

**HeidelbergCement Global Union Solidarity Statement
in Support of Seattle, USA Cement Workers**

WHEREAS, the International Brotherhood of Teamsters represents concrete mixer drivers throughout the United States and Canada including almost three-hundred mixer drivers and support workers in Seattle, Washington employed by subsidiaries of HeidelbergCement and Taiheiyo Cement Corporation as well as two locally-owned concrete companies;

WHEREAS, HeidelbergCement's operating income increased fifty-seven percent during the first half of 2021, from \$837 million to \$1.28 billion and the company also announced a \$1.2 billion share buyback program;

WHEREAS, HeidelbergCement workers in Seattle represented by Teamsters Local Union 174 are currently working under a collective bargaining agreement that expired on July 31, 2021 and HeidelbergCement is demanding that these employees accept a financial offer worth almost \$3 per hour less in wages and benefits than what has been offered to members of other trades working in the Seattle construction industry; pay for increases in medical costs; and go without an enhanced retiree health and welfare plan;

WHEREAS, HeidelbergCement has incurred over \$134 million in penalties for safety, employment, environment and government contracting-related violations in the United States since 2000 and is currently refusing to address safety issues in Seattle related to the use of cement pouring chutes that have led to numerous serious injuries that required surgeries;

THEREFORE, BE IT RESOLVED, that HeidelbergCement Global Union Network calls on Heidelberg Cement to honor the contributions of its frontline workers in Seattle, Washington, who have put themselves and their families at risk by working throughout the pandemic to help HeidelbergCement post record increases in operating income and offers our solidarity to the International Brotherhood of Teamsters and members of Teamsters Local Union 174 as they work to achieve a fair and just labor contract with HeidelbergCement and the company's subsidiaries.

Approved unanimously by HeidelbergCement Global Union Network on 13-14 October 2021