



Oak Harbor Freight Lines

Memo

To: All Employees
From: David & Ed Vander Pol
CC:
Date: 2/17/09
Re: Teamster's Return to Work

We want all our working employees to hear from us directly the status and steps we must take regarding the strike. We are meeting with the Teamsters Union this afternoon to advise them of our plan for an orderly return to work. We have reviewed this situation with our legal counsel and given the fact that the regional director of the NLRB has made the decision this strike is a ULP strike; we will comply with the law and accept the union's offer of unconditional return to work. This means that there will be returning striking employees. We are unable to tell you exactly who and how they will return until we meet with the Teamster Representatives this afternoon. We will be giving you details this afternoon or Wednesday morning. We expect it will take a few days to work this out and will give each one of you further details as soon as they become available.

One thing we can tell you now is, that even though the actions of the union may be stressful on everyone involved, the Teamster's unconditionally giving up their strike is a significant step towards returning our business to previous business levels. Bringing back our business is a situation in which we all benefit. Our goal continues to be that we will, to the best of our ability, provide work to all employees who want to work to the extent freight volumes permit us to do so.

If you have questions you may continue to use AsktheBoss and we will make every effort to reply.