



TEAMSTERS JOINT COUNCIL 41

Affiliated with the International Brotherhood of Teamsters

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

May 11/2009

Dear Mr. Mathias and Mr. Lennon,

Teamsters Local 24 must once again remind you of your obligation to bargain over the plethora of changes you have made which affect the workers we represent at General Die Casters. You must also bargain with the Teamsters over the effects of each action that you take which has an impact on the workers that we represent.

Unfortunately, you are receiving bad advice from your expensive union-busting consultant. Teamsters Local 24 has put you on notice since October 9, 2008, in a letter from the Union, that you had an obligation to bargain over changes and the effects of every action which you take toward the Teamster represented workforce at General Die Casters.

Your refusal to abide by Federal Labor law has caused us to file charges with the National Labor Relations Board. As you continue to flaunt the laws of our country, we will continue to file the appropriate charges.

You have recently called back to work a laid-off worker, who happens to be a friend of your Human Resource person, without bargaining with the Union. You have recently fired a worker, Susan Uphouse, without bargaining with the Union. In case your union-buster didn't tell you, you could be facing large back-pay liabilities for your illegal conduct.

The Teamsters would prefer a respectful relationship with the employers we have organized. This course of action is still open to you.

We will accept the May 21, and May 26 dates for negotiations. We will meet at 3:30 pm and can continue throughout the night.

Respectfully,