

From: David and Ed Vander Pol

To: All employees

Date: June 9, 2009

RE: ULP charges against Teamsters settled

The Company negotiating team has spend many hours and days working with the National Labor Relations Board, (NLRB) to resolve the many Unfair Labor Practices (ULP's) committed by the union which the company filed against the union to protect the rights of working employees. After a lengthy and through investigation, the NLRB found merit in 18 of 22 of the charges filed against the union that individual employee's rights were violated. The NLRB found these actions by the union to be illegal. To resolve these charges, the NLRB has required the affected unions to enter into a settlement or face a trial. The unions have agreed to settle the 18 charges against them and avoid litigation.

We are glad the NLRB has found the items listed below to be significant and unlawful, because we believe the Teamsters should meet their legal obligation to ensure these actions do not happen in the future, even if they do not admit any guilt to them happening in the past.

The unions have agreed it is unlawful to:

1. Videotaping or photographing the employees, their vehicles, or their license plates as the replacement employees enter or exit the Employer's or while ambulatory picketing for the purpose of intimidating them.
2. Blocking entrances to our exits from the Employer's facilities for the purpose of intimidating or coercing employees.
3. Physically striking Employees
4. damaging Employees or Employer's vehicles
5. Threaten to physically injure or harm employees or their families or threatening to kill employees.
6. Making sexual or racially offensive or obscene comments towards employees or sexually or racially harassing and degrading employees in combination with the threats described above.
7. Engaging in dangerous vehicular conduct, such as swerving in front of Employer's trucks on the public roads.
8. Intentionally obstructing the vision of employees driving vehicles as they exit the Employer's facilities.
9. Following employees as they leave the facilities at the end of their shifts for the purpose of intimidating employees.
10. Spitting on employees' or Employer's vehicles.
11. Posting employees' names, home addresses, telephone numbers, photographs, or vehicle information at or near the strike line.
12. Establishing a hyperlink on our website to facilitate access to a website containing videos and/or picture with the above-listed information about employees.
13. Establishing a hyperlink on our website to facilitate access to a website containing videos that contain threats to employees that are prohibited by this notice.

As we have stated in the past, we place a high value on all our employees' rights and we are glad that the NLRB has shown they value our employees' rights as much as we do.

In the next week, you should see a posting by the Unions and receive a copy of that posting in the mail.

Once we have the official documents, you will be able to find copies of the posting and settlement documents in the negotiations update area of the Oakhanswers website. If you have questions please send them to asktheboss@oakh.com, if you are represented by the union and you have feedback please direct that to your union official, they are your legal representative.