

**ANNOUNCEMENT FROM THE UNITED
STEELWORKERS LOCALS 12075 & 12934**

FOR MORE INFORMATION:

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FOR RELEASE: IMMEDIATELY

**USW LOCALS 12075 and 12934 RESPONSE TO DOW ANNOUNCEMENT OF
PENSION FREEZE AND CHANGES**

On Thursday, March 4th the Dow Chemical Company announced that they will be freezing U.S. pension plans (effective 12/31/23), changing their defined contribution plans along with other alterations in what they define as Dow Total Rewards.

USW Local 12075 and 12934, with the assistance of the International USW, are extensively reviewing the changes announced by Dow earlier today. These changes will be cross referenced with those plans listed under each respective collective bargaining agreements and further information will be requested from Dow.

Upon review and evaluation both Local Unions will determine further steps and what can (or cannot) be done contractually and legally as many changes may be considered mandatory subjects of bargaining.

In addition, Local 12075 and 12934 will be meeting with various other Unions representing Dow bargained-for employees across the U.S. to discuss.

“The announcement has just been made and it is too early in the process to make a final determination how these changes will affect the members,” states Kent Holsing, President of USW Local 12075. “Nothing has been finalized or agreed to between Dow and the Midland Bargaining Units.”

Union leadership will communicate with their respective membership as things progress.

USW Local 12075 represents 65 Dow hourly workers in the Michigan Operations Midland I-Park (West Side) while USW Local 12934 represents over 600 hourly workers (formerly Dow Corning) in the Michigan Operations Midland I-Park (East Side).

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