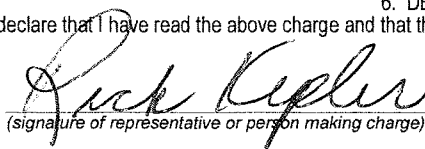


DO NOT WRITE IN THIS SPACE	
Case 8-CA-38278	Date Filed 4/21/09

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer General Die Casters, Inc.	b. Tel. No. 330 657-2300 c. Cell No. f. Fax No. g. e-Mail h. Number of workers employed 125
d. Address (Street, city, state, and ZIP code) 2150 Highland Road Twinsburg, Ohio 44087	e. Employer Representative Jim Mathias
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Aluminum and Metal Parts
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about December of 2008, and on a continuing basis, the employer has refused to bargain over mandatory subject of bargaining as follows: 1. The Twinsburg plant shutdown on March 6th and April 10th, 2009; 2. The Peninsula shutdown of April 10th; 3. Rotation of operators to different machines; 4. Changing of hours of janitor, Joe Castillo; 5. New work rule regarding cell phones; 6. New work rule regarding defacing company property; 7. Removal of bargaining unit members into management; 8. Discharge of Dottie Rhinehart; 9. Discharge of Dan Seketa and Mike Williams; 10. Discharge of Luthier Hurley; 11. Disciplines of workers (list attached).	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local 24	
4a. Address (Street and number, city, state, and ZIP code) 727 Grant Street Akron, Ohio 44311	4b. Tel. No. 330 434-8126 4c. Cell No. 4d. Fax No. 330 535-8508 4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	Teamsters Joint Council 41 Organizer (Print/type name and title or office, if any)
1990 Connect Road Norton, Ohio 44203 Address	4-18-09 (date)
	Tel. No. 216 401-2014 Office, if any, Cell No. Fax No. e-Mail rickkepler@yahoo.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

The Employer did not negotiate with the Union, Teamsters Local 24, regarding the disciplines of the following employees at General Die Casters, Inc.

<u>Name</u>	<u>Date</u>	<u>Type</u>
Tim Harbison	2-20-09	Verbal
Michelle Poteete	12-08-08	Final Written
Anna Ransom	10-15-08, 11-05-08, 1-16-09	Verbal
Dennis Ormsby	11-10-08, 1-26-09, 1-29-09 thru 2-20-09	Written
Kirk Brewer	2-27-09	Verbal
Susan Uphouse	11-08 thru 2-23-09	Verbal/Written
Mark Lindamood	1-14-09, 2-19-09	Verbal
Mark Vinson	2-26-09	Written
Paul Shaver	3-2-09	Verbal
David Earliwine	3-4-09	Verbal
Joe Miller	3-11-09	Verbal
Sheryl Myers	3-2-09	Verbal
David Looney	3-18-09	Final Written
Dan Krukmeyer	3-8-09	Verbal
Jess Kreinbrook	3-19-09	Written
Sam Tomsello	3-20-09	Verbal
Jason Sallaz	3-23-09	Written
Pierce Griffin	3-27-09	Verbal
Mario Hall	3-31-09	Verbal
Tommy Randau	3-31-09	Final Written
Dennis Lemon	12-3-08	Verbal
Kamil Matys	12-3-08	Verbal
Mario Hall	12-3-08	Verbal
Rashad Evans	12-3-08	Verbal
Phillip Booker	12-3-08	Verbal
Evan Parker	12-3-08	Verbal
Derek Milan	12-3-08	Verbal
Jon McCloude	12-3-08	Verbal
Tim Harbison	12-5-08	Verbal
Dennis Lemon	12-4-08	Verbal/Written
Tim Harbison	12-5-08	Verbal
Michelle Poteete	12-5-08	Written
John Norton	12-10-08	Written
Jon McCloude	12-11-08	Written
Jerry Henderson	12-17-08	Written
Mike Moody	12-17-08	Written
Joe Casteel	12-18-08	Verbal
Nora Hammons	1-7-09	Verbal
Houston Bass	1-8-09	Verbal
Jason Black	1-14-09	Verbal
Nick Fox	1-14-09	Verbal
Houston Bass	1-20-09	Verbal
Mike Moody	1-14-09	Verbal
Ed Brown	1-14-09	Final Written
Mike Moody	1-20-09	Written
Brandon Asberry	1-20-09	Final Written

Mike Williams	1-21-09	Verbal
Dennis Ormsby	1-26-09	Verbal
Anna Ransom	1-26-09	Verbal
Dennis Ormsby	1-29-09	Written
Clarence Marshall	1-29-09	Verbal
J.W. Watkins	1-29-09	Verbal
Terry Denmark	1-30-09	Verbal
Evan Parker	1-30-09	Verbal
Kamil Matys	1-30-09	Verbal
Paul Kucinic	2-6-09	Verbal
John Norton	2-12-09	Verbal
Paul Kucinic	2-6-09	Verbal
Mike Moody	2-4-09	Final Written
Maurice Caldwell	2-4-09	Verbal
Clarence Marshall	2-4-09	Verbal
Tommy Randau	2-6-09	Final Written
Zachary Kapper	2-6-09	Written
Evan Parker	2-6-09	Written
Steve Watson	2-6-09	Written
Arthur Boilanger	2-6-09	Final Written
James Prunty	2-6-09	Written
Michelle Poteete	2-6-09	Final Written
Leonard Redd	2-6-09	Written
Christopher Long	2-6-09	Verbal
Luther Hurley	2-9-09	Termination
Terrance Hemphill	2-12-09	Written
Anna Ransom	2-18-09	Verbal
Dennis Ormsby	2-20-09	Written
Michelle Poteete	2-21-09	Final Written
Tim Harbison	2-20-09	Verbal
Mark Vinson	2-23-09	Written
Susan Uphouse	2-25-09	Final Written
Kirk Brewer	2-27-09	Verbal Written
Mark Lindamood	2-27-09	Verbal