

MESSAGE FROM THE PRESIDENT

It is with deep sadness and sincere gratitude that I advise the members and officers of BMW of my intent to retire for health reasons effective April 14, 2004. This decision has been very difficult for me but, after more than 30 years as an officer of this Brotherhood and extensive discussion and consultation with my family and my doctors, I know it is the right decision. I would like to take this opportunity to thank the membership for allowing me the privilege to serve as President of our great union over the past 14 years. I wish to thank all the officers, staff, and employees of the BMW for their friendship, advice, and counsel as we fought together to improve the lives and livelihoods of those we are honored to serve. I am forever indebted to my wife Phyllis, who stood with me during this period. Without her, it would have been difficult to have served as long as I have. And finally, I wish every member and their families all the very best, Godspeed and success to the next president, my wish is for unity and Brotherhood amongst all the Brothers and Sisters of the BMW. Solidarity Forever.

Fraternally,

Mac A. Fleming