



Local 310 ~ District 11

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July 29, 2026

Sisters and Brothers,

First of all, I would like to thank everyone for the incredible showing of solidarity yesterday. As you know, we reached a tentative agreement with the Company shortly after 10:00 last night. I want you all to understand that the efforts by the membership here at home greatly contributed to this result. Now we take a moment to catch our breath and move into the ratification process.

President Bell and Policy Member, Justin Wheeler, remain in Louisville to finalize everything with the rest of the Master Bargaining Committee and the Company. They are hoping to be able to travel home on Friday. They will prepare a summary of the agreement that will be shared in informational meetings in the next couple of weeks. The work to schedule all that out will begin next week when everyone is all back home. In the meantime, please be patient. We will all have an opportunity to see the details of the TA once they are home and have that information ready for us. Please do not speculate or pass judgement on the merit of the agreement until you have seen the whole thing. I have very few details myself. I can share what was shared with those of us at the hall last night when we got the call. Keep in mind that this is only a small portion of the entire agreement, but these are the key points that are top of mind for most of us.

- A three-year agreement expiring in 2029
- We maintained COLA to the base wage for all, with the same design as we have in the 2022 agreement, with a COLA advance at the beginning of the year and anything in excess of the advance going to the card at the end of the year. When talking about COLA, I always want to remind everyone what a huge gain it was to gain back COLA on the card for everyone in 2022. This was something we had not had in nearly 2 decades, and not something that we were going to let go without a fight. Great job out of the committee for holding firm on that!
- After several deeply concessionary proposals from the Company on healthcare, we were able to come away with very little change. We maintained protections on our healthcare premiums. Premium increases are capped at 7% for each year of the agreement, the same as the 2022 agreement. There was a minor change to plan design, with a \$50 increase to the annual deductible on both the HIP and the PPO. No other changes were made.
- On retirement, we came away with a \$3 increase to the pension multiplier to \$65 per year of service with a commensurate increase to the Defined Contribution.

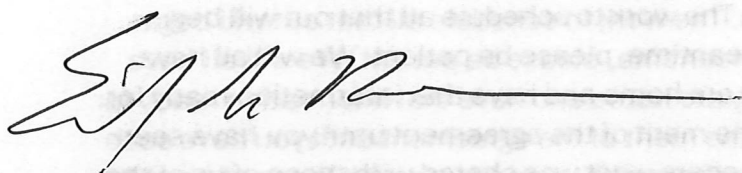
Again, these are just a few of the items that are part of a much larger agreement. Please reserve judgement until we've seen it. I am not aware of any major concessions, but I anxiously await seeing the whole thing, just like you all are. Next week we will get informational meetings and the ratification vote on the calendar, and we will all be able to have our vote on whether to make this our 2026 agreement.

Before I close, I need to take the opportunity to thank President Bell and Brother Wheeler for their dedication and sacrifice to get this agreement to us. I promise they are still working hard for us in Louisville to make sure nothing slips through the cracks. And they are joined by a larger team of local union leaders and leadership and staff from the International. We had a really great team and a lot more support staff on hand this time, and it made a huge difference. They have all been away from home for the better part of two months, for all of us. Please allow them the time to get the finishing touches on this and to get back home to their families.

When our brothers get back home, please take the opportunity to thank them for all their hard work. I can tell you from experience that bargaining is mentally and emotionally draining, and just the smallest thank you means a whole lot when you get home.

Thank you all for staying the course this last two months. This is solidarity in action!

In Solidarity,



Emily Brannon
Vice President