



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

RAY CURRY, *PRESIDENT*

FRANK STUGLIN, *SECRETARY-TREASURER*

VICE-PRESIDENTS: CHUCK BROWNING • TERRY DITTES • CINDY ESTRADA

October 29, 2021

Sent Certified Mail and Electronically

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Greetings:

Pursuant to Article 12, Section 3 of the UAW CONSTITUTION, the International Executive Board (IEB) has scheduled a hearing to determine if it will be necessary to place an Administrator over the affairs of Local 412.

The International Executive Board has decided to hold the hearing for reasons which include the following:

- During a routine audit of Local 412 that began in June 2021, the International Union's Auditing Department uncovered substantial misappropriation of Local Union funds during the period of 2015 to 2021, by then-Local 412 Financial Secretary-Treasurer Timothy Edmunds. At the conclusion of the Auditing Department's investigation, in September 2021, the total amount of Edmunds' misappropriation was determined to be \$2,148,416.76.
- The Auditing Department's investigation disclosed evidence that Edmunds' scheme to convert Local Union funds included, but was not limited to: falsifying bank statements and financial records to hide his misappropriation from the Local's other officers, trustees, and membership; transferring large sums of Local Union funds into bank accounts to which other Local Union officials did not have access, without their knowledge or consent; forging the signature of the Local Union President; opening multiple credit cards in the Local Union's name, without other officers' or members' knowledge or consent; utilizing the Local's debit card for unapproved and improper personal expenditures; and installing spyware on the Local Union's computers.

- Following the Auditing Department's investigation, on September 10, 2021, Local 412 President Jerry Witt informed Edmunds that he was no longer employed by the Local Union. On October 5, 2021, pursuant to Article 48, Section 5 of the UAW Constitution, UAW President Ray Curry formally revoked Edmunds' eligible "to hold or seek any position at any UAW-represented facility, elected or appointed."
- On September 20, 2021, at a meeting of the Local 412 Executive Board, Witt recommended that the Executive Board request that the International Union place the Local under a temporary administratorship, in order to assist the Local going forward to correct Edmunds' financial malpractice. The Local 412 Executive Board unanimously approved that request, and on September 22, 2021, Witt made a formal request to UAW Region 1 Director James Harris that the Local be placed under a temporary administratorship.

You are therefore notified that pursuant to Article 12, Sections 2 and 3(a) and (d) of the UAW CONSTITUTION, on Wednesday, November 10, 2021, at 10:30 a.m. (EST) or as soon thereafter as you may be heard, a hearing will be conducted before a special meeting of the IEB in the Mackinac Room at the Detroit Marriott Renaissance Center, 400 Renaissance Drive, Detroit, Michigan 48243, in order to determine what action, if any, should be taken in this matter.

Notice of this hearing is hereby given in order that you may appear and present to the Board the position of your members with regard to the existing situation and what, if any, action the existing conditions should lead the Board to take.

The following Rules of Procedure will apply concerning the above-referenced hearing:

The International Union and the Local Union will each be granted a maximum of 10 minutes in which to present its Opening Statement and 15 minutes for its Closing Statement. Any time used for questions by the IEB will not be counted against the International Union's or the Local Union's 45 minutes. (NOTE: When there are Local Union Officers opposed and Local Union Officers in favor of an Administrator, both sides will be allocated 10 minutes for their Opening Statement and 15 minutes for their Closing Statement).

The Local Union may, if it wishes, file a written position statement or argument prior to the hearing.

In addition to its Opening and Closing Statements, the Local Union may also present its position, including testimonial evidence and exhibits at the scheduled hearing. Upon completion of Opening Statements, the hearing will be conducted as follows:

The International Union will first present reasons for considering an Administratorship (not to exceed 45 minutes).

The Local Union will then have the opportunity to respond to the presentation of the International Union (not to exceed 45 minutes).

Local Union 412 Hearing Notice

October 29, 2021

Page 3

The IEB members will have the opportunity to ask questions following the presentations of the International Union and the Local Union.

The Local Union will be given the opportunity for rebuttal and/or to give a closing statement.

The hearing will conclude when the IEB determines that, under the UAW CONSTITUTION, an adequate record has been made.

The IEB will excuse the Local Union and then reach a decision.

The foregoing is given to you in advance of the hearing to assure fairness and orderliness during the hearing.

The Local will be responsible for any travel or other costs involved in attending this hearing, or in bringing witnesses.

A copy of this letter should be immediately posted on all Union bulletin boards, both physical and electronic.

In solidarity,



Frank Stuglin
Secretary-Treasurer

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cc: Todd Brien, Executive Administrative Assistant to the Secretary-Treasurer
Tim Bressler, Chief of Staff to the President
Ray Curry, President
Niraj Ganatra, General Counsel
James Harris, Director, UAW Region 1
Kevin Pack, Administrative Assistant, Auditing Department
Court Reporter