

Local 310 ~ District 11

P.O. Box 4013 Highland Park Station ~ Des Moines ~ Iowa ~ 50333
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www.uswlocal310.org

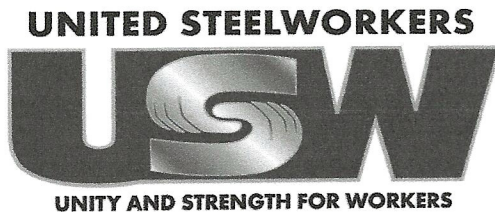
7/27/2026

Brothers and Sisters,

I cannot thank everyone enough for the hard work and support with all the contract action participation. I am not a Facebook person, but I have been sent all the local state elected politicians (and hopefuls), and our friends in Labor video recordings showing support for our Local Union in our contract negotiations. I appreciate their support as well. If you did not see your state representatives, I encourage you to contact them and ask them to post a video in support of our efforts. We have a very important expiration rally coming up this Tuesday from 1:30pm to 3pm. Please make yourself available to attend. Bring your spouse, children, extended family and friends. These are the final 2 days until contract expiration, and we are going to need every minute to obtain a fair and equitable contract.

Most of our Local negotiating table items are getting wrapped up within these last few days. Our focus will change to the Master negotiating table items dealing with everything to do with economics. I feel we have been successful overall with our Local's proposals. The remaining struggles and sticking points are going to be at the Master negotiation table. I have already explained in my previous letter that I cannot give you the specifics of our discussions. I can tell you that the Company has some significant deficiencies in their proposals. These proposals include items that are completely unacceptable to us here and will likewise be rejected at home.

In 1973 more than 60,000 rubber workers employed by four different tire companies went on strike to gain COLA. Since that strike in 1973 more than twenty-seven dollars per hour can be attributed to employees' wages nationwide. The Bargaining Committee in 2022 put a lot of focus to obtaining COLA to the base wage rates for all last contract. This was one of the biggest gains if not the biggest gain we obtained in the 2022 contract negotiations. These COLA raises work to keep wages appropriate not only for rising costs but keep the Company's wages in line with other manufacturing as well. Benefits proposals the Company is putting forward are just as bad. Our members have shared a cost of healthcare premiums since the early to mid 2000's. The Company would prefer the Bargaining Unit to cover healthcare premium increases and give your Bargaining Committee zero control of how much. Retirement securities in all cases have not kept pace with inflation nor on pace with our wages either.



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When there are delays in production for whatever reason, who do they lean on? The Bargaining Unit. When the plant needed to transition to a heavy mixing ticket, who did they lean on to make that ticket? The Bargaining Unit. What did the Company do to make sure they could make all the deadlines for ticket requirements? They made sure the Bargaining Unit was present on multiple Saturdays and Thursdays in a row to make those ticket requirements. Each and every one of these scenarios makes it sound like they need our Bargaining Unit, just do not want to pay for it. Our Bargaining Unit has remained flexible in keeping the Des Moines plant afloat with every changing demand. Our Bargaining Unit is informed. They know their importance and worth to the Company. We have been loud and clear from the beginning that wage stability, healthcare costs and retirement security are far and above the most important items to our Bargaining Unit. Please do everything you can to help us here in Louisville.

Thank you again to all that have participated in the contract actions. I appreciate any and all help you can give to the hall. I hope you all have a great rally Tuesday and I will truly miss not being there. This is the last push, let's make it our biggest one.

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

Keenan W. Bell
President
USW Local 310L