

# IMPROVING WORK-LIFE BALANCE AT VOLKSWAGEN

“I had to get emergency eye surgery and notified my supervisor I’d be out of work for several days. When I returned, I learned that I got 3 points for missing work and had to fight to get them removed. I’m forming a union so we can negotiate protections against being pointed when we’re sick or need medical procedures.”

*Umberto Castillo-Stickney, Body*



**Because of unfair policies, many of us struggle to balance our work with our families and our health:**

- **Being forced to use PTO during shutdowns** if we want to get paid.
- **No paid sick days**, forcing us to go unpaid or use PTO when we’re sick.
- **Mandatory Company-Wide PTO days** which the VW Guidebook says the company can unilaterally schedule “as business needs dictate.”
- **Being pointed when missing work for sudden emergencies** and losing our bonuses as a result.



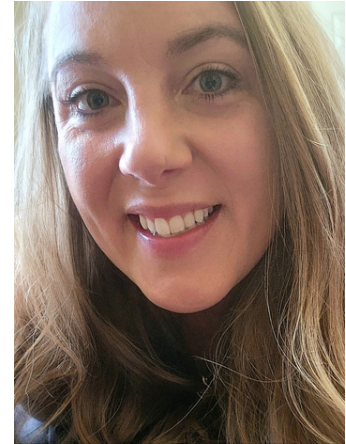
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Sign a union authorization card here:  
[bit.ly/vwunioncard](https://bit.ly/vwunioncard)



“I was sick at work in December and Medical sent me home. I was out of PTO by that time of the year and I got a point for missing work. As a result, I lost my bonus which I worked hard for all year. I want to form a union so we can negotiate for paid sick days for unforeseen circumstances.”

*Ciji N Dunn (Peters), Assembly*



## **150,000 autoworkers in UAW have won greater control over their time off. Some of these gains include:**

- **PTO protection during shutdowns:** At GM’s Spring Hill, TN facility and other GM facilities, the company can only ask workers to use PTO for one week of shutdown per year. After that, they get “SUB pay” on top of state unemployment benefits which together average 95% of weekly after-tax pay.
- **Paid sick days**
- **Protections against being arbitrarily disciplined or dismissed for taking PTO or sick days.**



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