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March 6, 2008

Rod Wedemeier
Oshkosh Truck Corporation
2307 Oregon Street
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Mr. Wedemeier:

Per your letter Inappropriate Behavior and my alleged blatant deceit of Local 578 Membership.

Per your 2nd paragraph professional courtesy information. I was informed Fri. 2-22-08 of this situation by numerous employees starting at 0600 hours.

As reported to the Membership in my letter to them of which I did not publish until 2-27-08 after discussions with James Gardiner on 2-22-08 about 1705 hours and on 2-26-08. I had asked him to put a posting out to the Members about the glitch with tax withholdings as soon as Monday. You say approached with courtesy. Where my I ask is the professional courtesy extended there? You were well aware of these issues from the time your staff came in about 0700 hours – phone calls were made to human resources by employees who if calls were answered told not our problem call payroll department. Employees called payroll and in some cases told it was a glitch, in other cases payroll appeared to have gotten upset with the calls responded, “we know” and hung up on our employees further irritating our people. Again, if I was made aware at 0600 hours by employees your people were contacted around 0700 hours. I was then supposedly, professional notified at 1705 hours by Mr. Gardiner I would think the professional extent would have been around 0730 hours not 10 hours later. Also, on 2-26-08 with the Vice President and Int. Rep. present I again asked James Gardiner when they were going to post the glitch issue. His response was “We haven’t had the time”, ergo that evening I made sure that effective employees be made aware of the situation because I knew at that time that there would not be a posting in the plant before the 29th after employees had received their payroll vouchers.

Sure as daylight at around 1600 hours 2-28-08 human resources staff was watched posting the response, after 1st shift left for the day. So Mr. Wedemeier I would again ask who betrayed who’s trust in waiting to post the issue? Also per James Gardiner on 2-22-08 the corrective action would be taken on the 2-28-08 payroll which was then posted by the company not until 3-7-08 would the corrective action be taken.

In your 2nd paragraph you state that I would benefit by distribution of the letter to the members and make myself look like a hero. You certainly have the right to your opinion in that regard. I am very open and very honest with the membership I represent; the same cannot be said for you and your immediate staff. As far as your sentence on trust, I refer to the Labor Agreement signed by the Parties in '06 and your blatant violations.

Paragraph 3, my understanding of the VTL as I openly admitted in the letter to the membership of which I am not a participant of, was my understanding of Term Life is as my own personal Insurance that I purchased 30 some years ago my rate I pay now is the exact rate I paid back then. No increases and your policy does not show me otherwise. Also in '01 negotiations it was the Unions understanding that VTL rate would be the same as personal Term Life NO Increase in rate from date of entry, which remains our understanding as the Union Interprets the intent to say, not that it increases when I reach another age bracket. So NO Mr. Wedemeier I was not aware of your interpretation, but is not your interpretation always the opposite of the real intent of the language and in our eyes under the Labor Agreement is a violation of ART 24.

As for your last sentence I did not rudely misquote any employee of the company, what was said, was said, and why would I think about consulting human resources leadership when your standard reply would be, oh they misunderstood what that person said about "don't have the time to send out" as was stated to our employees, furthermore I stated nowhere in the letter the administrative person being her. Who's trying to deceive whom here? You have now in fact again called our Membership Liars.

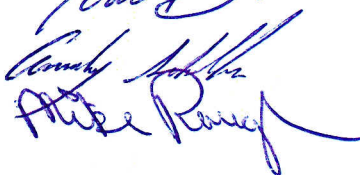
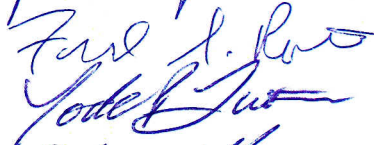
Paragraph 4 of your letter, I would state this to your Mr. Wedemeier. I take pride in my position in this Union. The Membership is fully aware that this corporation is known for its actions every three years in this same time period for your attempts to undermine the Union and myself. Your attempts again now are well recognized by Union and the Membership. Also in reference to paragraph 4, you state talking blame and solving issues when you have made mistakes. I will again refer to blatant disregards to ART 7, ART 11 Temp Assign off 30-days shifts, Move 60-days (company proposal -06) Temp Trans pay and 10-day limit, etc, ART 14, ART 13 where you accused our people of perjury etc., however, you again have the audacity to state to myself and this Union you can't tolerate blatant and intentional misrepresentation and deceit for self gain. Employees of Oshkosh Truck Corporation do expect that from you.

Final sentence, I would return to you what your staff on numerous occasions state to this Committee, it would be our interpretation of the facts.

In closing, Mr. Wedemeier who in fact is trying to Grand Stand and Deceive whom?

Sincerely,

Perry G. Graves
President and Bargaining Chair
U.A.W. Local 578



cc: Bob Bohn
Geo Graf
Jay Kopplin
Matt Zolnowski
Mike Rohrkaste
Mike Conger
Jim Romme
Devon Jones
Bargaining Committee
~~Membership 578~~
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