



**District 13**

**Ruben Garza**  
District Director

**John H. Link, Jr.**  
Assistant to the Director

October 24, 2014

Dear Brothers and Sisters,

On October 11, 2014, the members of USW Local 235A were locked out from their jobs at Glencore Sherwin Alumina in Corpus Christi, Texas.

The lockout began after the membership rejected the Company's final offer. At this point, no further negotiations are scheduled. Because it is a lockout, members are expected to be eligible for Texas unemployment benefits.

Sherwin Alumina is profitable. Production reached 1.6 million tons in 2013. Productivity is up and labor cost per ton is down. The Pension Plan is 104% funded and pension costs are projected to decline. Production costs are reportedly near the bottom quarter of alumina production. Alumina prices are up and projected to improve.

Sherwin Alumina's proposal eliminates overtime pay for hours worked on employees' scheduled days off; pays a \$1,500 bonus instead of a wage increase in the first year; has lower wage increases than in the recent contract covering Alcoa Point Comfort; increases employee contributions for health care from \$100 to \$175 per employee per month – the equivalent of a wage cut of \$0.31 per hour; eliminates health care coverage for Medicare-eligible retirees and funding for the retiree health care VEBA; and, fails to increase pensions for current employees while eliminating pension coverage for new hires – with no adequate replacement.

New hires would have no disability protection, early retirement or widow's benefits.

Needless to say, our Brothers and Sisters there need our help. On behalf of USW Local 235A I am asking all of our District 13 Locals to help out by taking some action whether it is setting up gate collections, donations, or adopting this Local and sending them regular payments from your Local Union treasury.

**Donations should be made payable to: USW LU 00235A Strike & Defense Fund**  
**Sergio Rodriguez, Treasurer**  
**P.O. Box 61003**  
**Corpus Christi, TX 78466**

Let's show our Solidarity by helping this Local stay one day stronger for one day longer.

In Solidarity,  
*Ruben Garza*

Ruben Garza  
USW District 13 Director

