



General Drivers, Warehousemen & Helpers Local Union No. 89

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January 24, 2014

Via Fax: 513-731-7526 and UPS NEXT DAY SATURDAY DELIVERY

Erwin F. Gebhardt
Director, Labor Relations
Voith Industrial Services
9395 Kenwood Road, Suite 200
Cincinnati, OH 45242

**Re: Renewed and Continuing Demand for Recognition and Bargaining:
Voith Industrial Services Vehicle Processing and Shipping Operations at
Ford Motor Company, Louisville Assembly Plant (LAP)**

Dear Mr. Gebhardt:

Teamsters Local Union No. 89 of Louisville, Kentucky, affiliated with the Teamsters National Automobile Transporters Industry Negotiating Committee ("TNATINC") and with the International Brotherhood of Teamsters ("IBT"), hereby renews its continuing demands in this matter. The time has come for your business to accept an "unconditional surrender" in Voith's declared "war against the Teamsters". Voith's management must "cease and desist" in its continuing failure to respect the rights and dedicated work experience of Local 89 members employed and available for work at the Ford Motor Company, Louisville Assembly Plant (LAP).

Teamsters Local 89 demands that Voith Industrial Services recognize and bargain with our Union in the appropriate bargaining unit of Voith Industrial Services full and part-time vehicle processing employees at Ford LAP in Louisville, Kentucky working in job positions providing services related to vehicle receipt from plant, railcar load/off load, vehicle release to and receipt from haulaway carriers, vehicle inventory maintenance, railcar preparation and similar services, including employees in the job titles of driver, vehicle handler, rail loader, rail scanner and yard clerical employees, excluding guards and supervisors as defined by the Act. This demand is continuing.

The full unit description and grounds supporting this demand are detailed: (1) in the Complaints, as amended, issued by the Regional Director for Region 9 of the National Labor Relations Board in Voith Industrial Services, Inc., Case 9-CA-75496, etc. and Voith Industrial Services, Inc., Case 9-CA-97589; (2) from the record of the hearings in Voith Industrial Services, Inc., Case 9-CA-75496, etc. and Voith Industrial Services, Inc., Case 9-CA-97589, as described in the Counsel for the General Counsel's Briefs to the Administrative Law Judges in those cases and served upon your attorneys; and (3) in the Decision of Administrative Law Judge in Voith Industrial Services, Inc., Case 9-CA-75496, etc. issued December 21, 2012, and the Decision of Administrative Law Judge in Voith Industrial Services, Inc., Case 9-CA-97589 issued January 23, 2014. Teamsters Local 89 demands that Voith comply with the orders set out in these ALJ decisions, including, but not limited to, prompt payment of backpay and benefits to all adversely affected workers.

Teamsters Local 89 also renews our demands that Voith Industrial Services, on account of Voith's discriminatory unfair labor practices described in the proceedings in Case 9-CA-75496 and Case 9-CA-97589, **immediately offer employment** to the named former unit employees of the predecessor as set forth in Attachment A of the ALJ Decision, and other similarly situated employees on the seniority list described in my letters of February 14, 2012 and December 28, 2012, and those employees identified in the subsequent applications presented to your firm in February and March 2012, who would have been employed by Voith but for the unlawful discrimination against them. Voith's employment offer to these employees shall be to work, in their former positions or, if such positions no longer exist, in substantially equivalent positions, **without prejudice to their seniority or any other rights or privileges previously enjoyed**, discharging if necessary any full-time or temporary employees hired in their place. Teamsters Local 89 also demands that Voith rescind the contract with Aerotek to perform work which otherwise would have been performed by the former employees of Auto Handling, and offer any jobs created by this rescission, on the same basis and conditions, to the employees set forth in Attachment A or to the other similarly situated employees.

Teamsters Local 89 also demands that Voith Industrial Services, on account of Voith's discriminatory unfair labor practices described in the proceedings in Case 9-CA-97589, **immediately offer reinstatement** to Patti Murphy and Kelli Stein and make them whole for any loss of earnings and other benefits, with interest calculated by the NLRB Regional Director.

Teamsters Local Union No. 89 renews its demands that Voith Industrial Services rescind all departures from the terms and conditions of employment under the National Master Automobile Transporters Agreement (NMATA), Central and Southern Areas Supplemental Agreement and Local Rider for the appropriate bargaining unit described herein, and retroactively restore the preexisting terms and conditions of employment under the National Master Automobile Transporters Agreement (NMATA), Central and Southern Areas Supplemental Agreement and Local Rider, including wage rates and benefit plans, immediately and during the time period Voith negotiates in good faith with

our Union to a signed agreement or to good faith impasse. Teamsters Local 89 also demands that Voith Industrial Services rescind the changes it unilaterally made for unit employees with respect to attendance and rail car loading during non-daylight hours and restore the policies that were in force immediately before the Voith's predecessor, Cooper Auto Handling, ceased operations at the LAP. This includes the changes in working conditions protested by our grievance letter dated December 20, 2013. Teamsters Local 89 further demands that Voith make no changes to these terms and conditions without notice to and an opportunity to bargain with Teamsters Local 89.

Under the terms of Article 5 and Article 7, Section 17 of the NMATA, Teamsters Local 89 will request the scheduling of a hearing before the National Joint Standing Seniority Committee (NJSSC) of the National Automobile Transporters Joint Arbitration Committee (NATJAC) to address the seniority application at Voith's LAP vehicle processing operations, and to assure that all bargaining unit employees are appropriately afforded their seniority rights previously enjoyed under the NMATA. We will make sure that Voith Industrial Services receives appropriate notice from the NATJAC of the date, location and time for such hearing. Voith's regional manager Brett Griffin is familiar with this procedure, from his prior experience with a former Employer at LAP represented by Local 89.

All notices of any proposed changes to the wages, benefits and working conditions of unit employees at LAP must be in writing and served upon Teamsters Local Union No. 89, at 3813 Taylor Boulevard, Louisville, KY 40215, Phone: 502-368-5885; Fax: 502-366-2009. We are available to meet with representatives of Voith Industrial Services at that address, or at any other mutually agreeable location, to conduct collective bargaining negotiations over the terms and conditions of employment for these bargaining unit employees of Voith Industrial Services at the Ford Motor Company, Louisville Assembly Plant location.

Teamsters Local Union No. 89 will take all lawful action in support our position in this unfair labor practice dispute with Voith Industrial Services in order to vindicate the Section 7 rights of these bargaining unit employees. The lawful recognition and bargaining demands of Teamsters Local Union No. 89, on behalf of these bargaining unit employees, constitute a continuing demand through final resolution of this primary labor dispute.

Sincerely,

A handwritten signature in black ink, appearing to read "Fred Zuckerman", written over a horizontal line.

Fred Zuckerman, President
Teamsters Local Union No. 89

Copy: Stephen Richey, Esq.
Gary Marsack, Esq.