

Local 310 ~ District 11

P.O. Box 4013 Highland Park Station ~ Des Moines ~ Iowa ~ 50333
125 NW Broadway ~ Des Moines ~ Iowa ~ 50313
Phone 515-288-9547 ~ Fax 515-288-2457
www.uswlocal310.org

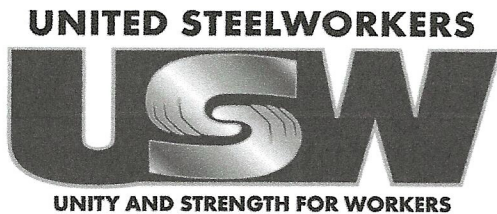
7/19/2026

Brothers and Sisters,

First and foremost, thank you to all that have participated in the contract actions at the plant, they are important and helpful. I would also like to thank our Bargaining Committee, Financial Secretary and Contract Action Team at home for the extra time and added tasks that they have taken on. They are doing a great job keeping the Union Hall running. Contract shirt Mondays, walkouts, hand billing, stickers and vehicle signs, I cannot stress enough how important these really are. The CAT team is working hard to make sure these are coordinated to the departments on the different shifts. Please make the effort to take part in every action possible. I personally have received many text messages and calls with support and encouragement. I thank you all for those as well. I sincerely appreciate everyone's help.

How are contract negotiations going? I have received many texts with this very question, and while I have no issue sharing any information available, everyone here at negotiations are legally not allowed to share specifics. Sorry for not being able to respond to those text messages. We have had some overall success with proposals at the local negotiating table. Issues stemming from the struggling Ag Market that has affected our plant with forced job movement, shift pattern changes, and the changing ticket demands in some areas have created the little things we are proposing to the Company. Some of the written proposals exchanged have been given to the company multiple times before with little to no change and others revolve around daily problems that have come to light within the last contract. The more recent daily items are generally easier to address through contract negotiations than those that have unfortunately plagued us for decades.

We are all busy here in Louisville, Kentucky doing our best with the unsettled arbitration decisions and the remaining local proposals important to the bargaining unit. We have met or exchanged proposals pretty much every day with the Company since June the 16th, not including the week of July shutdown. Generally, one half of the day has been used for Master table negotiations and the other for Local table negotiations. As we have 10 days to expiration we will more than likely be meeting multiple times per day at both negotiating tables on the remaining proposals.



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Just prior to the vacation shutdown over the 4th of July holiday, the Bargaining Committee here at negotiations sent a text message stating that we expected to receive the Company's economic proposals when we returned. While we have received some proposals on things dealing with costs associated with the plants, we still don't have a clear and full picture of everything together. These Company proposals that have been exchanged are not where we need to be at the end of negotiations. I refuse to ignore how our members have also struggled with the downturn in the Ag market, not only the Company. We had a Layoff for the first time in more than 30 years. Every department has done at least three different shift alignments not including the normal contractual September shift alignment. We helped in the effort to save money on operating costs by negotiating a 3-day/12hr. workweek with some departments having to work a substantial number of Thursdays, the 4th 12 hour day in a row.

Nothing about bargaining is easy, nor is it fun. This process stretches the Company and the Union's working relationship to its limits every time. This last week, the Company painted their picket lines at the gates. We have a voice and we must use it right now to make them understand that we also are ready to do what is necessary to obtain a fair contract. If you see the CAT team or a Bargaining Committee member handing out stickers, please wear them. If they gave you a sign for your vehicle window, please display it. If they have a march out or march in planned, please participate in it. It is time to be prepared and engaged for us all to get what we need. Please participate in the available contract actions to show we are serious about getting a fair contract for everyone in 2026.

**"WE DON'T WANT THE WHOLE PIE.
WE JUST WANT OUR SLICE."**

Keenan W. Bell
President
USW Local 310L