

Dear Friends,

It was standing room only last night at the Japanese Chamber of Commerce as the Union presented the Company's last, best and final offer. The membership was unhappy with the changes and did not feel that the GWI, Ratification Bonus and Increase in the 401k offset the takeaways to overtime and sick leave benefits, freezing of the Pension, and increases in members' medical costs.

The membership grew even more frustrated when the Union shared its multiple offers of cost savings to the Company (over 5 mil a year), yet the Company still balked at the Union's recommendations:

- TPA - 1.6mil
- Ratification bonus - 375k
- 1% GWI - 510k
- CSSC new comp - 890k
- New 401k change - 1.5mil
- SMT give back some of their 2010 compensation - 2 mil
- Etc.

With over 100 members already gone from the Company since September 2010, at a loaded rate of 70k per member, the Company has saved over 7mil. Eric Yeaman feels that the benefits the members have are overly generous. And where he talked on the call this morning about all of the employees helping the Company transition, now the hourly employees need to reduce their benefits and he and his team get to keep theirs. If we were all in this together, don't you think they would have given up something too? But, they gave up nothing.

The Company is counting on the members' fears to ratify their proposal. The negotiating team is strongly recommending you vote "NO" to the Company's proposals and you give the team the authority to consider a strike. The informational meetings will conclude

tomorrow and the ballots will go out on Monday, October 17, 2011.
The ballots need to be in the depository no later than October 28,
2011, and will be counted on October 31, 2011.

We thank our members for your continued support and patience and
ask you folks to keep showing your Union pride by wearing your
Union shirts and providing the best service you can.

In Solidarity,

scotty