

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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FACSIMILE TRANSMITTAL

DATE: MARCH 25, 2009

TO: LOCAL UNION PRINCIPAL OFFICERS, BUSINESS AGENTS AND STAFF
JOINT COUNCIL OF TEAMSTERS NO. 28

FROM: J. ALLEN HOBART, VICE PRESIDENT WESTERN REGION
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

RE: OAK HARBOR FRIEGHT LINES, INC. -- 13 SUSPENDED MEMBERS

MESSAGE:

Dear Brothers and Sisters:

On February 25, 2009, Oak Harbor Freight Lines illegally suspended 13 Teamsters without pay for standing up to Oak Harbor's bullying tactics during a 157-day Unfair Labor Practice Strike. Last week, Oak Harbor fired 6 of the 13 on trumped up charges leaving our fellow brothers and sisters in a financial bind.

These brothers and sisters need our support as we continue to fight for a fair contract at Oak Harbor Freight Lines. Any financial assistance you can provide will be appreciated. All money received will go directly to our terminated brothers and sisters in need.

Please make checks payable to: Joint Council No. 28 OHFL Membership Assistance, 14675 Interurban Avenue S., Suite 301, Tukwila, WA 98168-4652.

For additional information on fighting for a fair contract at Oak Harbor Freight Lines visit www.oakharborteamsters.com or read the attached press release.

Together we can prevent Oak Harbor from undermining standards in the Freight Industry and denying members the right to strong representation.

Thank you in advance for your support.

Fraternally,

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

J. ALLEN HOBART
VICE PRESIDENT WESTERN REGION

JAH:dm

Total pages, including cover sheet 2. Hard copy to follow No Transmitted by: Diana McDowell

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J. ALLEN HOBART, Vice President Western Region
14675 Interurban Avenue South, Suite 301, Tukwila, Washington 98168 • phone (206) 441-7470 fax (206) 441-3157

Fact Sheet: Oak Harbor Freight Lines

The Company

- Oak Harbor Freight Lines is one of the largest regional freight carriers in the Northwest.
- The company is headquartered in Auburn, Washington. 339 West Valley Highway North, P.O. Box 1469, Auburn, WA 98071-1469. Phone: (253) 288-8300. Fax (253) 288-8301.
- Oak Harbor was founded in 1919 and is currently owned and operated by brothers Ed and David Vander Pol.
- Since the 1980s, the company has doubled revenue every ten years. Oak Harbor posted annual sales of \$162 million in 2007. The company's net worth is \$30.1 million.
- Oak Harbor operates 32 shipping terminals in WA, OR, ID, NV, AZ and CA. Oak Harbor's major terminals are located in Auburn, WA, Portland, OR, Reno, NV, and Sacramento and Oakland, CA.
- Oak Harbor's customers include Burlington Coat Factory, Sally Beauty Supply, Stoneway Electric, Greybar Electric and GM & Chrysler Parts.
- KeyCorp, a financial services company, provides Oak Harbor with a variety of financial services through its subsidiaries including KeyBank and Key Equipment Finance, Inc.

Employees

- Oak Harbor employs approximately 1,300 people including 720 drivers.
- Oak Harbor employees in Oregon, Washington and Idaho have tried to negotiate a new contract with the company since August, 2007.
- On Monday, September 22, 2008 Oak Harbor management provoked an unfair labor practice strike by violating federal law in an attempt to bully and intimidate workers.
- On November 26, 2008, Region 19 of the National Labor Relations Board found merit to charges that Oak Harbor violated federal labor laws.
- A report by the International Labor Rights Forum found substantial evidence that Oak Harbor has violated workers' rights by, among other actions, discriminating against minorities and women in its hiring practices, pursuing a premeditated plan to permanently replace employees engaged in a lawful strike, employing a labor contractor that has behaved in a grossly unethical manner toward replacement workers it has provided to Oak Harbor, and by inflicting significant hardship on retired employees through the termination of health insurance contributions.
- Oak Harbor's final offer would permanently freeze pay for newly hired clerical staff, allow the company to arbitrarily fire clerical staff, permanently deny new warehouse workers access to health & welfare benefits, eliminate paid sick leave, and shift much more of the cost of health care onto employees. Oak Harbor's latest offer would also freeze workers pensions and eliminate health care coverage for retirees who had previously been promised coverage.
- Approximately 64% of Oak Harbor's eligible workforce is represented by twelve Teamster local unions located in Washington, Oregon, and Idaho. Oak Harbor employees' negotiating committee is led by Teamsters Joint Council 28 President, Al Hobart. Joint Council 28's offices are located at 14675 Interurban Ave S, Suite 301, Tukwila, Washington 98168. Phone: 206-441-7470. Fax: 206-441-3157.