

Oak Harbor Teamsters Update:

In late September 2008, Teamsters Local 174 filed five unfair labor charges against Oak Harbor claiming Oak Harbor unlawfully threatened, intimidated and questioned employees. **The Teamsters have withdrawn all but the below three issues.** We believe the serious charges the Teamsters filed were proved to be false charges and were therefore withdrawn by the union. We believe the three remaining issues are minor and we took steps on October 9, 2008 to remedy all three issues.

On December 31, 2008 the NLRB advised Oak Harbor Freight Lines by phone that it believed the Teamsters had presented sufficient documentation to warrant a hearing regarding the allegation that Oak Harbor violated the NLRA in three distinct situations when:

- 1 - Oak Harbor agreed with some of its Auburn WA employees, at their request, to have a driver committee to improve communications;
- 2 - Oak Harbor violated past practice in Auburn WA when it denied employees time off mid-shift on a Sunday to go to a union meeting (which was canceled by the union) and
- 3 - Oak Harbor violated past practice in Auburn WA when is used a different bidding method for bidding the Utility A bids in 2008.

When the NLRB issues a complaint, they **ARE NOT** saying that Oak Harbor is guilty – it only indicates that a hearing is warranted to get to the truth of the matter.

Oak Harbor denies that any one of the remaining issues violated the NLRA and will vigorously defend against the charges. Oak Harbor has 30 Terminals and charges have been made only against the Auburn Terminal.

More than 3 months ago (October 9, 2008), Oak Harbor advised the Union that it (Oak Harbor) would:

- 1 – **agree** to disband the Auburn driver committee and compensate any person that was harmed as a result of the committee action
- 2 – **agree** to rebid the Auburn Utility A List as the union requested and compensate any employee who had been injured as a result of the prior bid
- 3 – **agree** to allow Auburn employees to take time off for a union meeting on Sundays as the union requested

We believe the Union has now refused to accept the very remedy they originally asked for. Notwithstanding the fact that Oak Harbor has agreed in writing with what we believe are the Union's original demands in the original filing the Union persists in its strike against Oak Harbor and its demand for additional processing of its charges by the NLRB.

Oak Harbor anticipates that the 19th Region of the NLRB will issue a complaint the week of January 5 2009 citing the above three issues in the Auburn Terminal as potentially violating the NLRA and that a hearing will be scheduled. Oak Harbor expects to be fully vindicated at the hearing when that occurs.

Oak Harbor continues its effort in Mediation to bargain in good faith with the Teamsters in an attempt to achieve a new labor agreement.