

# SOLIDARITY

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USW District 9

Special Edition - July 2026

Local 351L

### *From the President's Desk*

Greetings Brothers and Sisters,

I'm sure most of you are still processing the news of our plant closing by the end of 2028. You have probably heard many rumors circulating, but as usual, the majority of them are untrue. As I receive concrete information, I will share it with you all. We have yet to "nail down" an exact date to begin negotiating with the company for a severance package. August 10th, which the plant manager mentioned in a plant-wide email, has been thrown around, but that is subject to change. We are held up because our coordinator, which is the chairman of RPIC (Rubber and Plastic Industry Council), is currently negotiating severance for our brothers and sisters at the Goodyear plant that recently announced closure as well, in addition to regular contract negotiations with other companies.

Brothers and sisters, I understand that it is hard to focus on anything with this uncertainty and lack of control looming over our heads, but please do your best to focus on the things you can control right now. Allow us to get real answers for you first before making any decisions that will effect major changes in your lives. Providing for our families is always at the forefront of our minds, and it should be, but let's make sure we don't make any moves without all the facts.

I truly appreciate everyone's patience thus far, and I hope that you will continue to be patient until more information is handed down. I promise I will get that information to you as soon as possible so that you have all the facts you need to make the best decisions.

Jim Knox, II  
President

#### ~~REMINDER.....REMINDER.....REMINDER.....REMINDER.....REMINDER~~

Please don't forget to complete your **Dependent Verification** on BenefitLink. The deadline to get this done is **August 15th**. You will need access to your BenefitLink login. It can be done on your mobile devices if you have the app installed, or you can complete it on a computer. If you need help uploading your documents, feel free to stop by the union hall and see Patrick Robinson, your Pension & Insurance Rep. Also, if you don't have access to a computer, and would like to complete your verification that way, there are several computers available in the ICD building.

**If you have any questions or issues, contact the union hall.**

**Union Meetings** are held on the second Tuesday of every month at 7:20 am, 1:20 pm, and 3:20 pm; and on the Friday that follows at 1:20 pm.

*Please try to attend one of these!*

**GET THE FACTS!!!**

#### VISIT OUR WEBSITE

[www.usw351.org](http://www.usw351.org)



@ USW Local 351L

Brothers and Sisters,

Our July COLA calculation came out to be \$0.93. We have reached the 3% caps for both Production and Maintenance, so part of this amount will roll-over to October. The following amounts were incorporated into our wages:

**Effective July 6, 2026**

**Production: \$0.17**

**Technical Maintenance: \$0.02**

The remaining \$0.76 for Production and \$0.91 for Maintenance will roll-over and be added to any October amount there is. Keep in mind though, October starts the “lump-sum” period, as defined in the 2025 CBA (Collective Bargaining Agreement).

The first paycheck with this COLA added will be on July 21st...you should have one week at your old rate, and one week at your new rate. **Please check to make sure your checks are correct!** If you're not sure, feel free to reach out to myself or your DC. I have posted a Pay Rate chart at each of the turnstiles, and I've also given them to the DCs for posting in your departments. Please don't hesitate to contact me if you have any questions.

Darius Lewis  
TimeStudy Rep.

| PRODUCTION LEVEL | OLD RATE | COLA ADJ. | NEW RATE |
|------------------|----------|-----------|----------|
| Level - Learner  | \$20.00  | N/A       | \$20.00  |
| Level 1/2        | \$26.77  | \$0.17    | \$26.94  |
| Level 3          | \$33.84  | \$0.17    | \$34.01  |
| Level 4          | \$36.46  | \$0.17    | \$36.63  |
| Level 5          | \$39.05  | \$0.17    | \$39.22  |

| MAINTENANCE LEVEL                | OLD RATE | COLA ADJ. | NEW RATE |
|----------------------------------|----------|-----------|----------|
| Maint. Lvl. 1                    | \$33.91  | \$0.02    | \$33.93  |
| Maint. Lvl. 2                    | \$36.42  | \$0.02    | \$36.44  |
| Maint. Lvl. 3                    | \$40.76  | \$0.02    | \$40.78  |
| Maint. Lvl. 3A                   | \$41.53  | \$0.02    | \$41.55  |
| Maint. Lvl. 4                    | \$43.10  | \$0.03    | \$43.13  |
| Maint. Lvl. 4A (Mold Training)   | \$35.46  | \$0.17    | \$35.63  |
| Maint. Lvl. 4B (Mold Changer)    | \$36.46  | \$0.17    | \$36.63  |
| Maint. Lvl. 4C (Mold Mechanic)   | \$36.96  | \$0.17    | \$37.13  |
| Maint. Lvl. 4D (Mold Specialist) | \$37.46  | \$0.17    | \$37.63  |
| Maint. Lvl. 4P                   | \$43.62  | \$0.03    | \$43.65  |

| Wage Progression [3-Year] |         |         |         |         |         |
|---------------------------|---------|---------|---------|---------|---------|
| Service Credit            | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 |
| 0 to 6 months             | 100.0%  | 100.0%  | 90.0%   | 85.0%   | 80.0%   |
| 7 to 12 months            |         |         | 91.7%   | 87.5%   | 83.3%   |
| 13 to 18 months           |         |         | 93.3%   | 90.0%   | 86.7%   |
| 19 to 24 months           |         |         | 95.0%   | 92.5%   | 90.0%   |
| 25 to 30 months           |         |         | 96.7%   | 95.0%   | 93.3%   |
| 31 to 36 months           |         |         | 98.3%   | 97.5%   | 96.7%   |
| 37 months or more         |         |         | 100.0%  | 100.0%  | 100.0%  |

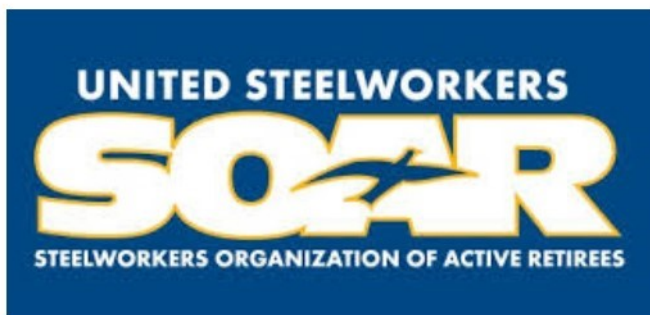


\*\*\* Please contact the Union Hall with any questions...205-758-4476 \*\*\*  
— Darius Lewis, TimeStudy Rep.

~ RETIREES ~

**SOAR {Retirees Club} meetings are held on the 1st Thursday of each month at the Local 351L union hall. Brandon Hamner currently serves as President. Please, join us and attend these meetings to stay informed.**

**\*\*If you would like to receive monthly reminders and other information sent to your phone, please scan the QR code below or text **SOAR351L** to **77820**.**



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The Alliance for American Manufacturing (AAM) was founded in 2007 by leading domestic manufacturers and the United Steelworkers with a simple mission: strengthen American manufacturing through smart public policies.



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This is a quarterly publication for active members and retirees of  
**United Steelworkers Local 351L**

Send comments, corrections, etc. to:

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Also posted on the local's website: [www.usw351l.org](http://www.usw351l.org)

**Darius Lewis - Editor**

