

cc. Leadership Team
Subject: Oak Harbor Negotiation Update

Please review with your people and post the negotiation update below.

With this update we continue our commitment to keeping managers and employees informed of the progress of negotiations with the Teamsters as events would indicate is appropriate. This update recounts an abbreviated history as well as an update of the meeting on August 26, 2009.

- As you know the Teamsters ended their strike without an agreement and the parties needed to continue to bargain for a new agreement after employees had returned to work.
- At our last face-to-face meeting in Mediation with the unions we advised the unions that we would be putting together a letter outlining some of our concerns given the state of the trucking industry. We faxed our letter to Al Hobart June 5, 2009 per our commitment.
- Mr. Hobart replied June 22, 2009 in part saying "The broad range of issues that you have covered are important to the Union and will be studied by the Union prior to our meeting in negotiations." Then, on July 17, 2008 Mr. Hobart requested the Federal Mediator call the parties together for a meeting. On July 29 Mr. Hobart, by letter, confirmed the meeting was set for August 26, 2009

At our four hour meeting today (August 26, 2009) the Union and Company, working through the Mediator, reviewed the method by which the two parties could proceed with the negotiation process. At the conclusion of the meeting the Union suggested that we set additional dates into the future and that they will consider the Company's points as set out in our letter of June 5, 2009. We have agreed to consider mutually available future dates.

The Mediator has provided us with possible dates in mid and late October for consideration. In the near future we will be working to establish mutually agreeable dates into the future either by email, phone or letter.

Once dates have been agreed to by the union and the Mediator I will be sure to advise you.

Thank you
Bob Braun
Braun Consulting Group

for our union employees if you have any questions about our proposal you may ask us. If you have feedback or input about our proposal you must bring that to the union, the union is the lawful representatives of our union employees. We simply want employees to know what we are offering and why