

Friday, June 19, 2009

Mr. Baysore and Mr. Fishman,

As you both are aware, Dematic representatives and U.A.W. Local 1485 have had a series of meetings discussing Dematic's contemplated move from Grand Rapids , Michigan to Memphis , Tennessee . U.A.W. Local 1485 assumes that Mr. Baysore has reviewed the summary documents drafted by Mr. Fishman. The union has made it a matter of the record that these drafted documents are not considered as the "official" minutes of the meeting. The drafts provided by Mr. Fishman have excluded important discussion material and have misrepresented the content of the discussions. The union would like to once again make it a matter of the record that they do not consider these documents as the "official" minutes from the meetings, and we also do not agree with all of Mr. Fishman's comments or included information.

Throughout the past weeks, the company has made it clear that they are not willing to negotiate a bargaining agreement with the U.A.W. bargaining committee. Mr. Fishman has remained firm on this stance and has also denied four requests for a contract extension. Throughout the course of these meetings, the union has provided legitimate proposals in an attempt to start the negotiation process with the company, the last of which surpassed the concessions that non-union employees of Dematic were supposedly forced to incur. Each proposal the union has submitted has been aggressively declined by Mr. Fishman and the rest of his negotiating team. The union has continued to make clear that we are willing and able to begin bargaining over a new collective bargaining agreement and negotiate potential cost-saving items covered in the contract. However, Mr. Fishman has only reminded Local 1485 that Dematic is not bargaining a contract and claimed that the union needed to match the so-called "Memphis Advantage."

The meetings have reached a point where the union has informed Mr. Fishman the membership has nothing more to give without negotiating a new collective bargaining agreement. Mr. Fishman has countered with claims that he and his team are approaching "final." Local 1485 have requested that Dematic make their decision to either remain in Grand Rapids , Michigan and begin the negotiating process or make their move to Memphis , Tennessee . As you both are aware, the current labor contract has expired. Even with the expiration of their contract, Local 1485 members have continued their hard work without interruption in an effort to continue the successful every day operations of our business. These actions are perfect examples of the character and work ethic of U.A.W members in Grand Rapids , Michigan .

The United Auto Workers union became a part of our company on June 22, 1967. Since that time, union members have done their part to make our company the best in the business. Our company had become a "staple" in Grand Rapids , Michigan as well as in the world marketplace. Whether the name was Rapid Standard, Rapistan, Siemens, or Dematic, this company was a place that many desired to work at. Those that were fortunate enough enjoyed a friendly work environment and wages and benefits that provided a good life. In return, the company received hard work, dedication, and continued success.

Our workforce is Grand Rapids . Our union is Grand Rapids . We are not Memphis , and we have no desire to be Memphis . If Dematic believes the future of the company awaits in

Memphis than so be it. We thank you for your contributions you have made to our company. Our membership has appreciated everything this company has given to them. If the decision is made to remain in Grand Rapids , the U.A.W. bargaining committee and the members we proudly represent look forward to negotiating a collective bargaining agreement. If the decision is made to move operations to Memphis, Tennessee, the Local 1485 bargaining committee will bargain in good faith the effects of closing the plants.

Sincerely,  
Local 1485