



District 9

Daniel Flippo

District Director

Mark Cochran

Assistant to the Director

August 11, 2020

TO: KUMHO EMPLOYEES

INFORMATION ABOUT THE UNION VICTORY AT KUMHO

On August 11, 2020 the National Labor Relations Board counted the challenged ballots from the September union election and determined that a majority of you voted in favor of joining the United Steelworkers union.

We won this hard-fought victory together, despite management's illegal efforts to intimidate and threaten you and your co-workers throughout the election process.

Fighting for a First Contract

Kumho is required by law to sit down and bargain with worker representatives and the union.

The USW has already submitted a request to begin contract negotiations. We will work with you to form your Bargaining Committee and identify and train other union leaders. The Bargaining Committee will include hourly workers who are supported by USW International Representatives, technical experts and attorneys.

You have to negotiate your first contract in order to guarantee the benefits and security we've been fighting for – like safer working conditions, better pay and a grievance procedure that protects you from unfair discipline.

Until we have these protections in place, it is still illegal for the company to threaten, harass or interrogate workers because they support the union. Management also cannot, on their own, make changes to your working conditions, like taking away holidays or changing benefits. If you believe management is targeting you or your co-workers or is unlawfully changing your work conditions, please report it to us immediately.

Building the Union Together

During the current COVID-19 crisis, the USW sent multiple requests to bargain with the company over their pandemic policies – as we've done at every USW-represented plant in Middle Georgia. The company ignored these requests and now Kumho has higher rates of positive cases than these other facilities.

Management's poor response to the crisis and refusal to work together for the health of employees tells us that bargaining won't be easy. We will only be successful if you stand together and get involved with building your union.

The company already filed various objections to the election that we believe are frivolous. While these objections appear to be just another delay tactic, the Labor Board may be forced to hear them, which could further delay contract negotiations.

That means it will be even more important for you to stick together, have each other's backs and step up to build a strong and lasting union at Kumho.

To learn how to get involved and help win a fair contract, attend an upcoming informational meeting:

INFORMATIONAL MEETINGS ABOUT THE UNION AT KUMHO:

- **Tuesday August 18 at 7:30pm**
- **Wednesday August 19 at 7:30am**

USW Union Hall - 4320 Mead Rd. Macon GA 31206

Please wear a mask. If you don't have a mask, we will provide you with one.

You can also sign-up to get text message updates about the union:

1. Text the phone #: 47486
2. Enter the message: USWatKumho
3. Hit send

In Solidarity,



Daniel Flippo
District 9 Director