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ILRF Reports Numerous Labor Rights Violations Committed by  
Oak Harbor Freight Lines

International Labor Rights Forum released a new report finding that Oak Harbor  
Freight Lines violated international labor rights standards. Oak Harbor is a trucking firm  
headquartered in Auburn, Washington, that provides over-the-road transportation and  
delivery services for many commercial clients, including the company’s the Gap, Inc., the  
Maytag Corporation and others.

The report found that Oak Harbor’s decision to permanently replace its employees  
was a tactic to interfere with a legitimate union’s attempt to bargain a new collective  
agreement. The panel of international labor rights experts and social justice leaders  
convened by ILRF found these actions to be a violation of the internationally recognized  
right to freedom of association and the right to collective bargaining (ILO Conventions  
87 and 98). According to the panel, Oak Harbor had intentionally provoked a strike by  
proposing changes to employees’ wages, benefits and working conditions that would be  
unacceptable to the union and its members during collective bargaining.

The panel also found that African-American and female employees working for a  
labor contracting firm hired by Oak Harbor have suffered discrimination in their work  
assignments, a clear violation of international and national laws.

Oak Harbor’s labor relations practices have also come under increased scrutiny by the  
company’s customers. Since the strike began, a number of the company’s customers  
reportedly have stopped using Oak Harbor for shipping, including REI, Urban Outfitters  
inc., and Maytag Corporation.

The International Labor Rights Forum is an advocacy organization dedicated to  
achieving just and humane treatment for workers worldwide. For more information  
please visit www.LaborRights.org.

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