

Mike Hobby

From: Ron Kieswether
Sent: Tuesday, October 28, 2008 8:10 AM
To: Terminal Managers; Leadership Team
Subject: FW: negotiation update - Oct 28, 2008
Attachments: Letter 1 to Hobart pdf; Hobart Reply.pdf; Letter 2 to Hobart pdf

Below is the latest negotiation update from Bob Braun, please share with your people and post for all to see.

From: Bob Braun [mailto:B.Braun@BraunConsulting.com]
Sent: Monday, October 27, 2008 9:09 PM
To: Ron Kieswether
Subject: negotiation update - Oct 28, 2008

Ron,

Attached is letter #1 from John Payne sent to the union regarding some questions the Company has about the Teamster's proposal they presented to us at our meeting October 9th, 2008. Mr. Hobart replied with the 2nd attachment (Hobart's reply) suggesting a series of meetings and not offering any response to our questions. The 3rd letter attached is John's reply to the letter from Hobart (Letter 2 to Hobart) advising him that we are available but not at the suggested dates. Once a date has been set and/or meetings held we will provide further updates.

Please post this email and the 3 attached letters as info for all employees.

Thank you
Bob Braun
Braun Consulting Group
(206) 623-5155

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October 22, 2008

Via Facsimile and First-Class Mail

Mr. Allen Hobart, President
Teamsters JC 28
14675 Interurban Avenue S.
Tukwila, WA 98168

Re: Oak Harbor Freight Lines

Dear Mr. Hobart:

Your offer of October 9, 2008 raises several additional questions when it was reviewed internally by my client. You stated that the Union would like to see some money in pension if this is a 5-year agreement. What "money" should be considered as the Union's pension proposal and for what duration of the agreement?

Also, if there is money going into pension, what is the Union's wage offer and for what duration? What would the effective dates of the wage and pension increases be? What is the Union's response to our Retirees Health & Welfare "New Letter of Understanding?" How would future increases in Retirees Health & Welfare be paid? What is the Union's overall proposal on duration? What is the Union's proposal for Group I, Group II and Group III for the office employees?

The Employer is willing to meet in mediation if the Union wishes to discuss these items. Alternatively, if you want to send me your responses, I will carefully review them.

Sincerely,

[Handwritten signature of John M. Payne]
John M. Payne

JMP:tac
cc: Bob Braun

FIRST COPY

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
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October 23, 2008

Mr. John M. Payne, Esquire
Davis Grimm Payne & Marra
701 Fifth Avenue, Suite 4040
Seattle, WA 98104

By Facsimile Transmittal & U.S. Mail
(206) 622-9927

Re: Oak Harbor Freight Lines

Dear Mr. Payne:

This is to respond to your letter of October 22, 2008 in which you, among other things, indicate that your client Oak Harbor Freight Lines is willing to meet in mediation to discuss the Union's offer of October 9, 2008.

As you are aware, Local 174, and other Teamster Local Unions affiliated with Joint Council No. 28 in sympathy with Local 174, went on strike to protest numerous blatant unfair labor practices committed against Local 174's Oak Harbor members. The Union is willing to meet to discuss its October 9, 2008 offer only with the understanding by both parties that the Union is not waiving its legal position that the strike is an unfair labor practice strike. It is the Union's position that the unfair labor practices must be remedied through the NLRB.

The Union suggests that the parties meet with the mediator from October 29 through October 31 at the Joint Council 28 offices for three successive days of negotiations in order to make every effort to reach settlement on a collective bargaining agreement. It is further suggested that one of the top managers of the Company with decision making authority be present in the negotiations.

Please respond at your earliest convenience so that arrangements can be made for the negotiations.

Sincerely,

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

**J. ALLEN HOBART
VICE-PRESIDENT WESTERN REGION**

JAH:dm

cc: Jim McCall, International Brotherhood of Teamsters Legal Counsel



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October 24, 2008

Mr. Allen Hobart, President
Teamsters Joint Council 28
14675 Interurban Avenue S
Tukwila, WA 98168

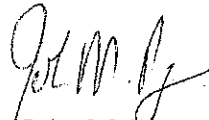
Re: Oak Harbor Freight Lines

Dear Mr. Hobart:

I am in receipt of your letter of October 23, 2008 regarding Oak Harbor Freight Lines. The Employer is not available to meet on the dates you have proposed due to previous commitments. Bob Braun is out of town that week.

We are available to meet on November 7, 2008 at 11:00 a.m. I suggest we meet at the FMCS offices. If this date works for you, I will contact Andy Hall of the FMCS to check on his availability.

Sincerely,



John M. Payne

JMP:lp

cc: Bob Braun