

Stellantis Finally Responds

September 8

Stellantis is by far the richest of the Big Three automakers. They have the biggest profits, and the biggest profit margins. They have the most revenue. They have the most cash. They made \$12 billion in profits in the first six months of 2023. Last year they gave Wall Street \$4.5 billion in stock buybacks and dividends. Their CEO Carlos Tavares was paid \$24.8 million last year. **They have the money. They just don't want Stellantis workers to get our fair share.** On September 8, after weeks of delay, they finally gave us a first offer. Here's what's on the table.

OUR DEMANDS

vs.

STELLANTIS' PROPOSAL

ENDING TIERS

End tiers: 90 day progression to top rate, restoring pensions and retiree healthcare, folding MOPAR into traditional wage rates.

Keep tiers: 6 year progression, rejected all pension and retiree healthcare proposals, continued substandard pay for MOPAR.

WAGES

Double-digit pay raises to match salary increases of Big 3 CEOs, catch up with inflation, and make up for decades of falling wages.

A 14.5% General Wage Increase over four years that doesn't make up for inflation, let alone make up for past losses, and leaves workers even further behind. For salaried unit, lump sums only.

COLA

COLA so wages keep up with inflation and our quality of life improves.

No COLA, just lump sums.

PROFIT SHARING

Enhanced profit sharing by providing workers \$2 for every \$1 million spent by Stellantis on share buybacks, special dividends, and increases to normal dividends.

Rejected all of our profit-sharing proposals.

JOB SECURITY

Job security with Working Family Protection Program and right to strike over plant closures.

Rejected all of our job security proposals.

WORK-LIFE BALANCE

Increased work, life, and family balance through increased paid time off and additional holidays.

Rejected all quality-of-life proposals with the exception of Juneteenth.

RETIREMENT

Significant increase to retiree pay.

Rejected all increases to retiree pay.

