



June 4, 2020

Appliance Park Team,

This month, GE Appliances will begin negotiations with representatives of the IUE-CWA local and national leadership team representing employees at Appliance Park. The goal is to negotiate a new labor agreement that is fair to employees and positions both employees and the Park for long-term success. The current extended agreement expires on September 6, 2020. Both parties are targeting to have negotiations completed by July 31, 2020; however, the September 6 date allows for additional time should it be needed. Negotiations will be conducted in Louisville. (See the back of this letter for more on the negotiations process.)

The current contract signed in 2017 helped improve work practices and flexibility at the Park, paved the way for the business to invest more than \$300 million in new products, equipment and capacity expansions – and created 400 new jobs. Our employees and these investments are the lifeblood of our manufacturing plants, and the business bet on a future in Louisville, thanks to the hard work of employees, our union partnership and the cooperation to make us better.

During the COVID-19 pandemic, our focus has been ensuring the safety of our employees while running an essential business that has made, delivered and serviced appliances for Americans staying at home. In addition to serving consumers, one of our main goals during the crisis has been to protect our employees' jobs. At the same time, we have supported employees' personal needs and concerns while keeping our operations running.

As the economic toll of this crisis continues and unemployment remains high, it is uncertain how long it will take the U.S. to fully recover – especially the home building industry. Historically, appliance sales are tied to the overall health of the economy. While we remain optimistic and confident in the abilities of our team, there are many unknowns during these uncertain times. It is difficult to predict the future as we continue to navigate this pandemic.

We have a good working relationship with the IUE-CWA 83761, and we will continue to tackle the next challenges together to support employees. When I sit back and think of all that has happened the last few years, I am amazed at what we have accomplished together. I can name numerous successful projects and initiatives that continue to positively impact our future. I love seeing this partnership in action as union leaders, team leaders, production associates, maintenance, our salaried team and others are providing input and ideas to improve how we manufacture our new products, reduce waste with Lean problem solving and build the safest possible workstations for our people. Collectively we've been working to bring every plant at the Park to profitability – and we're certainly making progress – but we aren't there yet.

As we begin negotiations in the weeks ahead, we'll be discussing many topics such as pay, benefits, work practices and more. I am looking forward to working with the IUE-CWA 83761 union leadership to negotiate a fair and competitive contract.

Rob Fritz
Executive Director, Supply Chain HR