



The United Voice

"USW Local 310's Information Resource"

March 23^d, 2026

Brothers and Sisters,

It has been a busy first three months of the year. In January the bargaining committee started gathering items that we find issues with day to day and to update questions for the contract survey for the membership. Second week of February the bargaining committee handed out and collected the contract surveys at the main gate. We had 279 surveys returned with a total of 212 comments in the write in section. While we would like every member to submit a survey, it is obviously voluntary to do so and I still believe these numbers to be acceptable.

Results varied a little bit from the 1-5 rankings to the comments section.

1-5 Rankings

1. Maintain COLA to the card
2. General Wage Increase
3. Improved insurance coverage
4. Increase defined contribution and Pension multiplier.
5. Strengthen retiree healthcare benefits

Comments

1. Wages
2. Pension
3. 401k
4. Vacation
5. Manpower

The scheduling of Thursdays for I and J shift along with Saturday for the A, B, and C shifts has been an uncomfortable stretch for members and their families. Lots of unpopular scenarios with running machines with less people, moving people out of one department to work in another and other material delays within departments has been difficult since before the first of the year. The Local believes that we have more than likely reached the mark that we need more people within the factory. Through many conversations with management and grievance meetings we are trying to put forward ideas to be more efficient Monday through Friday to keep from needing the extension of the workweek. The biggest pain points up till now has been the scheduled preventive maintenance work during the workweek and then the need to schedule Thursday or Saturday to make ticket. I have no way to guarantee nor prove this to be the only reason to schedule Thursday or Saturday, but I think it would at least help the situation. The plant's maintenance department is prepping now to make changes to the manpower on shift during the weekends to help this situation.

We have had a lot of attention to this plant within the last couple of months from Ahmed Boualam visit to Vergil Norrod and all of Bloomington's management team for the quarterly meeting. The plant manager Walt Pittman and myself both spoke with Ahmed and Vergil about manpower issues and the need to recall individuals from the July 2024 layoff. I also made sure to speak about the unpopular scenarios of running machines with less people than normal, moving employees out of their home department to work in other departments with no training. One department's manpower issue leading to material delays within other departments and so on and so on. I was notified by Trevor Bothers this week that Vergil Norrod has been able to get approval to recall six individuals from the layoff list to fill the six vacancies that our current MMA shows. This should help with the daily out of area work and we are working to make it clear that when an individual is assigned to work out of class, they should get some training as well.

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We got notification this week that the 2022 CBA books have been printed, bound and being shipped from the printshop to the locations this week. I am aware that the timeliness is unacceptable to many of our members, I am in no way implying that it is acceptable to me either. We regardless need these books printed and handed out for historical reference later, no matter what. We constantly look in old CBAs to check when language changed, items were added and items were removed. Our District 11 director, Cathy Drummond has already committed to sending our USW staff representative Dave Rizzutto to negotiations in Louisville, Ky. to be the person to take notes and communicate with the Locals what RPIC chairman, Kevin Johnsen and Bridgestone representatives have discussed and its intent.

We are currently less than 3 months from the start of bargaining. The monthly union meetings are typically scheduled on the third Tuesday and Wednesday of the month as long as they don't interfere with other scheduled obligations. The next union meeting is this Tuesday evening at 6:30pm and Wednesday at 6:30am. Please come. We have also approved dates ahead of time to let the membership add them to their calendars in an effort to make everyone aware as much as possible. We will still post these meetings month to month as usual, along with posting the union meeting sign.

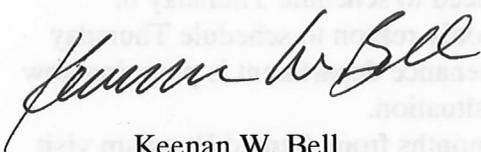
April 21st, 2026 @6:30pm
April 22nd, 2026 @6:30am

May 19th, 2026 @6:30pm
May 20th, 2026 @6:30am

June 16th, 2026 @6:30pm
June 17th, 2026 @6:30am

July 21st, 2026 @6:30pm
July 22nd, 2026 @6:30am

I am aware it is not easy to always make it to the monthly union meetings but, please do your best to attend these monthly membership meetings. There is undoubtedly no better way to get information, ask questions or general communication than the Union Meetings each month.



Keenan W. Bell
President
USW Local 310L