



February 7, 2025

Brothers and Sisters,

As you know, the current contract extension expires tonight at midnight. In an effort to resolve some of the issues raised by members during this contract negotiation, we have continued our conversations with the company this week.

Unfortunately, talks have come to a point where we cannot come to an agreement with the company. Both the UWUA and the ICWUC are disappointed in the company's efforts in reaching an agreement to address concerns for all parties. We have decided to continue to work under an expired agreement until the ICWUC takes its strike authorization vote.

We understand that this is not what you or your families may have been hoping to hear from us. In preparation of what could be a labor dispute in the near future, we need you to notify your locals if you or a family member have any critical upcoming medical procedure and hardship issues that would excuse you from a strike duty.

We also understand that you may have been getting rumors or "I heard statements" from your supervisor, co-workers or social media. Don't fall for these falsehoods, they are strategically set up to divide the membership.

As we move forward, our strength is standing together in solidarity! That is one thing that cannot be taken away and that is the only thing that will ensure the best outcome in these difficult times.

We will continue to share updates as soon as possible and appreciate all of your patience during this process.

In Unity and Solidarity,

James Slevin
National President
Utility Workers Union of America

Lance Heasley
President
International Chemical Workers Union Council