



Oak Harbor Freight Lines

Memo

To: All Employees
From: David & Ed Vander Pol
CC:
Date: 2/3/2009
Re: Negotiation Update

Last week we made a significant step by resolving the Unfair Labor Charges filed against us by the Teamsters. The Teamsters have filed a total of 6 charges against us. The two most serious charges were withdrawn by the Teamsters, and an equally serious charge of not negotiating in good faith (surface bargaining) was dismissed by the NLRB. The Company agreed to settle the three minor charges once we reached an agreement with the NLRB. In the settlement with the NLRB we do not admit that we did anything illegal. We believe the resolution of the Teamster charges against Oak Harbor to be a significant step forward because the manner that these charges were resolved shows that we have respected our employee's right to work and their right to strike.

We agreed to this settlement because we believe the three remaining charges to be insignificant to the labor dispute. By removing the Teamster charges as an element in the strike we are hoping all parties can now move forward. Again, we do not believe we did anything illegal and said so in this NLRB settlement agreement.

This clears all current unfair labor practices filed against Oak Harbor. We believe that in the next 60 to 120 days we should have greater clarity in how progress towards resolving the labor dispute will occur. We will continue our communications to you as the strike evolves.