

# TEAMSTERS JOINT COUNCIL 41

Affiliated with the International Brotherhood of Teamsters

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May 26, 2009

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

Dear Mr. Mathias and Mr. Lennon

This correspondence will reiterate the Union's position and our government's laws that you must bargain with the Teamster's Local 24, the representatives of the workforce as certified by the NLRB, on all matters pertaining to wages, benefits, and working conditions, something that you have consistently failed to do. This means that before you make any unilateral changes, you must notify the Union, so that we may bargain over the proposed change(s). We have never received one notice concerning the many unilateral changes that you have instituted. If this is the advice that you are receiving from your union-busting lawyer, perhaps you need evaluate that situation.

You also have an obligation, upon demand, (the Union has sent you an ongoing demand letter), to bargain over the decisions and effects of actions you take which impact the workforce. You have failed time and time again to honor the Federal Labor Law, and the Union has had to respond with unfair labor practice charges.

At the May 21<sup>st</sup> negotiating session, your hired union-buster suggested, due to the many charges against your company, that we discuss disciplinary matters of those who receive disciplines from the company. The Union proposes that since we have agreed conceptually to a procedure (although there is no agreement on the entire proposal) to address grievances, that henceforth, all disciplines are to be handled by a member of the negotiating committee, in house, at the shop, with our negotiating committee member representing those who have received disciplines. The committee member will retain all rights during the grievance meeting, such as the right to request information, to question witnesses, inspect files, as well as the right to settle the grievance. The company may bring whoever it wishes to the grievance meeting. If the committee member perceives the discipline to be based upon union discrimination, the Union retains the right to file with the labor board.

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The Union believes that this is the best course going forward with all matters of discipline.

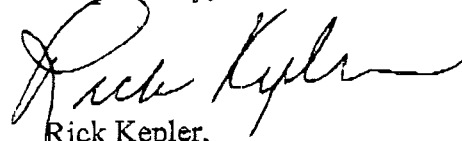
Also, please be advised that the Union is still waiting to receive requested information that has not been provided. We need the letter that was given to every laid-off employee, as well as the names and addresses of all laid off workers, including managerial or supervisory or clerical, as was requested in the May 6<sup>th</sup> correspondence to you. We need the complete list of every laid-off employee who was given their vacation pay, and the list of those employees laid-off who were not given their vacation pay. We need numbered items 2 through 10 from our information request we made in the April 22<sup>nd</sup> correspondence to you. Failure to provide requested information is the basis for an unfair labor practice charge.

In the event that you begin to recall employees from layoff, please remember that you have an obligation to bargain with the Union over who will be recalled. That is why we need all the information from the April 22<sup>nd</sup> correspondence.

After 8 months of negotiations and with no agreement on 99% of all the Union proposals, it is abundantly clear, as it has been since you hired a law-breaking union-buster, that you are engaged in the nefarious and illegal practice of denying your workforce the rights that they gained when they voted for Teamsters representation.

The General Die Casters workforce is dedicated to making sure the rights they won are honored, and their goal is to work under a Teamsters contract. We ask you once again to reconsider your chosen path of law-breaking and union-busting and begin to bargain in good faith, something you have failed to do for the past 8 months.

Respectfully,



Rick Kepler,  
Joint Council 41  
Organizer

cc: J. Sivinski  
union-buster ron