

**A Message from the President**  
**October 20, 2011**

We have been notified that some older members, who are not so affected by the company's proposals, are willing to vote "YES". This is a very difficult issue to swallow and shame on you if you are one of them. That is the most selfish thing to say at a time when we need to be strong and solid. You have had a career with this company that hasn't had such a difficult time as far as contracts are concerned. As a senior employee, I wouldn't be as deeply affected as the younger members BUT I will not stand by and see them suffer for the rest of their careers when we have GREEDY management running the company, trying to re-invent the wheel with every change of leadership. That's all we have been dealing with for the last 6+ years. Management has consistently disregarded the intent behind the language in the CBA. If you vote yes to this then you are condemning the younger members to a career of unpleasant and unknown future, unlike what we have enjoyed throughout our careers. Back in the 1974 strike there was 100% participation in the strike... And for those younger members who intend to vote yes, but will honor the picket lines, all you are doing is giving this company a free ride or free reign to do whatever they want in the future. I feel a responsibility to the newer members because they were expecting a good company to work for and those who vote yes will leave them with.....???? FYI, back in 2008 when we negotiated the contract the company wanted to get some relief from the Union to help with the bankruptcy and emergence. They asked us to give up the defined pension plan and retiree medical for new hires, to help the company. Back then, the Union felt we couldn't ask the current members to strike for people who weren't employees. Having said that we tried this negotiation to bring the new hires back into the fold but the company said NO. A "YES" vote will enable the company to view the Union as a weak Union and we don't want that moving forward...Sorry for the speech but your negotiation team feels the same way (we have 4 members on the team that qualify to retire within the next year or so).