



**District 9**

**Daniel Flippo**

District Director

**Mark Cochran**

Assistant to the Director

**Wesley Thompson**

Sub-District Director

January 7, 2021

Keith Lolley, Director, Human Resources  
Kumho  
3051 Kumho Parkway  
Macon, GA 31216

Dear Keith Lolley:

It has come to my attention that after unlawfully threatening to withhold 2020 raises, Kumho has now granted raises to some, but not all, employees. As you know, the Union has filed an unfair labor practice charge challenging Kumho's threats to withhold wages for unlawful reasons. I am happy to see that Kumho has responded by releasing some of the withheld 2020 raises.

It is the Union's position that raises should be distributed fairly and equitably and that all employees deserve 2020 raises, with appropriate retroactivity. The Union accepts the raises that have already been distributed to employees. We are open to begin negotiating immediately regarding raises for all employees, including those who did not receive raises in 2020.

As you know, Kumho is under a continuing obligation to bargain with the USW about wages and other terms and conditions of employment. Please provide me with the following information regarding wages, so that the Union can adequately prepare for negotiations about these issues:

1. A complete and up-to-date list of bargaining unit employees, including each employee's title and department;
2. The current wage rate for each bargaining unit employee;
3. Wage increases that issued to all bargaining unit employees in 2020 and when the increases were applied, including the amount and the percentage increase over prior wage rate;
4. Wage increases that issued to all bargaining unit employees in 2021 and when the increases were applied; including the amount and the percentage increase over prior wage rate;
5. Scheduled wage increases to be granted in 2021 and when the wage increases will be applied.

In addition, please notify me of your availability for a meeting to begin negotiating additional wage increases to be distributed in an equitable manner, and to commence broader contract negotiations.

Thank you,

Alex Perkins  
USW Staff Representative

AP:dc

CC: Daniel Flippo, Director, Wesley Thompson, Sub-District Director, Karen Wheeler Assistant General Counsel