

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

25 Louisiana Avenue, NW
Washington, DC 20001



C. THOMAS KEEGEL
General Secretary-Treasurer

202.624.6800
www.teamster.org

MEMORANDUM

DATE: APRIL 29, 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 UPDATE

I want to take a moment to update our members at Oak Harbor about our negotiating strategy and give you an idea of what to expect from Oak Harbor in the future.

The Teamsters represent approximately 64% of Oak Harbor's blue-collar and clerical employees. Over the last twenty-one months, our members have tried to negotiate a contract with Oak Harbor that promotes efficiency and still protects employees and retirees. Over this time, Oak Harbor has literally wasted millions of dollars in an effort to bully and coerce employees and avoid signing a fair contract.

Recently, Oak Harbor expressed a desire to bargain in good faith to achieve a just and fair settlement. Although we have serious doubts about the sincerity of this offer, based on feedback from our members we will wait for the company to bring a complete proposal forward.

Judging from the company's previous conduct, we anticipate Oak Harbor will continue to work with anti-worker special-interest groups to convince its employees they would be better off without union representation, avoid presenting a complete contract for employees to vote, and continue to discriminate against employees on the basis of union membership.

For now, we will continue to pursue the following legal actions to protect Oak Harbor's employees:

1. **Illegally firing employees that support the Union:** Oak Harbor illegally suspended thirteen employees and later fired nine of the thirteen for serving as leaders during the strike. The National Labor Relations Board (NLRB) is investigating the company for illegally retaliating against these employees and we will continue to defend their rights.
2. **Illegally terminating health care and retiree benefits:** Upon returning to work, Oak Harbor illegally stopped making payments to its employees' health care and pension funds. The company also abandoned its obligation to pay for retiree health care. We anticipate the NLRB will order Oak Harbor to reinstate these benefits in the near future.
3. **Illegally retaliating against long-time employees:** Oak Harbor is currently discriminating against long-time employees by refusing to honor a wide range of well-established seniority practices. We are working with the NLRB to fix these violations and put Oak Harbor's most experienced employees back on the road.
4. **Reinstatement of Unfair Labor Practice Strikers:** Approximately half of Oak Harbor's employees were laid off after the strike. We believe the company cannot justify its failure to reinstate these strikers on the basis of a claim that the strike reduced the number of available jobs. Because the strike was caused by Oak Harbor's illegal conduct, the company is responsible for any resulting job losses. We believe Oak Harbor, not the employees, is responsible for lost wages and benefits. The NLRB is evaluating this claim.