



Oak Harbor Freight Lines

Memo

To: All Employees
From: Ron Kieswether
CC:
Date: 4/13/2009
Re: NLRB Posters & Appeal

In February 2009 Oak Harbor reached a settlement with the NLRB over charges made by Local 174. Oak Harbor did not, and still does not, think it was guilty. The settlement did not require us to admit to having violated the National Labor Relations Act (NLRA) but, in settlement, we agreed to post a notice prepared by the NLRB. Since we believe we have always complied with labor law, we agreed to post the NLRB notice for the standard 60 days. We also believed that this NLRB settlement would help resolve outstanding issues and lead us toward resolution of the other labor issues in a shorter period of time.

Teamsters Local 174 did not agree with the NLRB drafted settlement and they filed an appeal with the NLRB office in Washington DC. Local 174 then asked for additional time to file the appeal and additional time was granted.

This past week we received a copy of the letter from the NLRB in DC that is posted with this memo. It states that no appeal was received by the extended date granted to file and the matter is now closed.

The 60 day posting period in our settlement with the NLRB has expired and the NLRB now considers matter fully closed. You will notice that the NLRB postings in your Terminal have been removed.

Oak Harbor wants employees to know that we have fully preformed our end of the settlement regarding posting of the NLRB notices. Now that our posting obligation is finished we continue to negotiate in mediation with the union in a mutual endeavor to find solutions to issues we face in this adverse economy. We believe now is a good time to turn our attention to the future success of Oak Harbor and everyone who works here



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, D.C. 20570

March 31, 2009

Re: Oak Harbor Freight Lines, Inc.
Case Nos. 19-CA-31526
19-CA-31536
19-CA-31538

Lisa Pau, Staff Attorney
Teamsters Local 174
14675 Interurban Avenue South, Suite 303
Tukwila, WA 98168

Dear Ms. Pau:

You were advised by letter dated February 24, 2009, that an extension of time had been granted until the close of business at 5:00 p.m. (ET) on February 24, 2009, to file an appeal in the above matter. Since no appeal has been received, this Office's file in the matter is closed.

Sincerely,

Ronald Meisburg
General Counsel

A handwritten signature in black ink that reads "Yvonne T. Dixon".

By _____
Yvonne T. Dixon, Director
Office of Appeals

cc: Richard L. Ahearn, Regional Director
National Labor Relations Board
915 2nd Avenue, Room 2948
Seattle, WA 98174

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