

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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## MEMORANDUM

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DATE: JANUARY 14, 2010  
TO: ALL MEMBERS SIGNATORY TO THE OAK HARBOR FREIGHT LINES LABOR AGREEMENT  
LOCALS 81, 174, 231, 252, 324, 483, 589, 690, 760, 763, 839 & 962 and Joint Councils 28 & 37  
FROM: J. ALLEN HOBART, VICE PRESIDENT WESTERN REGION  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
RE: OAK HARBOR FREIGHT LINES UPDATE

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Dear Brothers and Sisters:

After making an unconditional offer to return to work on February 12, 2009, we immediately took steps to force Oak Harbor to stop violating your legal rights and to negotiate with the Union in good faith.

On behalf of the Negotiating Committee, I would like to inform you that we have made significant progress toward ending Oak Harbor's illegal conduct.

After a long delay, the National Labor Relations Board (NLRB) has decided to pursue charges against Oak Harbor for:

1. illegally terminating pension, healthcare, and retiree healthcare contributions set forth in the expired contract,
2. refusing to reinstate three strikers fired for supporting the Union,
3. refusing to reinstate several members at the Portland Terminal not recalled after the strike,
4. failing to back pay several Local 174 and 763 members whose reinstatements were wrongfully delayed,
5. failing to return Portland terminal work wrongfully diverted to non-union locations, and
6. declining to provide information requested by Local 763.

A copy of the Complaint which the NLRB recently served on Oak Harbor is posted at [www.oakharborteamsters.com](http://www.oakharborteamsters.com). This Complaint incorporates the charges discussed above. Absent a settlement with the company, the NLRB is preparing to take Oak Harbor before an Administrative Law Judge for refusing to remedy these violations.

As part of the remedy, the Board is seeking to force the company to:

1. restore contributions to pension, healthcare and retiree healthcare funds retroactive to the day the strike ended and going forward as part of the normal status quo during negotiations,
2. restore work performed by Portland Line Haul employees,
3. make whole any affected employees who were not reinstated or who were laid off due to the company's illegal conduct, and
4. for the company to pay quarterly compound interest on any back pay or monetary remedies ordered in this case.

Although this process has been time consuming, we are pleased with the result. We will continue to coordinate with the NRLB until we reach a satisfactory resolution that protects the rights of Oak Harbor Teamsters.

We will continue to give you updates as things develop.

To review the most recent complaint issued by the NRLB please visit [www.oakharborteamsters.com](http://www.oakharborteamsters.com).

Fraternally,

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**



**J. ALLEN HOBART  
VICE PRESIDENT WESTERN REGION**

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