

SOLIDARITY

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USW District 9

Spring 2026

Local 351L

From the President's Desk

Greetings Brothers and Sisters,

Let me start off by thanking you all for your hard work and dedication so far this year. For the last few months, production has been very strong at our facility. On top of that, our Safety record has been pretty fair. As we navigate through this year, let's keep Safety at the forefront of everything we do, and continue putting forth the effort needed to meet our goals. Keep up the good work!!

For those that don't already know, starting July 6th, the company will return to the FMLA policy we had prior to the Attendance Bonus program...the Ft. Wayne plant will revert back as well. Vacation will once again run concurrently with FMLA until the person's vacation is exhausted. This means that those using FMLA will be charged vacation to cover the missed time, as long as they have vacation time available.

As most of you know, we recently lost two of our active members: Ms. Patricia Morgan and Mr. Henry Prince. It's always tough when we lose a brother or sister, but we will get through it together. Let's continue to keep their families in our thoughts and prayers, and also the families of the retirees we've lost.

On a lighter, happier note, our 79th Anniversary Celebration was another successful one. It was great seeing so many members and retirees fellowship and just enjoy! And, I truly appreciate everyone that worked to make it a joyous occasion.

Jim Knox, II
President

79th Anniversary Celebration photos have been uploaded!!!!!!

Visit our website or our Facebook page for the link!



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



@ USW Local 351L

VP Notes

Brothers and Sisters,

I hope everyone is having a great year so far. We started this year off pretty strong, despite some obstacles, so let's continue to do all we can to meet our commitments. Thank you all for your hard work and dedication. I know that it's springtime, and the weather is really nice most days, but please continue to show up when you're supposed to. Don't let these nice days get you in attendance trouble!

The company is starting an Expanded Student Program. These students will be utilized initially to cover weekend needs. Applications are available at the union hall. Also, a lot of people have been asking about contract books...well, they have arrived. Stop by the hall to get your copies.

Additionally, I'm happy to say, we had a group of new-hires to join us at the end of April. If you see any of these new members around the plant, please welcome and encourage them.

Ken Pate
Vice President

ICD Happenings

2026 Small Engine Repair Class!

Classes begin March 17th

Two sessions every Tuesday & Thursday from 7:30-10:30 am or 3:30-6:30 pm

To Sign Up Call or Text

(205) 343-9937

(205) 826-6266

Email

Abery@USW351.org



Let's welcome our new members.....

NAME

DEPT.

Kynatter Bell	75-OTB
Hernando Benson	60-OCN
Kevin Edmonson	10-Maint.
James Farley	75-OTB
Zacchaeus McKnight	75-OTB
Jeremy Richardson	75-OTB
Zachary Schneider	75-OTB
Maddie Skelton	34-OCA

TimeStudy Talk

Greetings my Brothers and Sisters!

I hope that all is well with each of you and your families. We've had a few challenges this year, but overall, we're ok...we're still making tires!

The April COLA {Cost of Living Allowance} calculation was \$0.04. This went into effect on April 6th, and was incorporated into everyone's wages. I have posted the new rates at each turnstile, and your DC's have them to post in your departments. The first check with this adjustment was April 28th...please make sure your rates are correct.

As always, please let me know if you have any issues, questions, or concerns; or if something just doesn't look right. My door is always open, and my phone is always on!

Darius Lewis
TimeStudy Rep.



Learn how to use the eBay app!

This 1-hour seminar will teach you the ease of using the eBay app to make extra money!

Location
ICD Building

Dates
May 19, 2026 or
June 2, 2026

Times
1-2 pm or
3:30-4:30 pm

To Sign Up
205-343-9937
205-826-6266
Abery@usw351.org

**Walk Ins
Welcome!**

Learn how easy it is to use the eBay app in 1 hour!



~ 2025 RECAP ~

- ~ Adam Rotenberry became our new ICD Coordinator
- ~ Contract negotiations began in mid-June in Knoxville, TN
- ~ Sadly, we lost our beloved brother, Jeremy Waltrip, to a tragic accident inside the plant
- ~ Jeff Hewitt, now retired, was inducted into the AOLAF Labor Hall of Fame
- ~ Two of our members' daughters received AOLAF scholarships: Betty Wilder's daughter, Vanna; and Darius Lewis's daughter, Bianca
- ~ First Tentative Agreement was voted down; the company agreed to return to the negotiating table; second Tentative Agreement was voted in, and the CBA was ratified
- ~ Our Christmas Toy and Bike drive for the Salvation Army was a success
- ~ Our annual "Santa at the Hall" event had a nice turnout and the children really enjoyed it



Safety Corner



Brothers and Sisters,

It is very important that we always focus on making Safety our first concern. Meeting our production commitments is very important also, but WE MUST do that safely.

With strains and sprains being most notable, we have had 5 OSHA recordable incidents so far this year. That is much better than where we were this time last year, but let's still do all we can to continue improving. We must always make Safety our number one priority.

One way we can all help keep our jobs safe is to simply pay attention to our surroundings. Please remember to use the Pedestrian Code of Conduct while walking through the plant.

Joey Bordelon
Health & Safety Rep.

Pedestrian Code of Conduct

- Any use of electronic devices while walking is prohibited
- Stay inside the boundaries of marked pedestrian paths
- Stop and look before crossing any aisle used by mobile equipment
- Always use pedestrian doors, and not those intended for mobile equipment
- Make eye contact with mobile equipment operators before crossing their paths

P & I News

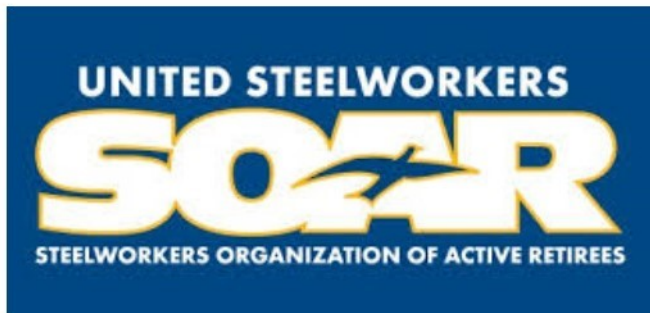
Hello Brothers and Sisters,

My name is Patrick Robinson, and I took over full-time as your benefits representative in January, following Carl Hurst's retirement at the end of December. I've backed Carl up for quite some time, so many of you may already know me. It's a pleasure to continue serving you, and my door is always open!

As a reminder, if you have a "life-changing event" such as a birth, marriage, etc., you only have 60 days to notify BenefitLink. This change, made by the federal government, has actually been in effect for about 2 years now, but many people don't know.

Also, we should be receiving letters in the mail soon requesting verification for our dependents. Please, do not ignore this letter! If you have any questions, or need help with this, feel free to give me a call.

Patrick Robinson
Pension & Insurance 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.

~Let us remember those we've lost and keep their families in our thoughts and prayers~

In Memoriam:

<i>Betty Rodgers</i>	<i>January 24, 2026</i>	<i>Patricia A. Morgan {Active}</i>	<i>April 3, 2026</i>
<i>O'neal Knox</i>	<i>January 26, 2026</i>	<i>Joe Raymond Custred</i>	<i>April 3, 2026</i>
<i>John C. Wilson, Jr.</i>	<i>January 27, 2026</i>	<i>Jeffrey B. Walker</i>	<i>April 6, 2026</i>
<i>James T "Buddy" Champion</i>	<i>February 5, 2026</i>	<i>Henry J. Prince {Active}</i>	<i>April 8, 2026</i>
<i>James R. Smothers</i>	<i>February 22, 2026</i>	<i>Clyde Foster</i>	<i>April 10, 2026</i>
<i>Joseph R. Kulp</i>	<i>March 1, 2026</i>	<i>Freddie R. Lynch</i>	<i>April 22, 2026</i>
<i>Thomas Ellington</i>	<i>March 4, 2026</i>	<i>Richard C. Manderson</i>	<i>April 24, 2026</i>
<i>John H. Dooley</i>	<i>March 15, 2026</i>	<i>James E. Chambers</i>	<i>April 26, 2026</i>
<i>Gary W Blaylock</i>	<i>March 19, 2026</i>		



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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

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Also posted on the local's website: www.usw351.org

Darius Lewis - Editor

