

NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD AN AGENCY OF THE UNITED STATES GOVERNMENT

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join or assist a union
- Choose representatives to bargain with us on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities

- WE WILL NOT** interfere with your free exercise of these rights.
- WE WILL NOT** form, dominate, administer, or support the Auburn Drivers Committee or any other labor organization that is not the properly recognized or certified representative of our employees.
- WE WILL NOT** tell you that we intend to form the Auburn Drivers Committee or similar labor organizations or suggest to you or encourage you to form, participate in or cooperate with such committees to deal with management concerning terms and conditions of employment.
- WE WILL** withdraw all recognition from, and completely disestablish the Auburn Drivers Committee, and refrain from recognizing other similar employee committees as representative of any of our employees for the purpose of dealing with us concerning wages, grievances, rates of pay, or other conditions of employment.
- WE WILL NOT** use the Drivers Committee to find out what your grievances are.
- WE WILL NOT** use the Drivers Committee to remedy your grievances.
- WE WILL NOT** use the Drivers Committee to promise and grant you extra benefits.
- WE WILL NOT** use the Drivers Committee to bypass the Teamsters Local Union No. 174, affiliated with International Brotherhood of Teamsters (the Union) and bargain directly with you about your working conditions.
- WE WILL NOT** make unilateral changes to our Auburn dock workers' bidding procedure without first bargaining with the Union about the change.

- WE WILL NOT** unilaterally change our past practice at Auburn of allowing you to leave work on Sundays to attend Union meetings.
- WE WILL NOT** in any like or related manner interfere with, restrain, or coerce our employees in the exercise of the rights guaranteed them by Section 7 of the Act.
- WE WILL** recognize the Local Teamsters Unions which are party to our Agreement which expired by its terms on October 31, 2007, covering the unit described in Section 1 of the Agreement, as your sole and exclusive representative of certain of our employees, and, upon request, bargain with those unions for purposes of negotiating your wages, hours, and working conditions.
- WE WILL** inform the affected Auburn dock workers that they can bid start times off the Auburn drivers' seniority list.
- WE WILL** upon request, offer to bargain with the Union about changes to our Auburn dock workers' bidding procedure.
- WE WILL** inform our Auburn employees, per our past practice, that they are allowed to leave work on Sundays to attend Union meetings.
- WE WILL** upon request, offer to bargain with the Union about our past practice that employees are allowed to leave work on Sundays to attend Union meetings.

Oak Harbor Freight Lines, Inc.
(Employer)

By: *David Van Dyke* Pres.
(Title)

Date: FEB 05 2009

Cases 19-CA-31526, 19-CA-31536, and 19-CA-31538

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov.

915 Second Ave., 29th Floor Telephone: (206) 220-6300
Seattle, WA 98174 Hours of Operation: 8:15 a.m. to 4:45 p.m.

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THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER,