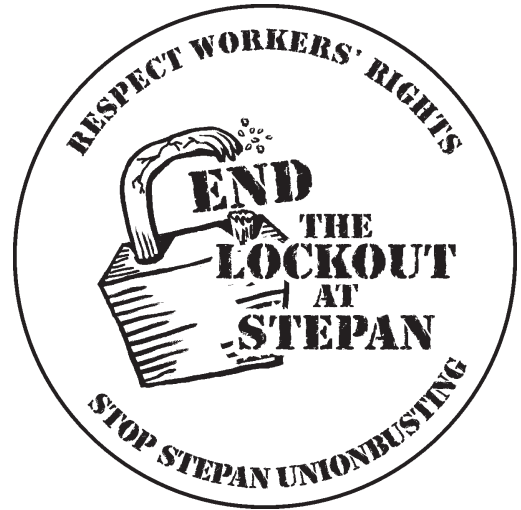


Fieldsboro Lockout Update

March 2, 2006



Fighting back against Stepan's labor law violations, Stepan Fieldsboro employees, members of UE Local 155, have been hitting the road in a series of actions to draw attention to Stepan's union-busting. Support from community residents, Stepan workers at other locations, legislators, UE members and other trade unionists has been overwhelming.

MILLSDALE AND NORTHFIELD, ILLINOIS—

A group of Stepan Fieldsboro workers traveled to the Millsdale facility to leaflet at the plant gates and hand out stickers, where they received a warm reception from brothers and sisters in Teamsters Local 179. Many employees had heard disinformation from the company that Fieldsboro workers were on strike, not locked out, and when they heard the truth, eagerly pledged their support to the Fieldsboro workers in their fight. Millsdale activists are helping to get the word out about the lockout, and workers are wearing stickers in the shop to show their support.

During this trip, Fieldsboro workers met with Chicago-area UE members to leaflet and picket the company's corporate headquarters in Northfield. This demonstration received some local media coverage and F. Quinn Stepan, himself, received a leaflet from the protestors. Some reported he had a surprised or puzzled appearance at the sight of the picketers. Fieldsboro workers also traveled to UE's largest shop in Chicago for a lunchtime meeting, where shop leaders rallied support from their coworkers for the locked-out Local 155 members.

TRENTON, NJ—

While UE Local 155 members were on the road to Illinois, another group of locked-out workers traveled to the State capital to visit Governor Corzine's office. The Governor's office pledged their support and promised to back the Fieldsboro workers in their fight against Stepan's unlawful lockout.

Contrary to Stepan's claims, locked-out workers on picket duty reported seeing a sulfur trioxide release from the plant, which the company never reported. New Jersey's Department of Environmental Protection is currently investigating that incident. Furthermore, as a result of a compliance check by the NJ Department of Labor, Stepan

Company was found to be in violation of New Jersey law by having unlicensed employees operating the boilers. This confirms what the union had suspected—not only is the lockout illegal, but it poses a safety and public health hazard as Stepan attempts to operate the Fieldsboro plant with unqualified replacements.

MAYWOOD, NJ—

Once again, Fieldsboro workers distributed leaflets and stickers at our sister shop in Maywood, New Jersey, which is represented by the Pipefitters Union (UA). Again, here workers mistakenly believed that UE Local 155 members were on strike — and not locked out — apparently as result of disinformation, which until recently had been erroneously circulated by Stepan management in a bogus attempt to shift the blame on the workers for the labor dispute.

Although company propaganda recently distributed at Millsdale claims that UE's demands are "unreasonable," Maywood workers clearly understood that Stepan management is responsible for the work stoppage by demanding a 4th consecutive year of frozen wages. With contract negotiations looming at their location, Maywood workers are aware that our fight in Fieldsboro is critical to their contract situation.

WASHINGTON, DC—

While Fieldsboro workers were visiting Illinois and Trenton, another group of Local 155 members traveled to Washington, D.C. to demand action against Stepan's labor law violations. They met with Congressman Chris Smith (R), Senator Frank Lautenberg (D), aides from Senator Menendez's office, as well as Americans' Rights at Work Coalition. All pledged their support and promised to do whatever they could to assist the locked-out workers.

Additional actions are being planned to pressure Stepan to end the lockout and sign a fair contract with UE Local 155. On March 4, community supporters and trade unionists in Southern New Jersey are planning a large rally to support the locked-out UE members. For those of you in New Jersey or the Philadelphia area, please plan on attending the rally which will be held outside the Stepan plant in Fieldsboro, 2 Fourth Street from 1 to 3 p.m.

We expect that the National Labor Relations Board (NLRB) will act in the near future to stop Stepan's labor law violations. It is our understanding that NLRB will make a determination by March 10 on whether to issue complaints and declare the lockout illegal. When NLRB makes such a determination we will issue another update.

Finally, a second meeting of the Union Council of Stepan Employees, will be held in Joliet, Illinois on March 11. Rank-and-file shop leaders from all of the US's unionized Stepan facilities (and hopefully Longwood Mills, Canada) will be meeting to discuss how we may fight back against Stepan's increasingly unreasonable contract demands in a coordinated fashion. The meeting will be held at the Teamsters Local 179 Union Hall, 1000 NE I-55, Frontage Road, Joliet, Illinois 60435 at 10 a.m.