

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? That list is long but is generally understood to include all things that impact wages, hours or working conditions such as wage rates, hours, health insurance, holidays, sick leave, rest and lunch periods, workloads, transfers, bonuses, clothing, and discipline and discharge.

Before winning your union election, the Company could have made changes to these things without asking for your permission. Now that you’ve formed your union with the UAW, 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.

Importantly, the Company’s hands are NOT tied if they want to make things better.

If the Company wants to make one-off improvements while we are negotiating a contract, the UAW is free to allow them to do that even while bargaining is ongoing. During our 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 the company breaks the law, the UAW can bring charges against them to force the company to change them back and make you and your coworkers whole.

So we need you to be on the lookout for any attempt by management to make unilateral changes between now and the time you ratify your 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