



## District 9

March 20, 2020

**Daniel Flippo**  
District Director

**Mark Cochran**  
Assistant to the Director

Keith Lolley, HR Manager  
Kumho Tires, Macon GA Facility  
3051 Kumho Parkway  
Macon, Georgia 31216

Mr. Lolley,

I write on behalf of the United Steelworkers as the Director of USW District 9 regarding Kumho Tire Georgia's response to COVID-19 and the impact on employees. In order to carry out the Union's representational duties, and in order to further our mutual interests in maintaining safe working conditions and protecting employees from any adverse impacts on pay and benefits, I am now requesting the following information:

- Will Kumho be following or implementing federal, state, county or municipal guidelines at its Macon facility? If so which guidelines will be implemented and when?
- Please inform me of current Kumho policies and/or practices regarding paid or unpaid leave for employees who show symptoms of COVID-19; are diagnosed with the virus; need to care for affected family members; or need to care for children affected by any school closures.
- What steps will Kumho be taking to comply with the federal Family First Act?
- Does Kumho have plans to reduce or shut down its Macon operations in response to the pandemic or related government recommendations?
- Has Kumho implemented changes to rules, policies, and/or safety protocols that govern employee conduct with respect to social distancing or other protective measures? If so, what are the levels of employee discipline that the Company applies to perceived employee violations of protocol?

Please provide the Union with notice of any changes made to these policies, and of any other changes made to employees' terms and conditions of employment in response to the pandemic and/or new government regulations addressing COVID-19.

The USW requests, in addition to timely notice, the opportunity to bargain with Kumho over the promulgation and implementation of these changes, and over any Company response to the evolving public health crisis that impacts employees' terms and conditions of employment.

You may contact the Union's agent for bargaining at:

Alex Perkins, Staff Representative  
USW District 9  
460 Distribution Parkway  
Collierville, TN 38017  
[aperkins@usw.org](mailto:aperkins@usw.org) ; (478)718-9274

I look forward to your response.

Sincerely,

Daniel Flippo, Director  
USW District 9

**United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union**

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