



Activity Report

a brief communication from your union

August 8, 2019

It's been a while for an update as to what's happening here at the tire plant. The high horse power farm market that our plant produces continues being slow. We all look around and see different reasons for this. One issue is the weather problems we saw at planting, fields with weeds or nothing planted, also the trade thing which isn't helping commodity prices. Titan tells us that Q3 and Q4 are still going to be slow but expect turn around the first quarter of 2020. This market is down 30%. The aftermarket sales are dead. There just aren't any.

How about some positive news. Titan corporate conversation with John Deere is still positive and the Kubota tires are still a go. Titan is also continuing investment into the Freeport plant.

The GNC, Scott Farrar, Darin Peight and myself just returned from a meeting with Paul Reitz and the other two locals. The general purpose of the meeting was to talk about plant issues. Present at the meeting for the company were Paul Reitz, Mike Troyanovich and Jim Pirages. Present for the Union were Mike Millsap, Anthony Alfano, Chad Apaliski, staff reps and members from the three locals. Our first issue profit sharing--it's probably not a surprise to everybody that we didn't receive any. The question becomes when were the numbers shared with the local. Up to this point, I didn't know we had received anything nor did Todd, to find that the international did. The reason is that the profit sharing is plant by plant not by Titan's wheel business as a whole, so a confidentiality agreement must be signed in order to view which the international did.

Secondly, discussion was tire sales for us. This is where Reitz talked about the planting of crops and weather affecting overall sales and commodity pricing. Paul Reitz did say that they have a new strategy about pricing using a new person hired by Titan (Andrew Hogan). His responsibility is to look at competitive pricing and adjust ours accordingly. Our conversation with Paul was that we have no sales, have people on optional and are running short work week because we have no product to make. After lunch, Mike Millsap brought up the issue about the July 5 extra holiday and Reitz said this was his fault, it was intended for salary individually. We asked about One Titan and once again said he would take responsibility for the error. The next conversation was about insurance, trying to save on cost and reducing premiums that our members pay. Scott brought up the example of MRI prices between FHN and a private imaging company. This definitely opened Paul Reitz's eyes. Mike Troyanovich is going to follow up and schedule an insurance meeting for us. More information will follow.

The GNC presented our other issue for our plant manning. We touched again about us being slow and our local having over 100 grievances relating to available labor and forced overtime. We addressed a possible solution for a trigger mechanism to add people once forced overtime is used for weeks on end. Hopefully, they heard our issues.

Please work safely and efficiently to secure our future. Thank you.

*Fraternally,
Kip Kuhlemeier, President*

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