

TEAMSTERS JOINT COUNCIL 41

Affiliated with the International Brotherhood of Teamsters

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April 22, 2009

To: Tom Lennon
James Mathias
General Die Casters, Inc.
2150 Highland Rd.
Twinsburg, Ohio 44087-2231

Dear Mr. Mathias and Mr. Lennon,

At the April 21, 2009 negotiating session, your hired union-busting consultant claimed that due to a lack of orders, an entire shift will be laid off. Yet, at the April 7, 2009 negotiation session, this union-buster claimed that the shutdowns and prior layoffs were the result of cancelled orders. When the Union requested to view all cancelled orders to verify the employer's claim of a need for shutdowns and layoffs, the union-buster changed his story and proceeded to then claim that some customers had only decreased their orders.

Since it is the workers at General Die Casters, who produce the wealth that supports the company, you have an obligation to them to be honest and forthright with regard to their futures at GDC.

As we are the United States government-certified Union representatives of the workforce at your company, it is incumbent upon us to represent their interest to the best of our ability. As such, we are demanding a forthright and honest assessment of the need for an entire shift to be laid off. We will not be bull-rushed into making hasty decisions that have serious economic repercussions upon those workers who we represent. Your union-busting consultant's demand that we move quickly to assist in this questionable need for an entire shift to be let go, leads one to wonder if this is not just another union-busting tactic, especially in the light of this actor's prevarications at the negotiating table and his documented history of violating labor laws.

In order for the Union to determine if there is a genuine need for a reduction in the workforce, or just a union-busting tactic, which appears to be the course you have undertaken, the Union must have information from you which will be needed in order for us to represent the affected workers at GDC, especially as it appears the layoffs are aimed only at those we represent, and surprisingly, at no other employees; managers, supervisory, clerical, or others who are normally included when such a large layoff is required at other reputable businesses.

We will need the following information and a time frame to study the information, so that we can negotiate the need for the layoff and if legitimate, which workers will need to be laid off, the retention of benefits for the laid off workers, the bumping rights we'll demand for the workers, the seniority rights we'll demand for the workers, and all other aspects relating to the layoff.

Well-run corporations do not just hastily pitch their loyal, hard-working employees to the street. Companies that have an obligation to bargain with the worker's certified, elected representatives do not announce a major layoff and then announce, as your union-buster did, that it is going to happen in a few days, thus depriving the Union of its obligation to represent the workers to the best of their ability.

In closing, please provide the Union with the requested information, as quickly as possible. We will then review this information upon receipt and based upon that review, we will better be able to formulate our negotiating position. Therefore, provided that this information is given to the Union in a timely manner, please be advised that the negotiating sessions of April 28th and 29th need to be adjusted. We will get back to you with available dates after we have reviewed the requested information.

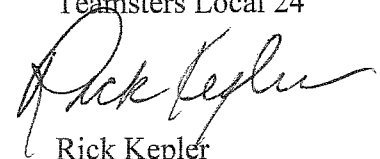
INFORMATION REQUEST FROM TEAMSTERS LOCAL 24

1. A complete list of your customers, along with their product demands for the past five years, up to and including this year and any years into the future.
2. Production graphs, like the type that was presented at the April 21, negotiating session, showing the decrease or increases in orders from all your customers.
3. A corresponding list of all your suppliers along with any information indicating a reduction in purchases from those suppliers to correspond with the alleged reduction in production.
4. A comprehensive list of all finished product at your warehouse in Twinsburg and any other warehouses where your product is stored.
5. A list of warehoused products and the customers for which you have warehoused their product.
6. A list of the dates of assignment for all warehoused products, and the customers who will receive the product.
7. A list of all bargaining unit personnel who may be affected by the upcoming layoff.
8. A copy of their personnel records relating to disciplines, attendance records, training, skill levels, work histories with regard to their knowledge of plant operations. This information will be needed if the employer does not accept the Union's bargaining position of honoring seniority in the event of the layoff.
9. If the right to bump is honored, and if not by seniority, then the work history of those who may be bumped in comparison to those who are going to bump.
10. The names and titles of any managerial, supervisory, clerical or others who may be affected by this layoff.

Respectfully,



Travis Bornstein
President,
Teamsters Local 24



Rick Kepler
Joint Council 41 Organizer