

MEMORANDUM

TO: All Teamster Represented Employees

FROM: Ron Kieswether

SUBJECT: Strikes/Picket Lines (Everett (Mountlake Terrace) Washington)

DATE: May 2008

A Teamster strike now appears to be a distinct possibility. If a strike occurs and you wish to not join the strike, you may work for us behind a picket line. However, I recognize that whether or not to strike or work behind a picket line is your choice, and Oak Harbor Freight Lines will respect whatever decision you make.

If you decide to cross the picket line and work for us, you could be subject to a fine or other penalty by your Union. Thus, to protect yourself against a fine or penalty, you would need to change your Union status to either (1) a “Financial Core member,” (or technically, a “dues paying only, non-member”) or (2) a full resignation (not withdrawal) from the Union.

If you become a Dues Paying Only non-member (sometimes called “Financial Core Member”), you would have to continue paying required Union dues, but would not be bound by the Union’s by-laws and rules.

If you resign from the Union completely, you would not be required to pay Union dues or abide by the Union by-laws or rules during a strike.

The change in status becomes effective when it is received by the Union. I have attached a form for your use should you decide to do so.

The choice is yours, I am not recommending for or against any of the above matters. I simply wanted you to know what your options are.

_____, 2008

Mr. Rick Hicks, Secretary/Treasurer
Teamsters 174
14675 Interurban Avenue South
Tukwila WA 98168

Dear S/T Hicks:

I am an employee of Oak Harbor Freight Lines. This letter will serve as notification that I am changing my membership status in the Union from a full member to a Dues Paying Only Non-member (Financial Core) member. As a Dues Paying Only Non-member, I will continue to pay to the Union all initiation fees and dues uniformly required of all members for maintaining membership. I am not resigning from the Union; I am only changing my membership status. I will not henceforth be subject to the obligations of membership other than that of paying uniformly-required dues and initiation fees required of all Union members.

Very truly yours,

[Print your name]

[Sign your name]

_____, 2008

Mr. Rick Hicks, Secretary/Treasurer
Teamsters 174
14675 Interurban Avenue South
Tukwila WA 98168

Dear S/T Hicks:

I am an employee of Oak Harbor Freight Lines. This letter serves as notification that I am resigning my membership status in the Union, effective immediately.

I understand that this notice becomes effective upon receipt by the Union.

Very truly yours,

[Print your name]

[Sign your name]