

# Status Quo: What You Need to Know



When our union was officially certified on April 30, 2024, we entered into what is known as the “**Status Quo**” period. During this period, Volkswagen management can no longer make changes to what are known as “mandatory subjects of bargaining” unless they negotiate with the UAW to a complete, overall agreement or impasse.

**What are mandatory subjects of bargaining?** The list is long, but is generally understood to include all things that impact wages, hours, health insurance, holidays, sick leave, rest and lunch periods, bonuses, and all other terms and conditions of employment. Changes to other long-standing workplace practices may also violate status quo.

Before winning your union election, the Company could have made changes to these things without asking for permission. Now that we’ve formed a union, the company is obligated by federal law to bargain with the union before making any changes.

This means that we have the power to bargain over changes to our working

conditions right away, even before we start negotiating our contract. Once we vote to ratify our contract, those bargained-for practices will replace the status quo.

**If the Company wants to make one-off improvements** while we are negotiating a contract, the union is free to allow them to do that even while bargaining is ongoing. During recent negotiations for a first contract with Ultium cells, the UAW and the Company agreed to make significant improvements to wages, discipline procedures and health and safety, while negotiations were ongoing.

**If the Company does make changes to a mandatory** subject without bargaining, that’s a violation of federal law known as an Unfair Labor Practice or ULP. If this occurs, we can work with experts in UAW to evaluate the situation and decide what course of action to take, including filing charges against the company.

So we all need to be on the lookout for any attempt by management to make unilateral changes between now and the time we ratify our first contract.

**If you notice management making a change to any of these work conditions, then you should immediately notify members of your VOC or bargaining committee or submit a ULP form at:**



**[UAW.org/statusquo](https://UAW.org/statusquo)**