

ONE CONTRACT — FOR ALL —



LOCALS 2L, 307L, 831L, 959L

USW/Goodyear Membership Update #8 – July 27, 2022

Our contract expires on Friday, July 29th at 6:00 PM. Your USW negotiating Committee has met with Goodyear for the past nine (9) weeks with some progress, but we have not achieved what we deserve and what is fair.

Strike Authorization has been granted, and before a strike commences, the bargaining committee wants to provide you with the details of the unresolved issues.

Goodyear Can Afford a Fair Agreement

Goodyear has more than \$1 billion dollars in cash and cash availability. Goodyear Americas made over \$ 900 million in profits in 2021; was profitable in every year since our last contract; and the Wall Street analysts all agree that over the next few years, the Company will do even better than it has in the past.

What Goodyear Offers, They Take Away in Real Concessions

Here are the major issues that separate the Company and the Union:

Wages:

Union proposes: across-the-board increases in the Wage Grade Rates on the Effective Date and COLA increases **for all employees** throughout the agreement. The company estimates COLA increases will be \$0.83 in October of this year, \$1.80 in 2023 and \$1.00 in 2024 and 2025.

Wage Grade Rates

Wage Grade	Effective 07/30/22
Grade 1-T	\$36.52
Grade 1-NT	\$36.02
Grade 2	\$34.02
Grade 3	\$33.52
Grade 4	\$33.02
Grade 5	\$31.50
Grade 6	Move to Wage Rate 5

We would also receive all quarterly COLA increases for the term of the agreement.

Company proposes: a \$0.40 per/hour increase in the first year of the contract for Wage Grade 1 jobs and \$0.25 per/hour increase for all other wage grades. Goodyear has estimated COLA

increases and if COLA pays higher they will pay the difference. However, all employees above the proposed wage grade would receive the COLA payments in lump sums. Goodyear has also proposed to move all wage grade 6 jobs to wage grade 5 in the second year of the contract.

Issue	Goodyear	USW
Term of the Agreement	4 years	4 years
COLA	COLA payments would continue through the agreement, but all employees above the Wage Grade would receive lump sums	No Change in COLA and all employees would receive quarterly COLA increases
Health Care	Goodyear demands major concessions in health care and a more than 40% increase in employee premiums, higher deductibles, increases in emergency room co-pays & increased in drug co-pays, increases in out-of-pocket maximums and a reduction in our plan from 90/10 to 85/15. They would also increase costs for the high deductible health plans.	No increase in premium contributions and a plan to move all employees to the PPO 150/300 plan with an option for the EPO with no increase in deductibles or coverage
Define contribution plan	Minimal, annual two percent increase in flat dollar contributions for pre-2007 employees and no increases for post- 2007 employees	For pre-2007 employees add an earnings calculation with an increase in the annual minimum company contributions. For post-2007 employees, establish annual minimum company contributions and increase the earnings percent.
New Hire wage progression	Continue 3 years beginning at 70% of wage rate	Reduce to 2 years beginning at 80% of Base Labor Grade and move all current employees to new progression
Vacation	No change	6th week for all employees over 25 years of service. An extra week for employees with perfect attendance and a week of vacation for employees after probation.

We Must Defend Ourselves from Goodyear's Unnecessary Demands!

We are prepared to negotiate a responsible settlement, but we are not buying into the Company's demands for concessions or a contract that does not reward essential workers for our contributions to the company's success.

Besides the above listed economic issues, we have open local issues and other items that Goodyear refuses to address.

Goodyear also demands the right to eliminate the Plant Protection Letter; they demand to reduce Supplemental Workers' Compensation, refuse to correct the payroll errors, refuse to allow for minimum vacation pay, and they want to continue to be able to force workers to use vacation during shutdowns.

Goodyear refuses to improve Labor Trainer rates, Shift Premiums, improve the vision plan or consider a new hearing aid benefit. Goodyear wants to decrease the A&S benefit and wants concessions on other important issues.

Overall, Goodyear's demands for concessions would offset our COLA payments by shifting increased health care and benefit costs to employees!

Goodyear should not make the mistake of underestimating our resolve and our sense of fairness.

Your USW/Goodyear Negotiating Committee

Unity - Determination - Solidarity

For Text updates text -- Goodyear to 47486