



Oak Harbor Freight Lines

Memo

To: All Employees
From: David & Ed Vander Pol
CC:
Date: 2/5/2009
Re: ULP Charges filed against the Teamsters Union

In an effort to protect the rights of our employees, Oak Harbor has today filed 18 unfair labor charges against the Teamsters Union. We respect the rights of our employees to strike and we expect the union to respect the rights of our employees to work. We have provided solid evidence to the National Labor Relations Board on each of these charges. It is unfortunate the Teamsters Union has conducted this strike in many unlawful ways and violated the rights of our working employees protected under the National Labor Relations Act. We are hopeful the filing of these charges will lead the Teamsters to conduct their picketing according to the law rather than continuing to violate the rights of workers.

Oak Harbor Freight Lines will continue to bargain with the Teamsters in good faith in an effort to achieve a new labor agreement that we can be proud of, that takes into account the economic climate and that will promote Oak Harbor to our 100th year and beyond. We have communicated with the Mediator a number of times our willingness to meet in negotiations.

Attached is a brief summary of the charges

The National Labor Relations Act protects working men and women from discrimination and the filing of charges against the Teamsters union is an effort to insure our workers receive the protections they should have.

UNFAIR LABOR PRACTICE CHARGES

Oak Harbor Freight Lines, Inc., filed Unfair Labor Practice Charges with the National Labor Relations Board alleging that Teamsters Union Locals 81, 174, 760, 763, and 839 restrained or coerced employees in the exercise of their rights guaranteed in Section 7 of the National Labor Relations Act. A brief summary of some of the strike incidents described in the Unfair Labor Practice Charges is set forth below.

Auburn

1. Following employees on their way home from work.
2. Photographing and/or videotaping employees who crossed the picket line.
3. Blocking ingress and egress to the Employer's facility.
4. Spitting at employees, threatening employees with physical harm, and assaulting employees.
5. Striking employees' vehicles as the employees crossed the picket line to come to work, throwing objects at vehicles, and damaging property.
6. Obstructing employees' vision while the employees operated vehicles.
7. Engaging in unsafe vehicular conduct directed towards employees.
8. Blocking ingress and egress to the Employer's facility, threatening employees with physical harm, and sexually harassing and degrading employees in public.

Pasco

1. Blocking ingress and egress to the Employer's facility, jumping onto vehicles, threatening employees with physical harm, engaging in unsafe vehicular activity, photographing and/or videotaping employees, and sexually harassing and degrading employees in public.

Portland

1. Posting on the internet and the picket line the names and home addresses of employees who crossed the picket line to work during the strike.
2. Threatening employees with physical harm.
3. Engaging in unsafe vehicular activity directed towards employees and agents of the Employer.
4. Videotaping an employee, threatening the employee with physical harm, and placing the videotape on the internet.
5. Interfering with the operation of vehicles, damaging property and throwing objects at vehicles.

Wenatchee

1. Photographing and/or videotaping employees who crossed the picket line to work during the strike.
2. Blocking ingress and egress to the Employer's facility, sexually harassing and degrading employees in public, obstructing the vision of employees while they operated vehicles, threatening employees with physical harm, and striking vehicles.

Yakima

1. Throwing metal spikes under and around an employee vehicle, photographing and videotaping employees, assaulting employees, and threatening employees with physical harm.
2. Blocking ingress and egress to the Employer's facility, interfering with the operation of vehicles, and engaging in unsafe vehicular activity directed towards employees.