

HWP Upcoming Union Election

Employee FAQs

August 2026

This document provides answers to important questions that employees have asked regarding the upcoming election to decide if the United Steelworkers Union (USW) will be certified as the exclusive representative of ALL hourly production, maintenance, quality, warehouse and shipping employees here at HWP. Please read it carefully and consider all the information when making this important decision. We have tried to answer as many questions as possible to make sure you have all the facts, but if there's something you want to know that isn't covered here, please ask your supervisor, a member of the HWP Operations or HR leadership team, or the Corporate Employee Relations team members who are here at HWP throughout the election period.

Election Process & Voting

What are the details of the upcoming election?

- The election will be held on August 31 and September 1.
- Voting will take place from 4:00 p.m. to 7:30 p.m. each day.
- The polling location will be Room B22A, the second-floor break room next to Engineering. If you enter the South Main entrance, turn right to take the stairs or elevator to the second floor, room B22A is directly across from the elevator.
- Employees are strongly encouraged to bring a photo ID, such as their badge or driver's license.
- All eligible employees are strongly encouraged to participate and make their voices heard.

How many votes does it take to bring the Union to HWP?

- The Union will be voted in if they receive a **simple majority (50%+1) of the actual ballots cast**. That means the fewer the number of voters, the fewer the number of votes needed for the USW to win the election.
 - For example, if all ~1,300 employees vote, **the Union would 651 "YES" VOTES to win (50% of 1,300 +1)**. In this example, a true majority would decide the future for all 1,300 employees.

- But say only **500** employees vote, then **the Union would need only 251 “YES” VOTES to win (50% of 500 +1)**. In this example, <20% of employees would decide the future for all 1,300 employees.
- For this reason, it is **critically important that all employees make their voices heard and vote.**

I’m not interested in the Union. Can I just stay out of the whole process?

- If you do not want the Union, the only way to have your opinion matter is to vote. If you do not want the Union, and you do not vote, the Union could win.

Will anyone know how I vote?

- No. Your vote will be secret, and no one will know unless you tell them. That means even if you signed a union card or initially supported the union but have changed your mind, you can still vote no.

Do employees have to vote?

- Employees are not required to vote. But remember, if you choose not to vote, you are allowing other employees to decide whether or not eligible employees at HWP are represented by a union.

I will be out of town on the day of the vote. Is there anything I can do?

- Unfortunately, you must be present and cast your ballot at the HWP facility for your vote to be counted.

Can I vote at any time, or do I have to vote only when I am scheduled to work?

- All eligible employees can vote in either polling window (August 31 or September 1, 4:00-7:30PM each day) whether you are working or not. If you are working during that time, you will be released during your shift to vote. You may also vote before or after your shift.

Will the Union be coming on-site the day before the election?

- No. However, on the day of the election, union representatives will be present on premises for a pre-election conference and after the polls close when the votes are counted by National Labor Relations Board (NLRB) representatives.

I was visited at home over the weekend by Union organizers trying to convince me to vote “Yes”. How did the Union get my home address?

- Under National Labor Relations Board (NLRB) legal procedures, Corning was required to provide the NLRB and the USW with a list of eligible voters on August

21. This list includes employee names and contact information, including home addresses and, if available, personal phone numbers and personal email addresses. Before 8/21, please know that Corning did not provide any contact information to the USW.

Are the Union organizers who have been running the Union's campaign the same people who will represent us if the Union wins the election?

- Unions often use a combination of paid union staff, paid professional organizers, interested employees and other volunteers to run an organizing drive like the one here at HWP. However, these are usually not the same people who represent employees at the bargaining table. Most of the organizers who are talking to you about unionizing HWP will leave to move on to the next USW organizing campaign at another company. Contract negotiations are usually led by district-level USW Staff Representatives who cover employees at many other companies within a broad geographical area.

Employee Rights

Am I allowed to encourage coworkers to vote "No" during the election?

- Yes. The National Labor Relations Act gives all employees the right to share their opinions "for" or "against" union representation, and to encourage other employees to vote either "yes" or "no". However, in accordance with Corning's Values, it is important that everyone treats one another respectfully no matter how you feel about the election. Your vote is confidential, but you are allowed to tell people.

Can I express my opinion with a sign or sticker on my personal property here at HWP?

- Yes. Employees are free to express their views regarding union representation, including displaying signs or stickers on their personal property, whether those views support or oppose union representation. As always, employees should express their views respectfully and, in a manner, consistent with Corning's Values.

I'm worried that speaking out about my opinion could get me in trouble. Will there be retaliation against employees who share their opinions?

- There will be absolutely no retaliation against any employee that supported or did not support the Union. It is illegal for an employer to retaliate against an employee because of their support for a union. Corning fully respects each

employee's right to free speech on this topic, as well their choice to not join or join a union. And remember, your vote is secret, so neither Corning nor the USW will know your decision.

During the voluntary meetings last week, you told us that under the law, HWP can't make any promises during the election period. Why can the Union make promises during a campaign, but the Company can't?

- Under federal labor law, employers cannot promise raises, better benefits, or special treatment to try to influence a vote. The U.S. Supreme Court has also ruled that an employer may not grant or promise benefits during an election campaign to affect employee choice.
- Because union organizers don't have those restrictions, they may make promises about better pay, benefits, or job security during a campaign. But those promises can be very unrealistic, because a union cannot simply make changes on its own. Everything must be negotiated, and the outcomes of negotiations could be better, worse, or the same as what is in place now. Remember, there are no guarantees, so if a union supporter makes you a promise about wages, benefits, policies, etc.

[Union Authorization Cards](#)

Can I still vote "No" even if I signed a union authorization card?

- Absolutely, you can always decide to vote "No" – right up to the moment you cast your ballot on 8/31 or 9/1. Signing an authorization card does not obligate you to vote for union representation. Please remember that the election will be conducted by secret ballot, and no one from the Company, the Union or the NLRB will know how you voted unless you tell them.

What happens if I signed a "Union Card" but I decide to vote "No"?

- If you did not sign a union authorization card and the Union is voted in, they will become everyone in the bargaining unit's exclusive representative, whether you signed a card or not, and whether you voted "yes" or "no." If you do not want to be represented by the Union, you should vote no.

[If the Union Is Not Elected](#)

If the Union loses the election, how long will it take before HWP can move forward with plans to address employee concerns, such as pay progression?

- Before the Company can move forward, the election results must be certified by the NLRB. Certification may occur within a few days after the election, but it can take longer if either party files objections or challenges regarding the election

process. Once the election is certified, the Company can evaluate next steps consistent with applicable labor law and business considerations.

What Happens If the Union Is Voted In?

If the Union wins the election, what happens next? Will there be immediate changes?

- If the Union wins the election and the results are certified by the NLRB, the Company and the Union will begin collective bargaining negotiations for a first labor agreement.
- In general, wage and benefit programs and other terms and conditions of employment will remain unchanged while negotiations are ongoing unless the parties mutually agree otherwise.
- No specific changes are guaranteed because all proposals are subject to negotiation and agreement between the Company and the Union, and that takes time.
- In fact, reaching a first contract can take a significant amount of time. A recent study by Bloomberg Law found that the average time from certification to a first contract was approximately 465 days. In the most recent period from 2020-2022, the average was even higher – 500 days.¹

During the voluntary meetings, we heard about a lot of improvements like Michigan Paid Sick Leave, new relief schedules to eliminate “flopping”, and others. If the Union wins, will HWP continue to make additional changes to fix the problems here?

- In a union environment, changes like these are subject to negotiations with the Union. That means we would have to bargain with the Union to implement improvements, and the reality is that could take a significant amount of time. In a union free environment, HWP is able to move ahead with improvements quickly, based on the direct feedback of HWP employees.

If the USW is voted in, will we still get our annual wage increase (ASR) next year?

- We do not know. Existing wage programs would remain in place unless or until changed in bargaining. This is very complicated area of law because this is a new plant without a long-standing established history and therefore, we may have to bargain over it. We cannot tell you what will happen but that is a risk you take if the Union is voted in.

¹ A link to the article can be found at: [ANALYSIS: Now It Takes 465 Days to Sign a Union's First Contract](#)

If the Union gets in but I voted “No” will it still affect me? How would that affect my Pension Plan and Goal Sharing?

- If the Union wins the election, there will be a significant impact to all employees, even those employees that voted “No”. That is because the Union will become the exclusive representative for all hourly employees for purposes of determining wages, benefits and working conditions. Concerns could still be brought to management, but any changes will require discussion and negotiation between the Union and the Company.
- Regarding pay, we can’t say how negotiations with the Union will turn out. Under the law, the Company and the Union have to negotiate in good faith, but neither side has to agree to anything. Because negotiations are a “give and take”, it is important to remember that everything is on table during negotiations, with the potential for both improvements and concessions.
- If the Union is voted in, the Company and the Union will negotiate over wages, benefits and working conditions. We cannot say whether or how Pension, GoalSharing or any other items might change because of negotiations.

If the Union is voted in and we’re not happy with them, can we get them out?

- It is possible to remove a union under a legal process called “decertification,” but it is very difficult to do. Under the law, any attempt to decertify the Union must be led entirely by employees with no help from the Company.
- To decertify the Union, at least 30% of employees must sign cards or a petition indicating that they no longer wish to be represented by the Union. Those cards or petitions then can be used to ask the National Labor Relations Board (“NLRB”) to conduct a decertification election. If the NLRB agrees to hold an election, and a majority of the employees vote against union representation, the Union will be decertified.
- But keep in mind that if the USW wins the election at HWP, they are protected from decertification for one year. Then, if the Company and the Union agree on a contract, the USW can’t be decertified at any time during the term of the contract except for a 30-day window that starts 90 days before the contract expires.
- Bottom line: if the USW is voted in at Corning, employees may only have a very narrow 30-day period once every few years to remove them, no matter how many employees no longer want it.

We heard that employees will receive anywhere from a \$7 to \$13 pay raise if the Union is voted in. Is that true?

- That may be a promise that the USW organizers are making, but if they are – it's very unrealistic. If the Union is voted in, the Company and the Union will negotiate in good faith over wages, benefits and working conditions and neither side can say how wages might change as a result of negotiations, or if they will even change at all. However, we can tell you that there is no precedent in Corning's bargaining history with the USW for \$7 to \$13 per hour wage increases.

We heard that employees will have all of their attendance points and disciplines removed if the Union wins. Is that true?

- The Union simply cannot guarantee that result, and it's a very unrealistic promise. If a union is elected, attendance policies, discipline, and other terms and conditions of employment may become subjects of collective bargaining, and any changes would only happen if Corning agreed. However, there is no precedent in Corning's bargaining history for all attendance points or disciplinary records being eliminated.
- In fact, current language in Corning union contracts with the USW makes it clear that regular attendance is expected of all employees and that no-call/no-show absences can lead to progressive discipline up to and including termination.
- Remember, the Union can make promises but it can't give guarantees. If a union organizer makes you a promise, ask them to guarantee it and sign it.

If the Union wins, and Corning and the Union negotiate a contract, can employees still be disciplined or fired for breaking Company rules or attendance rules?

- Every contract Corning has with the USW, or any other Union, has language that allows us to take disciplinary action when employees break the rules, including attendance, safety, drug and alcohol use, misconduct, etc.

Negotiations, Representation, & Workplace Topics

What topics must be discussed during negotiations?

- The law requires employers and unions to bargain in good faith over "mandatory subjects of bargaining". Examples of mandatory topics of negotiation include, but are not limited to:
 - Wages, including raises, shift differentials and bonuses
 - Vacation, holidays, paid and unpaid time off
 - Pensions, 401(k), health insurance and other benefits
 - Hours of work, including overtime

- Schedules
 - Seniority
 - Grievance procedures
 - Discipline and discharge procedures
 - Plant rules, non-discrimination
- Please remember that “good faith bargaining” does not mean that the Company and Union must reach an agreement. The Union simply cannot guarantee that the Company will agree to any of its requests. Corning will not agree to anything that does not make financial or business sense for the Company.

Some people want the Union because they say a union can protect us from unfair discipline. Is that true?

- In a union environment, unions can file “grievances” on behalf of employees who feel they were unfairly disciplined. In the grievance process, the Union goes to company representatives at different levels to get the disciplinary action reduced or eliminated altogether. If the Company doesn’t agree, the Union can appeal the grievance to “arbitration”, where a third party arbitrator conducts a hearing to decide. In the USW’s history at Corning, they have appealed only 26 cases to arbitration, and of those cases, they won only 1 time.
- Corning always tries to enforce its policies fairly. Employees at HWP are encouraged to talk to Operations or HR leaders anytime they feel that a policy hasn’t been fairly applied to them.

If one employee has a disagreement with another employee, can they still go to their supervisor, or do they have to go to the Union representative?

- Even in a unionized environment, an employee can talk to their supervisor or HR about concerns with a coworker. However, it is possible that the Union may try to encourage employees to contact a Union representative about such matters instead of their supervisor or HR. It is important to remember that even in all of Corning’s unionized locations, employees are still expected to adhere to Corning’s policies as well as Corning’s Values and its Code of Conduct.

Dues, Fines, & Membership

Where do my union dues go if I join the USW?

- Corning encourages you to ask the USW about charges for dues, fees, fines, and assessments. However, according to the USW website, only 44% of members’ dues go to the local union. The remaining 56% go directly to the International

Union in Pittsburgh, PA, as well as to provide funding for legislative activities, a strike and defense fund, union organizing, and education and training programs. For more information, you can refer to the USW's website.

For what reasons can the Union fine employees?

- Corning encourages employees to ask the Union for details about dues, fees, fines, and assessments the USW charges. In general, when employees join a union and become a member, they agree to be bound by the Union's internal rules and regulations. These internal rules and regulations are found in the Union's constitution and by-laws. An employee who becomes a member of a union is legally bound by these legal documents even if they have not provided employees with a copy, and the member may be penalized for violating any provision of the constitution even if they were not given a copy. These internal rules and regulations may provide the Union with the power to:
 - Issue monetary fines against members; and
 - Sue those same members in state court to collect those fines.

Strikes & Business Continuity

Why would the Union strike? If the Union does strike, will I be allowed to come to work?

- The USW has never called a strike against Corning, because the Union and its members have always accepted the Company's Final Contract Offer. They have asked for more, but the Company has never increased the monetary value of a Final Contract Offer.
- It is important to remember that a strike is the Union's only real leverage to get the Company to agree to its requests or to avoid any concessions that the Company demands.
- Whenever we negotiate, Corning has contingency plans to ensure that we can operate the business and service our customers in the event of a strike. This could include the use of salaried employees, temporary workers, or replacement workers to run the business. For that reason, Corning cannot guarantee that any employees would be able to work during a strike.

- Finally, it is important to remember that during a strike, employees do not receive wages or unemployment benefits, the Company has the right to stop paying its portion of premiums for benefits such as health insurance, and in some cases, workers can be permanently replaced.

How much does the Union pay members when there is a strike?

- Corning encourages you to ask the USW. However, in a 2021 contract negotiation between the USW and ATI, employees were told that the USW Strike and Defense Fund assistance would be distributed based on each member's individual need as determined by a committee of local employees. In that case, the Strike Fund gave the local committee \$260 per week per member, and strike benefits did not start until the fourth week of the strike.

If the Union is voted in and they ever call a strike, how much would it cost to keep my Corning Health insurance?

- A company does not have to pay for the health insurance of an employee on strike.
- If Corning is not paying insurance premiums, employees on strike would have to pay the monthly COBRA rates to maintain their Corning health insurance coverage.

The COBRA rates are currently as follows

Option	Employee Only	Employee & Spouse	Employee & Child(ren)	Employee & Family
Corning CHP	\$797.98	\$1,596.98	\$1,596.98	\$2,437.46
Corning PPO	\$911.88	\$1,824.78	\$1,824.78	\$2,736.66
BCBSM CHP Plus	\$606.86	\$1,353.25	\$1,109.06	\$1,981.19
BCBSM PPO	\$726.98	\$1,599.39	\$1,344.93	\$2,253.69
BCBSM CHP Basic	\$627.69	\$1,380.96	\$1,161.25	\$1,945.89

Layoffs, Seniority, & Job Security

Can the Union prevent employees from being laid off or reduced due to business conditions?

- Corning must be able to make decisions regarding staffing levels that reflect the needs of the business. For that reason, every current Corning contract with the USW has a management rights clause giving the Company the right to lay off employees. However, unlike our union-free locations, employees who have been laid off at Corning's USW-represented plants have not received severance pay in the past, except in the case of a plant closing.

Corning Perspective

Is there a benefit to unionizing at HWP?

- While Corning strongly believes in an employee's legal right to choose whether or not they want to be represented by a union, we do not believe a union is necessary here at HWP.
- For 175 years, Corning has worked to create opportunities for employees and strengthen our business, but we know we have not always gotten everything right. We recognize there have been challenges and concerns along the way, including here at HWP. Our commitment is to listen, learn, and take action together. We believe the opportunities and challenges we face at HWP can be addressed through direct dialogue and partnership with employees, without the need for a union.

Some supporters of the Union are saying that Corning sent corporate representatives to HWP to deal with this issue because they are scared. Is that true?

- Corning's corporate representatives are here to ensure that employees have all the facts they need to make an informed decision. Mario Scarselletta and Tom Squires negotiate Corning's USW contracts around the country. They have many years of experience dealing directly with the USW, and know how Corning's pay, benefits, and policies work in both our union and non-union facilities.

If the Union wasn't financially better for employees, why is Corning trying to convince employees to vote "No"?

- For Corning, the election isn't about pay and benefits, because our union and nonunion workplaces have very comparable packages.
- It's more about flexibility. In a union workplace, decisions get slowed down by rigid contract rules, time-consuming grievance procedures and the uncertainty of contract negotiations. All of that added complexity can create costs and delays that don't benefit employees and make it harder to run the business.
- HWP is still very early in its journey, and we're still learning, so we want to retain the flexibility to respond quickly and effectively to issues and concerns. Slower decision-making and more rules will simply make it harder to address employee concerns, solve problems, respond to business needs, and keep the operation productive. Corning believes it is better for employees and the business to work directly together.

- Bottom line: we think an environment that allows us to adapt quickly for Corning and all HWP employees is better than one where everything is reduced to a negotiated contract that only allows changes once every few years.