

March 26, 2009

Shop Chairman Communication



Brothers and Sisters,

There are multiple events happening in the plant at this time. You will obviously notice these changes while walking through the plant.

We have just undergone a major restructuring within the bargaining unit as well as within the management team. We are currently around 1,000 employees working here at the plant which is the lowest I have seen in my 14 years at this facility. We are all aware of the economic times in which we are impacted with currently and subsequent changes that are impacting the membership and workforce as a whole. During these difficult times the livelihoods of all laid off members are dependant on the performance of those of us left working in the plant. I realize that many are working jobs that they have never performed or haven't performed in quite some time. Please know that it is essential that we do the best job that we can in the safest manner possible.

We are in clear competition not only with our competitors and other freightliner facilities but also with the efficiency goals which at a corporate level measure a plant's performance and thus influencing the decision to remain operational. Good attendance and top quality built trucks are not baby whisper comments but are a reality if we are to have any future at this facility. We, as a Union, have to be responsible in a joint effort for driving the performance and success of this facility. It is simply time for each of us to take on the new challenges that are ahead of us and strengthen our resolve to return to higher levels of production. This has to start with loosing the "It's going to Mexico anyway attitude", and getting serious about keeping our jobs here in Cleveland, NC.

The UAW Local 3520 and UAW International Union leadership have taken the necessary steps and have filed a grievance in reference to shifting production to the Mexico facilities. We have discussed several countermeasures with the International Union to help prevent continued loss of production and return to previous build rates consistent with market demands. Resolution for this grievance will be made at higher levels than this plant on behalf of all parties involved.

In closing, I would like to say that it is my intent to serve this membership with integrity and zeal. Please keep in mind that official communication will be posted on the official UAW Local 3520 web site at www.uawlocal3520.org. If anyone has a question they may e-mail me at william.barber@daimler.com or call (704) 645 5332 and please leave a message if necessary and I will return your call. Additionally pertinent information is given in the shop chairman's report at each monthly membership meeting. It is vital that every

union member attend these meetings on a regular basis to be an active union member, and receive first hand information.

Steve Barber

Shop Chair