

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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MEMORANDUM

FACSIMILE TRANSMITTAL

DATE: JUNE 3, 2009

TO: ALL MEMBERS SIGNATORY TO THE OAK HARBOR FREIGHT LINES LABOR AGREEMENT
LOCALS 81, 174, 231, 252, 324, 483, 589, 690, 760, 763, 839 & 962 and Joint Councils 28 & 37

FROM: J. ALLEN HOBART, VICE PRESIDENT WESTERN REGION
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

RE: OAK HARBOR FREIGHT LINES NLRB SETTLEMENT AGREEMENT

I am pleased to announce that we have entered into a settlement agreement with Region 19 of the National Labor Relations Board (NLRB). The settlement resolves all unfair labor practice charges regarding strike misconduct filed by Oak Harbor Freight Lines management against Teamsters employed by Oak Harbor and their Local Unions. As part of that settlement, the Locals have agreed to a notice/posting and mailing, which you will soon receive.

The settlement resolves Oak Harbor management's charges without the need for a long and expensive hearing. More importantly, the agreement states that neither Oak Harbor Teamsters nor their Local Unions have admitted to any wrongdoing or violations of the National Labor Relations Act.

Instead, with the assistance of the NLRB who investigated and mediated the charges, we have agreed to the settlement to allow the NLRB's Agents to refocus their investigation on Oak Harbor management for:

- illegally retaliating against employees on the basis of union membership,
- illegally refusing to make payments to its employees' health care and pension funds,
- illegally refusing to honor a wide range of well-established seniority practices, and
- illegally refusing to compensate laid off employees for lost wages and benefits.

We will continue to provide you with the latest information on the NLRB's ongoing investigation of Oak Harbor as well as our fight for a fair contract.