

**Greetings Brothers and Sisters,**

**I just wanted to take this opportunity to give everyone an update on things overall.**

**We have had a very busy March and April and it is only going to get more intense as we get closer to Contract negotiations. As everyone knows, in February we handed out and collected our contract surveys and was able to give you the results of those surveys. Since that time, we have had the RPIC convention in Pittsburg PA where all the rubber industry was able to talk with each other and with the International about our needs and concerns in this year of bargaining. All the large tire manufactures have contracts expiring this year and will be in negotiations around the same time. Everyone is stating that our biggest issues are wages, retention, and doing away with new hire language.**

**Our local held some Contract/Communications Action Team training the first week of April with help from our International, and it was a success. It is always appreciated when we can get help and direction from the International. We will do some further training with the local CAT teams in the very near future, so be on the lookout for further postings on this. We will be hanging some posters and hand billing some cards very soon.**

**Last week the presidents of the locals were able to get together with Keven Johnson and Don Schaffer from the International and start laying some of the foundation for what and when our contract negotiations will start and what it will look like.**

**I know that many of you have been asking about our contract t-shirts so let me just say that the thought and conversation is to have a different colored shirt than what we have typically gone with in the previous years. We are looking at going with an Orange or light green shirt with white lettering on it. The back will have a word collage with the words being the top issues you told us were important going into negotiations, with the contract expiration date on either the sleeve or chest pocket. This has not been finalized. We are still waiting on the International's approval and coordination to all our locals.**

**As of right now we will be starting negotiations June 6<sup>st</sup> with the International and then the 14<sup>th</sup> we will have full on negotiations with the company.**

**Just a few thoughts as we get ready to start things.**

- (1) 30 % of the brothers and sisters in our Union have never been through a set of negotiations and have only known this contract, so I am asking those of you that have been through it to take a minute or two of your day to try and help explain things and encourage each other. The last thing that we need is to have people starting up bad rumors and talking trash. We are all in this together and we will only be successful if we work at it as a team.**

# The United Voice

**(2) We have a golden opportunity for ALL of YOU to participate in a class through ICD here at the Union Hall called "Labor History Class" the class will be hosted by presenters out of the University of Iowa. It doesn't get any better than this so take advantage of this opportunity and find out how your Union functions, how it gets its power, and where we came from. Those classes will be held at the Hall Tues 04-19-22 and Thurs 04-21-22 at 3:00pm to 4:30 pm both days.**

**(3) Most importantly We will be having our strike vote May 17<sup>th</sup> and 18<sup>th</sup> We would love to have 100% participation from you the membership. If you do not know what the strike vote is I will try and make it brief. It is very important to have a 100% YES strike vote because that is the only real strength that you can give your bargaining committee going into negotiations. IT DOES NOT MEAN THAT WE ARE GOING ON STRIKE. What it means is that if all talks break down and there is not good faith bargaining on the company's side you are authorizing and supporting your elected officers and the International to call a strike if we have no other means to have meaningful discussions. If you would like to have it better explained no problem, please stop by the Hall or better yet attend the aforementioned class. We can help with that or any other questions you might have.**

**I would also like to say from myself to everyone, stay strong and keep up the good work as you have seen in the company's all plant mtgs. Even though times are rough right now, we are doing what is needed to meet point of sale and the consumers needs of a high-quality tire that is Union made right here in the USA. We can only be profitable personally if our Business is profitable and Your high-quality work gives us bargaining power to get better pay and benefits.**

WHO ARE WE ??? .... **UNION!!!**

In Solidarity:

