

Texas City Metal Trades Council, AFL-CIO

IUOE 564 | IBEW 527 | UA 211 | IAM 776

ASHLAND — MEMBER STRIKE GUIDELINES

Effective June 24, 2026 at 6:30 PM, IUOE 564, IBEW 527, UA211, and IAM 776 members at Ashland will be on strike. This document contains the rules every member must follow to protect yourself, your fellow members, and the Union.

SECTION 8(D) LEGAL COMPLIANCE

The Union has satisfied all federal notice requirements under Section 8(d) of the NLRA:

- Notice to modify/terminate CBA served to Ashland/ISP Technologies: April 6, 2026
- 60-day employer notice period expired: June 5, 2026 ✓
- FMCS notified within 30-day window ✓
- Strike authorization vote conducted: June 16, 2026 ✓
- Metal Trades Department strike authorization: Confirmed ✓

PICKET LINE LOCATION & SHIFTS

Picket line location:

Attwater Ave & Hwy 146 — Across from Ashland

Picket shifts are six (6) hours. All members are required to serve picket duty to remain eligible for strike pay. Sign in with your picket captain at the start of your shift and sign out at the end.

SHIFT	HOURS	PICKET CAPTAIN	CONTACT
Shift 1	6:00 AM – 12:00 PM		
Shift 2	12:00 PM – 6:00 PM		
Shift 3	6:00 PM – 12:00 AM		
Shift 4	12:00 AM – 6:00 AM		

PICKET LINE CONDUCT

⚠ Misconduct on the picket line can result in loss of NLRA protection, personal legal liability, and union discipline. Follow these rules without exception.

You MUST:

- Keep the picket line moving at all times — do not block entrances or exits
- Remain peaceful and calm in all interactions
- Follow the instructions of your picket captain
- Sign in and out with your picket captain every shift
- Wear your Local 564 identification while on the line

You must NOT:

- Block, impede, or physically prevent anyone from entering or leaving the plant
- Threaten, intimidate, or harass any person — including those who cross the line
- Damage or destroy any property
- Engage in secondary picketing at any neutral employer without express authorization from the Business Agent
- Carry weapons of any kind on the picket line
- Consume alcohol or controlled substances before or during picket duty

CROSSING THE PICKET LINE

⚠ Members who cross the picket line and perform bargaining unit work are subject to union discipline under their Union's Constitution, up to and including fines and suspension.

Non-bargaining unit personnel (supervisors, management, excluded employees, contractors) may legally cross the picket line. Do not physically interfere with them. Document their activities and report to your picket captain.

STRIKE PAY

Strike pay eligibility is determined by the different unions. Details will be provided as soon as finalized. General requirements typically include:

- Member must be in good standing (dues current)
- Member must fulfill required picket duty hours per week
- Member must sign in/out with picket captain each shift
- Members who cross the picket line are NOT eligible for strike pay

IUOE STRIKE PAY IS \$500 WEEKLY – IAM IS \$200 WEEKLY

HEALTH INSURANCE & BENEFITS

⚠️ Your employer-sponsored health insurance may lapse during a strike. You have COBRA rights. Act promptly — COBRA enrollment deadlines are strict.

- Contact the HR/Benefits department or your plan administrator immediately to confirm your coverage termination date
- You have 60 days from loss of coverage to elect COBRA continuation coverage
- COBRA is retroactive if elected within the window — do not delay
- If you have questions about your specific plan, contact your insurance provider.

COMMUNICATIONS — MEDIA & SOCIAL MEDIA

The Union speaks with one voice during a strike. Unauthorized statements can harm the Union's legal position and public standing.

- Do NOT speak to news media, reporters, or cameras without authorization from the Business Agent
- Do NOT post photos, videos, or statements about strike activities on social media that could be used against the Union legally
- Factual picket line photos are generally acceptable — use judgment
- All media inquiries go to: Lewis Crawford, Business Agent, IUOE Local 564

KEY CONTACTS

Lewis Crawford – IUOE Local 564 – 979529-8355
Chief Picket Captain – Curtis Bullock – 409-443-9844
Picket Captain (Shift 1 / 6AM to 12PM): Zaire Cooper — 832-226-9989
Picket Captain (Shift 2 / 12PM to 6PM): Grant Gilbert— 409-497-6073 Renee Ondrey - 979-525-9052
Picket Captain (Shift 3 / 6PM to 12AM): Tom Henderson — 409-795-0221
Picket Captain (Shift 3 / 12AM to 6AM): Ed Tran — 832-407-8360