



## United Steelworkers Local 12075 District 2

May 13, 2019

Leo Gerard  
International President  
United Steelworkers  
60 Blvd of the Allies  
Pittsburgh, PA 1522

RE: DowDuPont North American Labor Council Support for Locked-Out USW Local 13-1 Members

President Gerard:

On behalf of the DowDuPont North American Labor Council (DNALC) we offer our complete support and solidarity to the members of USW Local 13-1 as they fight back against the unnecessary and arrogant decision by the leadership of Rohm & Hass Texas (a wholly owned subsidiary of Dow) to lock out employees while they attempt to negotiate a fair contract.

Even after twice overwhelmingly rejecting the Company's last, best and final offer the Company made the decision to lock out their employees on Monday, April 22<sup>nd</sup>. A move by local Dow leadership that has never once been used in the long history between organized labor and Dow in the U.S.

Dow clearly states in their Code of Conduct (which summarizes many of the ethical principles and policies they profess to follow) that "they measure their success not only by the results they achieve, but also by how they achieve them." They continue by saying that "every decision they make and every action they take must be driven by the highest sense of business and professional integrity. The result is a safe and trusting work environment, a more unified team and, ultimately, a company culture that offers everyone opportunities to succeed."

This lock out is totally counter to the ethics they preach and we believe that this hypocrisy by the leadership of Dow Deer Park and Dow Texas Operations be exposed for the absurdity it is.

The outstanding items of wages, arbitration process and overtime should be dealt with by the Company for the true issues they are... wages that are at least in line with industry standards; a fair process that includes arbitration for all unresolved grievances and a genuine effort to deal with worker fatigue, understaffing and no forced overtime.

We very much look forward to working with Local 13-1 and the United Steelworkers to lay bare Dow's attempt to intimidate it employees and to coordinate any activity to sustain and reinforce the righteous cause of the membership.




[www.uswlocal12075.org](http://www.uswlocal12075.org)

3510 James Savage Road, Midland, MI 48642 Phone: 989-495-9350 Fax: 989-495-9352

In the meantime, we wish to give confidence to everyone involved in this struggle of our solidarity and support. As difficult as Dow is making it, we urge each member of Local 13-1 to press on towards their goal and purpose of a fair and equitable contract, continue to strive towards improvements in their working conditions, increase their stature as employees and towards a better life for themselves and their family.

The DowDuPont North American Labor Council (DNALC) represents over 3,500 employees at 16 manufacturing facilities of DowDuPont in the United States and is made up of local unions from various Internationals such as the United Steelworkers (USW); International Union of Operating Engineers (IUOE); Texas City Metal Trades; United Association of Pipefitters (UA); International Association of Machinists (IAM); the International Chemical Workers' Council-UCFW; National Conference of Firemen & Oilers and the Amthill Rayon Workers Incorporated (ARWI).

In Solidarity,

A handwritten signature in black ink that reads "Kent Holsing". The signature is written in a cursive style with a large, sweeping flourish at the end.

Kent Holsing  
Chairperson  
DowDuPont North American Labor Council

