	Flat rate. Pays 1/2 hour	0.5 hour
Chains off time	Flat rate. Pays 1/4 hour	0.25 hour
Hazmat Spill	Applies to all time spent related to a Reddaway Haz Mat spill (pays by the minute, requires explanation)	
Penalty Pay	Applies to extended layover in excess of 15 hours (requires explanation and supervisors approval)	
Accident	Applies to time spent at an <u>accident you are involved in</u> (pays by the minute, requires explanation)	
Regulatory Inspection	Applies to time spent in an inspection performed by a regulatory agency (pays by the minute, requires explanation).	
Misc. Time	Applies to on-duty random drug and alcohol test or other time spent performing work not covered (requires explanation and supervisors approval)	
Subsistence	Meal allowance for a layover	\$ 10.00
Hook Set	Hook trailers per dispatchers instructions	0.25 hour

Revised 10/15/92

PAY MILEAGE MATRIX

	ALB	BAK	ELP	FLG	FON	FRS	LAS	LAX	LHC	MOD	MTV	OAK	ORG	OXN	PHX	RNO	SAC	SDO	TUC	YUM	
ALB		926	283	327	816	947	634	824	599	1046	1086	1101	835	901	475	1071	1108	833	447	653	ALB
BAK	926		938	596	152	113	305	123	380	244	255	270	143	120	478	433	284	218	595	377	BAK
ELP	283	938		608	796	1070	755	834	657	1169	1209	1224	817		457	1192	1231	771	345	586	ELP
FLG	327	596	608		496	622	310	500	275	721	761	776	511		150	746	783	509	265	329	FLG
FON	816	152	796	496		263	230	59	258	381	401	410	47	110	330	468	428	105	444	225	FON
FRS	947	113	1070	622	263		421	234	435	131	168	180	250	233	613	311	174	334	725	516	FRS
LAS	634	305	755	310	230	421		279	159	520	560	575	267		298	434	582	332	412	306	LAS
LAX	824	123	834	500	59	234	279		313	350	371	380	32	72	377	494	402	107	491	284	LAX
LHC	599	380	657	275	258	435	159	313		534	574	589	296	385	195	583	596	315	314	160	LHC
MOD	1046	244	1169	721	381	131	520	350	534	90	32	389	345	365	100	360	411	78	474	263	MOD
MTV	1086	255	1209	761	401	168	560	371	574	90		32	389	345	752	258	121	473	864	656	MTV
OAK	1101	270	1224	776	410	180	575	380	589	65	32		404	365	739	229	88	489	871	670	OAK
ORG	835	143	817	511	47	250	267	32	296	363	389	404		100	360	508	411	78	474	263	ORG
OXN	901	120			110	233		72	385	362	345	365	100		439	540	404	175			OXN
PHX	475	478	457	150	330	613	298	377	195	712	752	739	360	439		734	758	368	114	181	PHX
RNO	1071	433	1192	746	468	311	434	494	583	187	258	229	508	540	734		142	608	848	752	RNO
SAC	1108	284	1231	783	428	174	582	402	596	52	121	88	411	404	758	142		488	886	678	SAC
SDO	833	218	771	509	105	334	332	107	315	468	473	489	78	175	368	607	488		426	191	SDO
TUC	447	595	345	265	444	725	412	491	314	824	864	871	474		114	848	886	426		241	TUC
YUM	653	377	586	329	225	516	306	284	160	615	656	670	263		181	752	678	191	241		YUM
	ALB	BAK	ELP	FLG	FON	FRS	LAS	LAX	LHC	MOD	MTV	OAK	ORG	OXN	PHX	RNO	SAC	SDO	TUC	YUM	

TNT BASTWAY ETA TIMES

	ALB	BAK	ELP	FLG	FON	FRS	LAS	LAX	LHC	NOD	MTV	OAK	ORG	OXM	PHX	RNO	SAC	SDO	TUC	YUN
ALB		19:42	6:01	6:58	17:22	20:09	13:29	17:32	12:44	22:16	23:07	23:26	17:46	19:10	10:07	22:47	23:34	17:43	9:31	13:53
BAK	19:42		19:53	12:41	3:14	2:24	6:29	2:37	8:05	5:11	5:26	5:44	3:02	2:33	10:10	9:13	6:02	4:58	12:40	8:01
ELP	6:01	19:53		12:56	16:56	22:46	16:04	17:44	13:59	24:52	25:43	26:02	17:23		9:43	25:22	26:11	16:24	7:20	12:28
FLG	6:58	12:41	12:56		10:33	13:14	6:36	10:38	5:51	15:20	16:11	16:31	10:52		3:11	15:52	16:40	10:50	5:38	7:00
FON	17:22	3:14	16:56	10:33		5:36	4:53	1:16	5:29	8:07	8:32	8:43	1:00	2:20	7:01	9:58	9:07	2:14	9:27	4:47
FRS	20:09	2:24	22:46	13:14	5:36		8:58	4:59	9:16	2:47	3:34	3:50	5:19	4:58	13:02	6:37	3:42	7:07	15:26	10:59
LAS	13:29	6:29	16:04	6:36	4:53	8:58		5:56	3:23	11:04	11:55	12:14	5:41		6:20	9:14	12:23	7:04	8:46	6:31
LAX	17:32	2:37	17:44	10:38	1:16	4:59	5:56		6:40	7:27	7:53	8:05	4:41	1:32	8:01	10:31	8:33	2:17	10:27	6:02
LHC	12:44	8:05	13:59	5:51	5:29	9:16	3:23	6:40		11:22	12:13	12:32	6:18	8:11	4:09	12:24	12:41	6:42	6:41	3:24
NOD	22:16	5:11	24:52	15:20	8:07	2:47	11:04	7:27	11:22		1:55	1:23	7:43	7:42	15:09	3:59	1:07	9:58	17:32	13:05
MTV	23:07	5:26	25:43	16:11	8:32	3:34	11:55	7:53	12:13	1:55		4:41	8:17	7:20	16:06	5:29	2:34	10:04	18:23	13:50
OAK	23:26	5:44	26:02	16:31	8:43	3:50	12:14	8:05	12:32	1:23	4:41		8:36	7:46	15:43	4:52	1:52	10:24	18:32	14:16
ORG	17:46	3:02	17:23	10:52	1:00	5:19	5:41	4:41	6:18	7:43	8:17	8:36		2:00	7:10	10:49	8:44	1:40	10:05	5:36
OXM	19:10	2:33			2:20	4:58		1:32	8:11	7:42	7:20	7:45	2:00		9:20	11:29	8:36	3:43		
PHX	10:07	10:10	9:43	3:11	7:01	13:02	6:20	8:01	4:09	15:09	16:00	15:43	7:40	9:20		15:37	16:00	7:50	2:26	3:51
RNO	22:47	9:13	25:22	15:52	9:58	6:37	9:14	10:31	12:24	3:59	5:29	4:52	10:49	11:29	15:37		3:01	12:55	18:02	16:00
SAC	23:34	6:02	26:11	16:40	9:07	3:42	12:23	8:33	12:41	1:07	2:34	1:52	8:44	8:36	16:00	3:01		10:23	18:51	14:26
SDO	17:43	4:38	16:24	10:50	2:14	7:07	7:04	2:17	6:42	9:58	10:04	10:24	1:40	3:43	7:50	12:55	10:23		9:04	4:04
TUC	9:31	12:40	7:20	5:38	9:27	15:56	8:46	10:27	6:41	17:32	18:23	18:32	18:05		2:26	18:02	18:51	9:04		5:00
YUN	13:53	8:01	12:28	7:00	4:47	10:59	6:31	6:02	3:24	13:05	13:58	14:16	5:36		3:51	16:00	14:26	4:04	5:00	
ALB		BAK	ELP	FLG	FON	FRS	LAS	LAX	LHC	NOD	MTV	OAK	ORG	OXM	PHX	RNO	SAC	SDO	TUC	YUN

Here is an example of a trip that will average 47 miles per hour.

-Driver leaves from Oak to Org at 10:00pm. This is a 404 mile trip. -Driver checks the chart which indicates he should be in Org in 8 hours and 36 minutes. -Driver calculates his estimated arrival time by adding 8:36 to the time he left 10:00pm. -The time he should arrive in Org is 6:36am, on the following day. -If the driver can average 52 miles per hour while actually on the road, the driver can stop during the trip for 45 minutes and still meet the exact ETA. -The driver travels about 100 miles averaging 48 mph and stops for 15 minutes. He then travels 150 miles averaging 54 mph and stops for a half hour break. He then completes his run and averages 50 mph. The driver completed the trip and made his ETA. That is how a driver shows an average time of 47 miles per hour for a complete trip. This is just an example. As you know, road conditions and traffic can change your average driving speed. Please keep in mind that our goal is to service the freight and please our customer. Breaks are to be taken when needed.

