

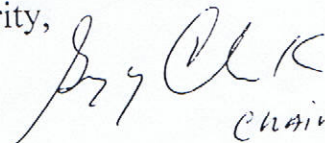
Read, Know and Understand!!!

Brothers & Sisters:

Article 41, Sec. 1 of the UAW Constitution states, "It shall be the duty of each member to conscientiously seek to understand and exemplify by practice the intent and purpose of his/her obligation as a member of this International Union." Our "intent and purpose" can be best summarized in part by the Local 23 Bylaw Preamble! [p.2 Local 23 bylaw] That *struggle*, which the Preamble speaks of is in jeopardy, that *struggle* has provided us with the livelihood that we know of today, the alarming factor is that we are under attack from one of our own Brothers who has willingly teamed up with the Regional Director to undermine the highest authority of this Local Union "the membership"! Ray Kennedy claims Mo Davison, "his superior" told him to call a Sunday meeting to be held on August 15, 2010, Ray showed complete disregard for Executive Board members advice, "that he didn't have the power to call a meeting". Although it's plainly stated in our bylaws, the Executive Board shall be the highest authority of the Local and shall be empowered to act on urgent business that requires prompt and decisive action [Article 3, Sec 2, p8], Ray posted for the meeting anyway! Article 2, Sec 1-2, p 5...of the Local Bylaws clearly states this is at the discretion of the Executive Board or membership to call a special meeting. Mo Davison, who has publicly went on record as saying he favors "wage and benefits cuts" for Local 23, could only make this request after proper notification or consultation with "written authority" from the International President(Bob King) notifying the Officers of Local 23[Const. Article 13, Sec 9, p 37]. Mo has not spoken with me since June 30, 2010, and Ray Kennedy is not an officer of this unit [See interpretation of the Const. Article 35, Sec 3 (c) (2), p 196, also Article 40, Sec 1 (2), p 209]

Mo and Ray have conspired to present us with an illegal contract proposal ahead of a pending NLRB injunction against such actions by the International Union, the Company and JD Norman Industries. I filed an Appeal with the International and the NLRB against the International arbitrarily entering into contract talks with JD Norman against the memberships vote on May 26, 2010, in violation of Article 19, Sec 3 of the Const. Therefore, there will be no LEGAL meeting held on Sunday, August 15, 2010. It has always been the intent of the Shop Committee to supply you with **FACTUAL** information as we receive it!!!

In Solidarity,


Chair Loc 23