UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

MAYS PRINTING COMPANY, INC.

and **Cases 7-CA-51544**
7-CA-52247

LOCAL 2/289-M, GRAPHIC COMMUNICATIONS CONFERENCE, DISTRICT COUNCIL 3 INTERNATIONAL BROTHERHOOD OF TEAMSTERS

ANSWER TO SHOW CAUSE

Thank you for the opportunity to respond to the motion for default judgment. We sincerely apologize that this response is 10 hrs. late as a result of technical problems with the NLRB.gov e-filing system and we ask that you please allow it.

1. Although we are grateful to be given this opportunity our Mays Printing Company, Inc. didn't receive the REVISED NOTICE TO SHOW CAUSE until Friday December 10th. The document was not reviewed for response until December 13th thus allowing only 6 business days to respond.

2. This does not allow Mays Printing Company, Inc. the necessary time to retain an attorney and allow the time to properly review and respond.

3. Mays Printing Company, Inc. will respond to this document however we respectfully request additional time to prepare a professional response. taking into consideration the scope of the charges and the fact that there are approximately 200 pages of transcripts plus additional commentary.
We believe that this is only appropriate and reasonable that more time be allowed.

4. We are requesting a new due date of January 15th, 2011 to officially respond to this Revised Notice To Show Cause.

5. Although Mays Printing Company Inc. is experiencing a severe financial deficit and we will budget the time and financial resources to retain an attorney to respond to and address the specific issues of the order issued.

6, there are several aspects that we would like to address with regard to the answer to The Show Cause

7. First of all we believe that the proceedings were generally one sided from the beginning. Mays Printing Company is experiencing extreme financial challenges and is teetering on the brink of bankruptcy. As a result the company has been in a constant state of fluctuation and turmoil. Now after 65 years of productive and reasonably successful business after A two year Union contract has put Mays Printing Company on the verge of going out of business.

8. The fact that the Union received representation by the NLRB at no charge and Mays Printing Company a Union Company at the time received no support was bias.

9. One of our major personnel changes includes our accounting and records administrator. We don't have a person at this time that has assumed that responsibility. Mr. Mays has been under tremendous pressure and stress as a result of numerous business problems in addition to extreme family problems.

10. Mr. Mays is a recent widower after the untimely passing of his wife in July and is caring for twin teenage daughters and another daughter in college in spite of having medical conditions for which he is also under a doctors care.

11. We believe that the fact that Mays Printing Company did not have professional representation and legal council gave the prosecution an unfair advantage .

12. Their were several aspects of proceedings that were not comprehensively explained or presented to us by the prosecution or by the judge.

13. We ordered a copy of the transcripts for Case 7-CA-52247 from Free State Reporting, Inc. Referencing Page 7, Lines 1-25, Page 8 Lines 1-25, Page 9 Lines 1-25

14. Ms. Fedewa continued to insist that Mays Printing Company concede to jurisdiction according to paragraphs 5, 6, 7 of the charges..

15. After further research Mays Printing Company, Inc. will show that their were aspects of the prosecutions conclusions that were not accurate or correct.

16. During the proceedings their was a point that could not be accurately reflected in that took place in the transcripts Page 7, Line 22 Judge Amashan took the proceedings off the record and had the recording stopped. At this point I the proceedings the judge did further coerce Mays Printing Company to concede jurisdiction based on paragraphs 5, 6 &7 of the charges.

17. At this point Mays Printing Company felt intimidated into conceding. further research later concluded that some of the assumptions were in fact not accurate.

18. Not having the benefit of legal council made the entire proceeding unfair

and unbalanced. If fairness is the standard by which the case should be decided we believe that the integrity of the legal process would be undermined by not allowing Mays Printing Company to have the opportunity to have professional representation and legal council.

19. It is our hope that the ruling made in the hearing by the Administrative hearing not remain final. We believe that the decision did compromise our right to fair and equal representation under the law.

20. This trial was blatantly unbalanced. Judicial fairness should declare that a fair and unbiased conclusion could not be accurately achieved.

21. For this reason ask that Mays Printing Company, Inc. be given the opportunity to receive a second opportunity to be heard before the and Administrative hearing with the benefit of legal representation..

22. Mays Printing Company Inc. is a respected Michigan business that has faithfully served the greater Metropolitan community for over 65 years.

23. We are the only minority owned printing company in the state of Michigan with our unique scope of business capabilities

Wherefore, we respectfully ask that the Board consider this request to allow Mays Printing Company, Inc. to receive a hearing where the Company can pe properly represented by an attorney.

Dated: December 21, 2010

Respectfully,

James C. Mays
CEO Mays Printing Company

PROOF OF SERVICE

This is to certify that a copy of the ANSWER TO SHOW CAUSE and were served on the Prosecuting Attorney Ms. Patty Fedewa by NLRB E-filing Ref.# 201974, email: Patricia.Fedewa@nlrb.gov.

December 22, 2010

Michael J. Robinson
Mays Printing Company
V.P. Information Technologies