

TEAMSTERS JOINT COUNCIL 41

Affiliated with the International Brotherhood of Teamsters

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April 28, 2009

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

Response to letter from Union --buster received on April 27, 2009

Dear Mr. Mathias, and Mr. Lennon

On April 21, 2009, your hired union-busting consultant stated at negotiations that an entire shift may have to be laid off. No specific date was given for when the proposed layoff might take effect.

The Teamsters, under their obligation to represent the certified bargaining unit requested information needed to formulate a response and bargain over the date unknown, upcoming possible layoffs.

For your union-buster to claim that a procedure was negotiated during the first layoffs is preposterous. There was no bargaining. Your hired help dictated the terms under which the layoff would proceed. The Union was not given an opportunity to seriously respond with proposals, because your hired union-buster claimed that this is how it was done long ago, and this is how it is going to be done now. The layoffs then proceeded under the dictates established unilaterally by the company.

Your hired union-buster claims in his April 23 letter that our request for information is akin to waging a war against the company. As you well know, it is you, the owners of General Die Casters, who have waged an unrelenting war against your own workforce because they chose, by a unanimous vote held by the U.S. Government, to become represented by the Teamsters. It is you, who brought in a union-buster during the organizing campaign; one who violated the laws of our Country with your blessings and acknowledgement. It is you, who continue to violate American labor laws, based on the advice of your hired union-buster.



TEAMSTERS — PEOPLE HELPING PEOPLE

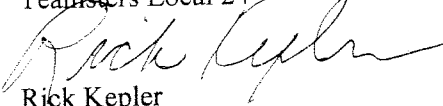
It is you who are harming the families of your dedicated workforce, with your unholy alliance with this documented violator of American labor laws, and his total disregard for the rights of American workers.

Mr. Mathias, and Mr. Lennon, you still have time to do what is just and honorable toward your hard-working employees, who chose to be represented by the Teamsters. Please have the courage and the conscience to do what is right, and negotiate fairly with your workforce. The Teamsters want our employers, who we have under contract, to succeed and prosper well into the future. We understand that tough choices in tough times have to be agreed upon. But the course you have chosen does not embrace that understanding. You have declared war on your workers. Your proposed layoffs have the stench of union animus and may have nothing to do with sound business practices. In order for the Union to assess the need for the layoffs, we must have, and are entitled, to honest information so that we can carry out our responsibility of properly representing the workers at General Die Casters to the best of our ability. The 'manufactured' data given to us at the April 21, negotiating session does not suffice as the only information we must have.

Gentleman, please be careful of the advice you are getting from your highly paid union-busting consultant. It may cost you more than you bargained for. It would be more prudent to bargain honestly and forthrightly with your workers, as honorable businessmen across our country have done for hundreds of years with the Teamsters.

Respectfully,

Travis Bornstein
President
Teamsters Local 24


Rick Kepler
Teamsters
Joint Council 41 Organizer

cc: John Sivinski
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