

**Please share with your employees.**

### **Notice to employees regarding recent Decertification Petitions to the NLRB**

We have been notified by the National Labor Relations Board (NLRB) that petitions for 8 locations have been filed by employees seeking an NLRB election to determine whether the employees in those locations wish to continue to be represented by a union. Commonly this is called a decertification election. The locations are Auburn (dock/driver), Boise, Medford, Mt Vernon, Pasco, Salem, Spokane, and Wenatchee. These petitions were not filed by Oak Harbor management. They were filed by Oak Harbor employees.

We have limited information on these petitions. We have received a “Notice to Employees from the National Labor Relations Board” that we are required to post. If your location is one of the terminals affected by one of the filed petitions, you will see this blue notice from the NLRB posted as we receive them.

We don't know what the outcome of these petitions will be. However, when these type of petitions are filed, they sometimes take a while to come to resolution because of pending Unfair labor Practice charges which block the election, or technical legal questions about the voting unit or the petition itself. Eventually a secret ballot election is held to decide whether the employees still want to be represented by the Teamsters Union.

We have no other information about these petitions other than what the NLRB has provided us. Any questions or concerns about these petitions should be directed to the NLRB or the person who filed them. We just wanted you to be aware of what is transpiring.

As we have stated before, Oak Harbor Freight Lines supports the employee's right to choose to be represented by a union or to choose not to be represented by a union.