

**U.S. House of Representatives**  
**Washington, DC 20515**

Board of Directors  
Stellantis N.V.  
1000 Chrysler Drive  
Auburn Hills, MI 48326

October 23, 2024

Dear Stellantis Board of Directors:

As members of the Congressional Labor Caucus, we write to express our growing concerns about the direction of Stellantis N.V. operations in the United States under your leadership. Given the significant governmental financial support for Stellantis over the years, we have become alarmed by a steady stream of reports indicating your plans to lay off auto workers and move production out of the United States, and that you are failing to honor contractual commitments that Stellantis made as part of the 2023 national collective bargaining agreement with the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

Many of our Senate colleagues wrote to you last year during Stellantis' contract negotiations with UAW and urged you to reach a fair agreement in light of your company's profits and lucrative stock buyback program, both of which have remained robust.<sup>[1][1]</sup> Nearly a year since an agreement was reached, the UAW has filed unfair labor practice charges over Stellantis' failure to provide information to the union about your product commitments and over seventeen Stellantis UAW local unions have filed grievances alleging your company's failure to meet or confirm product and investment commitments that were included in the UAW contract. Just in the past few months, Stellantis has announced layoffs at the Sterling Heights Assembly Plant, the Warren Truck Assembly Plant, the Toledo Assembly Complex, and the Detroit Assembly Complex. We also understand that Stellantis announced its plan to delay the Belvidere plant allocations and confirmed to the UAW its intention to move production of the Dodge Durango out of the Jefferson North Assembly Plant in Detroit. We are concerned these actions violate both the UAW contract and our trust in your commitment to the American auto worker. Stellantis has also stated publicly that it plans to source 80% of supply from "low-cost countries" like Mexico.<sup>1</sup> Considering your company's numerous layoffs, your public refusal to rule out additional job

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<sup>[1][1]</sup> Senate letter on UAW Negotiations (July 27, 2023),  
[https://www.brown.senate.gov/imo/media/doc/uaw\\_negotiations\\_letter.pdf](https://www.brown.senate.gov/imo/media/doc/uaw_negotiations_letter.pdf).

<sup>1</sup> Nora Eckert and Giulio Piovaccari, Stellantis begins search for new CEO, lays out plan to improve US business, Reuters (September 23, 2024).

cuts, and your refusal to respect contractual commitments, workers at Stellantis are concerned about your commitment to their job security.<sup>[2][2]</sup>

The federal government and the American people are also entitled to further clarity about Stellantis's commitments to invest in domestic production and maintain operations in the United States. Time and again, the American taxpayer and the American auto worker have saved your company from challenging financial situations. In 1979, Congress gave then-Chrysler a \$1.5 billion loan to stave off bankruptcy. Auto workers faced over \$1 billion in wage and benefit concessions and tens of thousands were laid off. In 2009, then-Chrysler went bankrupt and the Bush and Obama Administrations gave the company and its financial arm \$12.4 billion in loans under the Troubled Asset Relief Program. Two-tier wages, the end of cost-of-living adjustments, and the elimination of the defined-benefit pension followed, along with more layoffs.

Taxpayers are currently funding consumer incentives for several Stellantis vehicles and Stellantis is slated to receive \$585 million under the Domestic Manufacturing Conversion Grant Program. Under this program, Stellantis is on track to pocket \$335 million to reopen the Belvidere Assembly plant in Belvidere, Illinois. As stewards of taxpayer funding, we have a responsibility to ensure these investments benefit the public interest. We hope it is clear to you that the American people will not tolerate taxpayer subsidies for a company that is cutting production and slashing jobs – all the while it increases executive compensation, dividends to shareholders, and stock buybacks.

Stellantis's recent attempt to justify delays in its contractually mandated investment and production commitments did nothing to assuage our concerns.<sup>[3][3]</sup> Stellantis appears resolved to claim market conditions prevent you from honoring these commitments. Amid a cost-cutting spree that your company's own executives have deemed "excessive"<sup>[4][4]</sup> and that the Stellantis dealer network has called "reckless",<sup>[5][5]</sup> you increased Chief Executive Officer Carlos Tavares' pay package by 56% to \$39.5 million. As Mr. Tavares stated, 90% of his pay package is determined by the company's performance – a performance that he has described as marred by "arrogant" mistakes.<sup>[6][6]</sup> In 2024 so far, Stellantis has paid \$5 billion in dividends to shareholders and purchased \$3.3 billion of its own stock. In the first half of the year, Stellantis was among the most profitable automotive companies in the world, with a 10% global profit margin.<sup>2</sup> If Stellantis is performing so well that Mr. Tavares can earn 518x more than the average Stellantis

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<sup>[2][2]</sup> Sam Meredith and Michael Wayland, Jeep, Dodge maker Stellantis reports 48% drop in first-half net profit on weak U.S. sales, CNBC (July 25, 2024).

<sup>[3][3]</sup> Stellantis Sets Record Straight; Categorically Objects and Responds to UAW Allegations (Sept. 23, 2024).

<sup>[4][4]</sup> Michael Wayland, At Stellantis investor day, cost cuts and China come into focus, CNBC (June 12, 2024).

<sup>[5][5]</sup> An open letter to Mr. Carlos Tavares (Sept. 10, 2024),

[https://s3.documentcloud.org/documents/25136851/letter\\_to\\_tavares.pdf](https://s3.documentcloud.org/documents/25136851/letter_to_tavares.pdf)

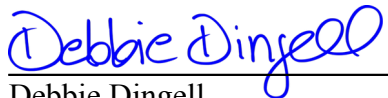
<sup>[6][6]</sup> Luke Ramseth, Stellantis CEO cites 'arrogant' mistakes in U.S. market, The Detroit News (June 13, 2024).

<sup>2</sup> Stellantis, First Half 2024 Results (July 25, 2024)

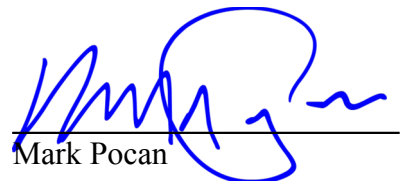
worker, we are inclined to believe market conditions are positive.<sup>[9][9]</sup> For these reasons, we urge you to detail your commitments to maintain production in the United States, including the timeline for the Belvidere plant allocations and the production allocation for the next generation Dodge Durango.

The American auto industry is the driving force behind our economy and thousands of communities across our country. We are committed to keeping jobs at home and ensuring this country remains the leader in mobility for the global market and to deliver good jobs for all.

Sincerely,



Debbie Dingell  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



Mark Pocan  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



Donald Norcross  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



Rashida Tlaib  
Member of Congress

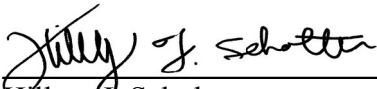


Jesús G. "Chuy" García  
Member of Congress



Shri Thanedar  
Member of Congress

<sup>[9][9]</sup> Stellantis Annual General Meeting CEO Presentation (April 16, 2024), <https://www.stellantis.com/content/dam/stellantis-corporate/investors/stock-and-shareholder-info/shareholder-meetings/agm-2024/Stellantis-AGM-2024-CEO-Presentation.pdf#page=11>.



Hillary J. Scholten  
Member of Congress



Cori Bush  
Member of Congress



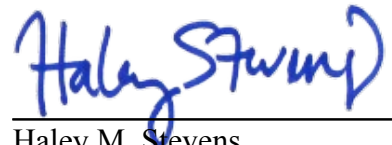
Delia C. Ramirez  
Member of Congress



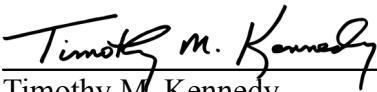
Eleanor Holmes Norton  
Member of Congress



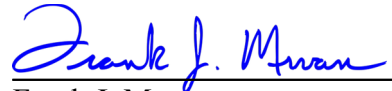
Eric Sorensen  
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Haley M. Stevens  
Member of Congress



Timothy M. Kennedy  
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Frank J. Mrvan  
Member of Congress



Maxine Waters  
Member of Congress



Pramila Jayapal  
Member of Congress



Jan Schakowsky  
Member of Congress



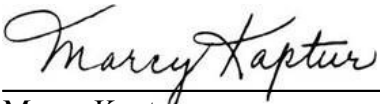
Summer L. Lee  
Member of Congress



James P. McGovern  
Member of Congress



Andre Carson  
Member of Congress



Marcy Kaptur  
Member of Congress



Mark Takano  
Member of Congress



Daniel T. Kildee  
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Chris Deluzio  
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Stephen F. Lynch  
Member of Congress



Jamaal Bowman, Ed.D.  
Member of Congress



Morgan McGarvey  
Member of Congress



Danny K. Davis  
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Alexandria Ocasio-Cortez  
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Susan Wild  
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Elissa Slotkin  
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Thomas R. Suozzi  
Member of Congress



Greg Landsman  
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Katie Porter  
Member of Congress



Joyce Beatty  
Member of Congress



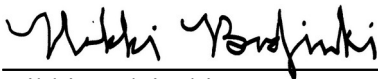
Val Hoyle  
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Bill Foster  
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Greg Casar  
Member of Congress



Nikki Budzinski  
Member of Congress



Paul D. Tonko  
Member of Congress



Rosa L. DeLauro  
Member of Congress



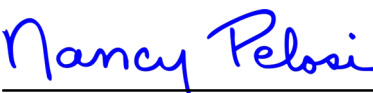
Ayanna Pressley  
Member of Congress



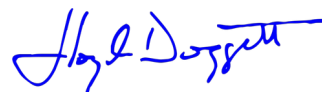
Shontel M. Brown  
Member of Congress



Mark DeSaulnier  
Member of Congress



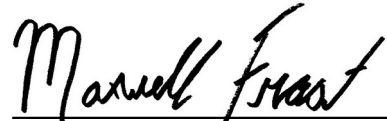
Nancy Pelosi  
Member of Congress



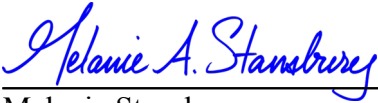
Lloyd Doggett  
Member of Congress



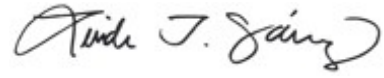
Adam B. Schiff  
Member of Congress



Maxwell Alejandro Frost  
Member of Congress



Melanie Stansbury  
Member of Congress



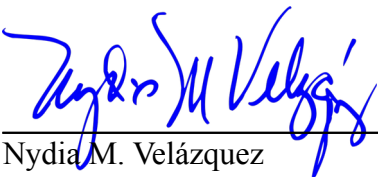
Linda T. Sánchez  
Member of Congress



Ilhan Omar  
Member of Congress



Emilia Strong Sykes  
Member of Congress



Nydia M. Velázquez  
Member of Congress



Ritchie Torres  
Member of Congress