



Rivian Workers Community Newsletter November 2024 Edition



A Review 2024

- They have hired people, fired people, oh by the way, we had a fire on August 24th.



55 vehicles were heavily damaged. Thankfully no one was hurt or killed.

- We no longer can communicate over SLACK.

- No employee other than Team Leads and Upper Management could watch the release of the R2 and the R3. It really goes to show the effort that the company goes to make us feel like we are building something together.

- We partnered with VW, oh by the way they are UAW.

- Rivian sweet talked Illinois into giving them more money

- Tim Fallon (Pie guy) resigned and was hired by Stellantis. Oh by the way they are UAW too.

- We are still plagued with part shortage problems. Such as a shortage of wire for the stators.

House Keeping

Heads up! If you or someone you know that signed a union authorization card over the internet, and if it was done on Rivian WIFI, there is a strong chance that it was blocked from being submitted. Check with a VOC in or near your area. They all have badges that say VOC on them.

Don't forget to wear Red T-shirt on Wednesdays. It shows management our unity and solidarity. As we fight as one to build our Union. So let us Stand Up and paint Rivian Red. Remember and never forget You Are The Union, I Am The Union, and We Are The Union!

We are also reaching out to the community and asking them to sign a petition in supporting our Union efforts. The community and other Labor Unions have embraced us and have been very supportive.

Keep reading the two articles that are posted on here. They shed some much needed light on the problems we have been facing for a few years now. The articles talk about the Health and Safety and the mismanagement we have been experiencing.

Bloomberg Report
UNSAFE AND UNSUSTAINABLE Rivian Fact Sheet.

Union Updates – Old. Need New



President Biden
@POTUS

Follow

We just learned Honda production workers across America are bringing home a well-deserved 11% raise starting in the new year.

Union autoworkers own this victory.

I meant it when I said deals like UAW's historic agreement will change the game for every worker in America, and that I want this type of contract for all autoworkers.

WSJ The Wall Street Journal @WSJ · 2h

WSJ News Exclusive: Honda is giving many U.S. factory workers a 11% pay bump and making other improvements for these employees, a move that follows major gains secured by the United Auto Workers union on.wsj.com/3SAeTul...

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We are not alone in this fight. There are other automakers fighting for their Union as well.

(BMW, Honda, Hyundai, Lucid, Mazda, Mercedes, Nissan, Subaru, Tesla, Toyota, Volkswagen, and Volvo.)

Shawn Fain is calling on unions to synchronize contract expirations with their own: April 30th, 2028. This is meant to build towards a May Day General Strike. Unionize your workplace! #UnionStrong #unionsForAll #GeneralStrike #organize #unionize #radical #workingclass #LivingWage #picketline #uaw #iww #ewoc





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Bloomberg

News Story

10/22/2024 17:00:29 [BN] Bloomberg News

Cracked Skull, Fractured Bones Show Dangers at Rivian's Factory

Maker of \$100,000 EVs struggled to put in place the procedures, equipment and training needed to keep employees safe.

By Kiel Porter and Josh Eidelson

(Bloomberg) -- A cracked skull. A foot fracture. A back laceration so severe it required surgery. An amputated finger.

These are among the injuries suffered by workers at Rivian Automotive Inc., which has only one factory yet has racked up more US safety violations initially deemed "serious" than any other automaker since the start of last year. And there are incidents alleged by workers at the plant in Normal, Illinois, that haven't made it into government reports. One former employee interviewed by Bloomberg News said she complained to doctors last year of vomiting bile with a "Rivian blue" hue after painting automobiles without a respirator.

The electric-vehicle maker received initial citations for 16 serious violations in the past 21 months from the US Occupational Safety and Health Administration. Toyota Motor Corp., Honda Motor Co., Volvo AB, Nissan Motor Co., General Motors Co. and Ford Motor Co. each received no more than 10. Volkswagen AG, BMW AG and Subaru Corp. saw none.

Fellow EV maker Tesla Inc. and Chrysler maker Stellantis NV, both with much larger workforces than Rivian, also received fewer initial serious citations. But unlike Rivian, Tesla also got three "repeat" violations, which carry heavier penalties, and Stellantis received two.

Rivian says that its record compares favorably with other manufacturers. "The health and safety of everyone at Rivian is our top priority, and we're proud of our strong safety record -- which continues to improve year over year," the company said in a statement.

But government findings and interviews with current and past employees at Rivian paint a picture of a money-losing company that struggled to put in place the procedures, equipment and training required to keep employees safe. The alleged safety shortfalls come as the company ramps up production of delivery vans for Amazon.com Inc. and \$100,000 luxury SUVs popular with celebrities including Ben Affleck and Jennifer Lopez, and looks to access hundreds of millions of dollars of state subsidies. They also highlight potential challenges for the US government's goal of accelerating EV output to create good jobs in economically underdeveloped areas and help slow climate change.

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Amazon's custom electric delivery vehicle.

The volume of complaints, citations and serious injuries at the Rivian plant "are all red flags," said Deborah Berkowitz, who reviewed the records at Bloomberg's request. She served as OSHA chief of staff under President Barack Obama and is now a fellow at the Kalmanovitz Initiative for Labor and the Working Poor at Georgetown University.

Rivian says it's devoted to worker safety. Committees regularly review factory processes and recommend changes, and employees can bring concerns to supervisors or report them anonymously, a spokesperson said in response to questions. Rivian says that its self-reported rate of work-related injuries and illnesses this year has been better than the industry average for light truck manufacturers in 2022, the latest full-year snapshot available. And OSHA itself says that since inspections began in late 2021, Rivian "has improved their safety and health team and are very cooperative with the OSHA process."

Rivian says that as part of settlements with the agency, almost all of the violations OSHA initially labeled as serious were ultimately downgraded from that category or dismissed. "Initial citations should not be confused as final citations, and to suggest otherwise is incredibly misleading," a Rivian spokesperson said.

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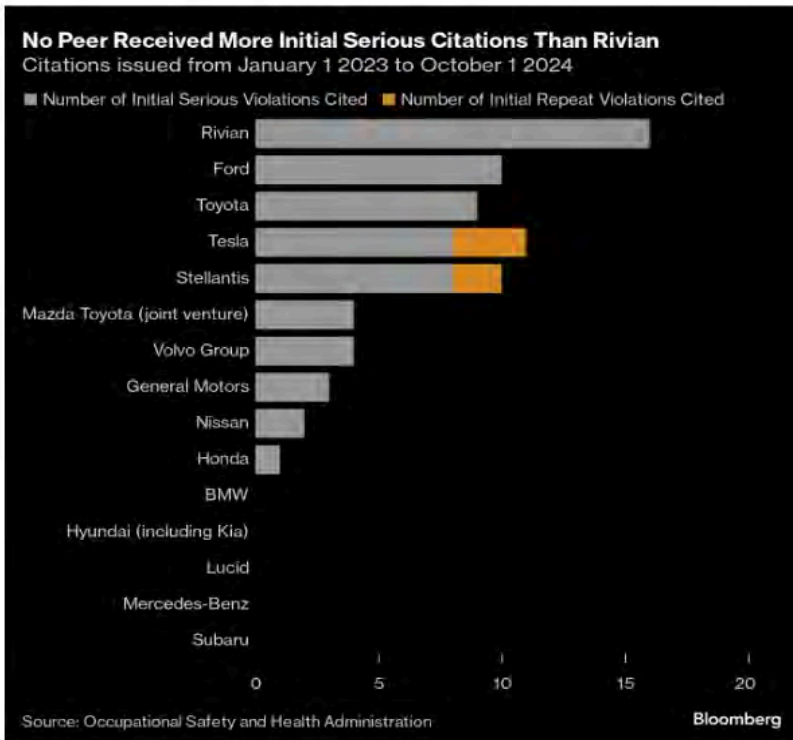
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Former OSHA leaders, however, say initial citations – which are issued after the agency has investigated a job site and considered the company's perspective – reveal more about workplace hazards. OSHA agrees to downgrade citations because its priority is for companies to address hazards, whereas litigating a dispute for years could leave them unresolved, according to former OSHA head David Michaels.

"OSHA's objective is to get the hazard abated," said Michaels, who ran the agency from 2009 to 2017 and is now a George Washington University public health professor. "And so OSHA is often willing to reduce both the penalties and the number of citations in order to get that settlement."

Settlements often require the employer to make broader safety improvements in addition to the abatement required by the citation, according to OSHA.

Interviews with employees illuminate the hazards at the factory in Normal, a university town with some 50,000 residents about 130 miles (210 kilometers) southwest of Chicago. Rivian has quickly become one of the city's largest employers, with multiple members of some families working on the production line.

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Addison Zwanzig.

Addison Zwanzig, 20, said she joined Rivian in July 2023, thrilled at the opportunity to get into high-tech manufacturing and earn enough money to move out of the family home and into her own place. At Rivian, she was assigned to the paint room for about \$23 an hour plus benefits, spraying the vehicles, eight hours a day, six days a week.

She says her protection consisted of a polyester suit, rubber gloves and plastic goggles. Within weeks, she complained to a line leader of dizziness. Soon, she was also experiencing nausea, vomiting and diarrhea that led to weight loss, frequently having to leave her work station to go to the bathroom.

Zwanzig suspected that paint fumes were to blame for her symptoms and asked a supervisor for a respirator after she saw colleagues wearing them. Her request was denied, she said.

"They said that that was uncomfortable and hot and that I'd prefer an N95 mask," Zwanzig said in an interview.

By September, she'd seen doctors about her symptoms, including what she said was blue-tinged vomit. Rivian provided a respirator for her the next month, she said, and then for other colleagues who weren't previously issued one.

She filed a complaint to OSHA about the lack of a respirator, as well as other issues, but it was dismissed after the company said in a rebuttal that it "found the allegations to be factually and legally incorrect," according to documents seen by Bloomberg. She is continuing to seek treatment from specialists, and says she has consulted attorneys about whether she might have a legal case to seek compensation from the company.

Rivian declined to comment on specific workers' experiences, citing privacy requirements. "We provide all necessary safety equipment, including respirators," the company said in an email.

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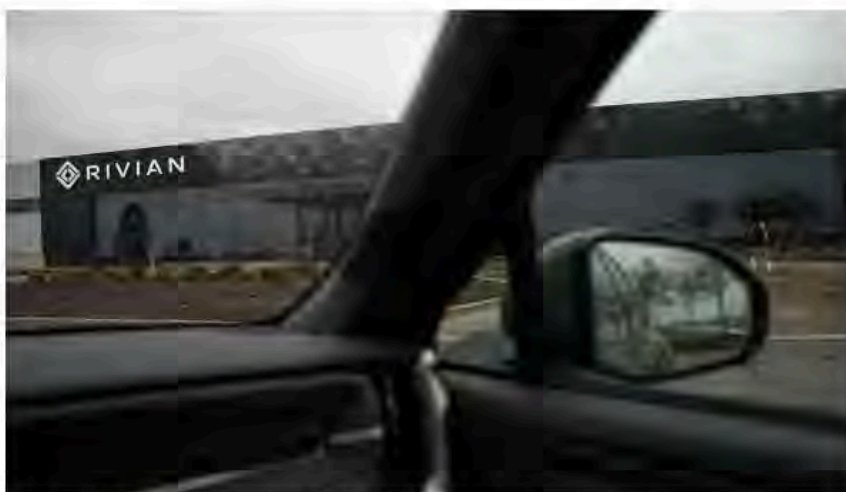
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The Rivian Automotive manufacturing facility in Normal.

In its own reports to the Labor Department, Rivian has recorded significant injuries to its workers. In February 2023, an employee working at the paint shop's entrance suffered a lower back laceration that required hospitalization and surgery. Two months later, an employee working on an electric delivery van suffered a finger amputation when struck by a control handle. The next month, a worker's skull was fractured when they hit their head and fell.

EV Industry

The company has ridden the rapid ups and downs of the electric-vehicle industry since it was founded in 2009. After a slow start, Rivian raised more than \$450 million in private capital in 2017, and bought a former Mitsubishi Motors Corp. plant in Normal for just \$16 million.

Two years later, it reached an agreement with Amazon to provide 100,000 vehicles, with the e-commerce giant taking a stake in the business as part of the deal. An initial public offering in 2021 briefly saw the company valued at more than \$150 billion, about twice the value for Ford at the time.

Since then, however, Rivian has faced struggles. Shares have fallen more than 90% from their peak, with investors disappointed with steep capital costs, production challenges and continued losses.

The US consumer market for EVs also hasn't grown as quickly as some initial forecasts predicted. This month, the company cut its estimate for vehicle output this year by as much as 18%, saying that an issue with a supplier meant it's unlikely to be able to build more than 49,000 vehicles for the North American market.

Rivian announced in May a deal with Illinois that could see the company receive as much as \$827 million in incentives over the next 30 years provided it meets key goals tied to jobs and the expansion of its plant in Normal. Illinois Governor JB Pritzker's office declined to comment on the company's safety record or the state incentives.

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Separately, Rivian is contractually committed to invest \$5 billion to build a new factory in Georgia. That deal could provide up to \$1.5 billion from the state over the next 25 years. The company has also applied for a federal loan to help fund the project.

Rivian's Illinois plant has for several years been a target of the United Auto Workers, which has sought to build a union organizing committee and has helped workers bring complaints to OSHA. The UAW has also been seeking to unionize workers at a dozen other automakers including Tesla, Mercedes, BMW and Nissan.

"Rivian sells itself as a cutting-edge car company, but they're dragging workers back to the 19th century," UAW President Shawn Fain said in a statement.

Many violations of safety law may go undetected by OSHA because of the agency's limited resources. Non-union plants where workers are trying to organize are more likely to be the site of complaints to OSHA, because there's no collective bargaining agreement in place to help address safety issues, but there are labor organizers helping workers formulate filings and overcome fear of retaliation for raising problems.

"No one ever listens to your concerns," Renee Leonard, 41, who has worked for Rivian since June 2022 on its van line, and has been active in the union organizing effort, said in an interview. "You have no idea what a policy is from day to day or from manager to manager."

Forklifts

Forklifts were involved in several safety issues. In September 2023, Rivian's reports to OSHA show one worker driving a forklift suffered foot fractures from contact with a structure, while another experienced "traumatic injuries" when a tugger was hit by a forklift.

Employees are aware of the hazards.

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Jeff Schaefer.

"You just gotta really keep your head on a swivel for it," said Jeff Schaefer, a 57-year-old factory worker who has been active in the union effort. "They don't want to stop for anything. They're being pushed that they gotta get their times down, you know, from here to there."

OSHA found that pushing empty carts by "bulldozing" them with forklifts, although unsafe, "was an accepted practice" in the factory. In an email, a Rivian spokesperson said that it wasn't an accepted practice.

Rivian says that this year it instituted further mandatory training for forklift operators, including a requirement they pass a test, and that it "routinely carries out robust forklift inspections" throughout the plant. In July, the company received a serious violation for not ensuring forklifts were inspected at least daily, as required by the training program. OSHA said a safety manager told the agency "that daily inspections should have been completed, but was unaware if the Drive Unit Department was performing the inspections."

OSHA also said in an April 2023 report that Rivian management had knowledge about the crushing and amputation hazards created by a system designed by its engineers for lowering van bodies. A supervisor had told staff to "be careful." The issue was later resolved, the agency document said.

"There is nothing to indicate Rivian had knowledge of some health or safety hazard and didn't correct it, ignored it, or told a team member to ignore it," a company spokesperson said in an email.

Rivian has safety boards, with employees encouraged to apply and contribute ideas on how to raise standards. But workers say they made recommendations that were ignored, including dedicated walking paths to reduce collisions with forklifts.

"Rivian has catwalks for safety reasons and encourages all employees to use them," a spokesperson said in an email.

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"Pedestrians who absolutely must walk on the factory floor must stay in the pedestrian walkway."

Jacqueline Hamilton, 28, says the roof over the battery section where she works leaks during heavy rains, with only a tarp to protect the equipment below. She's concerned the high-voltage electrical gear in that part of the factory could malfunction when wet, creating a deadly hazard.

If water were to fall on the equipment, "we're gonna have a fireworks show," Hamilton, who has been active in union efforts, said in an interview. Rivian says it has used tarps as a "temporary solution," but at no time were workers in any danger.

Separately, OSHA gave the company an initial serious violation for failing to provide a medical evaluation about workers' ability to use respirators "while exposed to welding metal fumes." In February 2023, OSHA gave Rivian a serious citation for leaving a fire alarm obstructed and in February this year the agency cited the company for not marking emergency exit paths. Rivian says it has a robust safety plan, and issues have been immediately rectified.

"Every employer needs to understand the real consequences of unsafe work environments," Jim Frederick, an OSHA deputy, said in a statement. "Every worker has the right to a safe workplace."



Rivian R1T electric vehicle pickup trucks on the assembly line.

Expansion

Some employees are concerned that safety is only likely to get worse as Rivian expands hiring. The company plans to increase its current headcount of about 8,000, though it hasn't said by how much, ahead of the 2026 start of its new model line, which includes a sport utility vehicle called the R2 it aims to sell for \$45,000. The company loses as much as \$30,000 on each of the R1 models it produces.

Zwanzig, the worker who said paint fumes were sickening her, shared medical documents with Bloomberg that

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showed her complaints to doctors. She was eventually transferred from the spray booth to a role wiping down vehicles at the end of the assembly process. There, she says she was asked to climb on top of a vehicle while it was still on the production line, known as the skids, to clean more thoroughly.

"That was something that in training we were told not to do," said Zwanzig, who says she wasn't involved in the union efforts when she worked at Rivian, though was acquainted with some of the organizers. "I'd heard stories about people getting their foot crushed, their like legs broken."

Zwanzig asked for the request to be put in writing, which she thought would ensure she would qualify for workers' compensation in case of an injury. Instead, she said, a manager backed down and told her she'd be "responsible for the consequences" of poor quality.

Her employment was terminated the next month. According to messages Zwanzig shared with Bloomberg News, the company cited a lack of documentation to justify her absences for illness.

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Methodology: Bloomberg News compiled state and federal OSHA citation records for automobile manufacturers, narrowing the focus to initial findings issued from January 2023 through Oct. 1 of this year. To identify relevant facilities, Bloomberg relied on the NAICS industry codes assigned to each citation, including those designated as automobile manufacturing and related activities, such as metal stamping, component assembly and engine making, while excluding other industry categories such as auto repair shops and dealerships. Many of the initial citations were subsequently downgraded or dismissed as part of settlements, and the tally includes open cases in which the ultimate outcome is still pending.

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Mismanagement at the electric vehicle maker Rivian is putting its workers in danger and its future in doubt. Just three years ago, Rivian was the world's third most valuable car company.¹ In the heady days after its initial public offering in 2021, the EV start-up was worth more than Volkswagen. Its market cap was bigger than any of the Big Three.

Since then, Rivian's share price has plunged more than 90%.² Once touted as the next Tesla, which made 1.8 million³ cars last year, Rivian struggled to make just 57,000⁴ in 2023.

Now a new exposé by Bloomberg about a health and safety crisis at Rivian's assembly plant in Illinois threatens to send the company's fortunes falling even further.⁵

Rivian has long been plagued by instability in its executive ranks. The company's first chief technology officer, an Apple veteran who helped build the iPhone, received gushing press⁶ when he was hired in June 2019, but he was gone nine months later.⁷

The company brought in a former Harley-Davidson executive to be chief operating officer in March 2020⁸ and he was out by the end of 2021⁹—just as the Illinois plant was ramping up production. In 2024, more than half a dozen high-level executives have left Rivian, including at least four C-suite executives.¹⁰

Rivian workers argue that the revolving door in management has led to chaos and injuries on the factory floor. "A lot of people keep saying, well, they're a start-up, they're learning...but they're learning at the expense of someone's health," Rivian worker Eric Gordon told the news site More Perfect Union.¹¹

Workers at Rivian have come together to change the company's culture. They are forming a union to make production safer and more efficient so Rivian can last for the long haul. Unfortunately, they've met fierce opposition from management. Instead of listening to employees and improving processes, Rivian management has intimidated¹² and threatened¹³ workers who speak up. This approach in the plant is not paying dividends for investors.

RUNNING ON EMPTY

In the last two years, Rivian has lost more than \$12 billion,¹⁴ and that's in addition to the \$5.7 billion¹⁵ the company burned through in 2020 and 2021. Rivian did get some good news in June, when Volkswagen announced a \$5 billion joint-venture deal to work with the company on software technology. But VW's initial investment is only \$1 billion, and the remaining \$4 billion is not assured.¹⁶

The VW deal could go the way of Rivian's partnership with Ford in 2019, when the iconic automaker invested \$500 million¹⁷ in the fledgling company and announced plans to collaborate on making EVs. But those plans never materialized and Ford sold the bulk of its Rivian stock in 2022.¹⁸

Rivian has secured government subsidies worth billions, but it's not clear those deals will provide the lifeline the company needs.

In December 2021, the Georgia Department of Economic Development and a local development authority announced that they



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had reached a deal with Rivian on a \$1.5 billion incentive package to help fund construction of an assembly plant east of Atlanta.¹⁹ Rivian has described it as a “carbon-conscious campus”²⁰ where the company could build the R2, a new, more affordable EV. By some estimates, the deal could cost Georgia taxpayers around \$200,000 per job.²¹

But the deal may never pan out. This March, with Rivian hemorrhaging cash, the company paused work on the project. Even though Georgia had already spent more than \$200 million²² on site preparation and infrastructure for the plant, Rivian said it could save \$2.25 billion in capital expenditures by moving production of the R2 from Georgia back to Illinois.²³

Even as Rivian jilted Georgia, it scored an \$827 million incentive package from the State of Illinois to bring R2 assembly back to Normal.²⁴

The package does require Rivian to maintain operations in Normal for at least 15 years, add 559 new jobs, and retain a minimum of 6,000 jobs at the plant. But the state secured few benefits for workers in that deal. Despite the hundreds of millions Rivian expects to receive, it only has to pay 120% of the average wage for comparable jobs in McLean County, which for production workers is currently \$44,300 a year. That’s less than the low wages Rivian already pays production workers and far below union wage standards for the auto industry.

(The UAW Research Department can provide much more detailed information about these and other government subsidies for Rivian.)

IN HARM’S WAY

Though the balance sheet at Rivian is scary, the real horror show is on the factory floor. As the new Bloomberg story reports, workers at Rivian have suffered: “A cracked skull. A foot fracture. A back laceration so severe it required surgery. An amputated finger.”²⁵ Even though Rivian, with just one factory, has far fewer employees than companies like Ford and GM, it has racked up more serious federal safety violations than any other automaker in the United States since the start of last year.

The UAW has also gathered the stories of Rivian workers, and their accounts of health and safety practices in the plant are alarming:

“SERIOUS HEALTH PROBLEMS” – Addison Zwanzig started working in the paint room at Rivian in July 2023. She was just 19 and had been healthy her whole life. But Rivian put her in a closed booth spraying paint on cars without a respirator. “I’d get home and I’d have Rivian blue coming out of my nose,” Zwanzig says. “I was throwing up paint flecks at night.” Plus, the temperature in the paint booth was stifling. Soon, Zwanzig was having serious health problems. She had trouble keeping food down, rapidly lost weight, and made four separate trips to the hospital.

Zwanzig did get transferred out of the paint booth, but she remained in the paint department where her job was to wipe cars as they came down the line on skids. The company has a nominal rule that workers can’t climb on skids because of the likelihood of injury. But in the paint department, Zwanzig says, group and team leads often told people to do it to make sure the top of the car was properly wiped down.

In late October, one of Zwanzig’s leads told her to climb on a skid, and she told him to put it in writing. He would not, so she left the floor. Zwanzig was charged with work abandonment and so has been unable to get unemployment or workers’ comp. The latter is the real problem, since she’s still having serious health problems and is racking up thousands of dollars in medical expenses her family is struggling to pay.

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“SMOKE WAS EVERYWHERE” – Jeff Schaefer, a trim line worker, says Rivian fails to follow many of the most basic safety practices. “Some of things you see here are unbelievable,” Schaefer says. “We had an electrical box that wasn’t properly sealed. If that thing got wet, it could have been catastrophic. A fire, an explosion. And hazards like that are not uncommon.”

The company forgot to swap out an outmoded battery on one of the skids and it caught fire in Schaefer’s area. “We had to get out of there because the smoke was so bad,” Schaefer says. “That smoke was everywhere, acidic smoke, but other people farther down the line were told to stay in their area. They’ve created an environment where they just want people who’ll work there for a year or two and leave.”

Schaeffer says Rivian’s outsourced HR firm,



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the California-based PeoplePartners,²⁶ seems to specialize in not giving people the help they need. "If you have a question about your benefits, the PeoplePartners might take four or five days to get back to you. Workers don't know what their benefits are and just give up. I really want Rivian to work, but it's do what I say and if you don't, there's the door."

"THIS ISN'T SAFE" – Renee Leonard has worked on the door line at Rivian for a little over two years. "No matter where you are, there are no safety standards," Leonard says. "On our line, we have an entire station where all you do is heat up butyl and roll it on. It creates a vapor that's carcinogenic, but they never warned us. We aren't given any respirators, there's no ventilation system. People were getting rashes and they didn't care. You complain about something and it goes nowhere."

Leonard has a jig at her station workers use to put on door handles. It suction cups to the door, but it's too heavy for the suction cups that hold it. "In classic Rivian fashion, there was no thought process on how this was going to work," Leonard says. "I've had it come off twice. I had to block it with my hand so it wouldn't smash into my face."

"I told one of our engineers this isn't safe and he just started screaming at me. They say it's a family first company. But it is vastly different inside those four walls. It is honestly just keep working. No matter what, just keep working."

Though health and safety hazards are the most pressing problem at Rivian, substandard pay is a major issue too. The starting wage for Rivian production workers is just \$23 an hour,²⁷ well below what UAW members make at the Big Three. Up the road at Ford's Chicago Assembly Plant, a UAW production member starts at \$25.12 an hour. While Rivian workers top out at \$28 an hour after three years, a UAW member at Ford in December 2027 will make \$42.59 an hour with estimated cost of living adjustments. That's \$30,347 more per worker, per year, to bolster the local economy as opposed to lining the already wealthy pockets of Rivian executives.

Even as the company lost billions in 2023, Rivian CEO RJ Scaringe made \$14.3 million²⁸ in salary, non-wage payments, and vested stock awards and options—283 times more²⁹ than the

average Rivian production worker.

A REAL TURN-AROUND PLAN

Despite its troubles, there is a path forward for Rivian. With Elon Musk looking more and more like a Bond villain,³⁰ former Tesla enthusiasts are seeing Rivian as a socially conscious alternative.

"I really don't like jerk CEOs," one Rivian buyer told CNN.³¹ And even if Rivian CEO Scaringe makes too much money, he can sound positively woke. Scaringe has said Rivian wants to "inspire people to do more of the things they love, while minimizing our impact on the planet." That is catnip to the "Elon-phobic car buyers" looking to purchase EVs.³²

But Rivian's brand won't weather many more storms like the new Bloomberg article. What car buyer with a conscience will want to buy an EV made by workers suffering gruesome injuries? And with Americans' support for unions at historic highs,³³ how will the public react to news that Rivian is fiercely opposing its workers' right to organize?

Rivian needs to follow the lead of its new corporate partner, Volkswagen. In April, more than 4,000 workers at VW's plant in Chattanooga voted to join the UAW. The company did not protest the election. Instead, VW issued a joint statement with the UAW saying, "We share many common goals: providing a positive working environment where employees are well compensated for their hard work building quality vehicles and share in the company's success."³⁴

That is the path forward for Rivian. Its deal with VW shows there is real value in the company, but Rivian's full value will not be realized until it forges a strong and stable relationship with its workers. Rivian management knows they must rapidly scale up production to reach profitability. But their plans to more than double production by 2027³⁵ seem impossible given current conditions in the plant.

In addition to a more stable relationship with its workers, Rivian also needs more stable sources of funding. Gaming one state against

another will only get the company so far. In Rivian is still contractually obligated to build its Georgia plant. If the "pause" on the project lasts beyond 2030, the state can ask a court to



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cancel the deal and seize the Rivian site.³⁶

Rivian has been seeking a sizable loan from the U.S. Department of Energy to get the Georgia plant back on track and to help build the R2 and its next affordable EV, the R3.³⁷ But there are serious concerns as to whether the federal

taxpayer should be taking on the risks inherent in Rivian's low-road management style.³⁸

Rivian can play a role in America's transition to a clean auto industry. But Rivian will not succeed without a union voice for the workers.

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Is Rivian Doing Right by Normal?



When Rivian came to Normal, they promised good jobs in a green industry. But that's not the reality for thousands of Rivian workers.

- **Workers are suffering serious injuries** and being exposed to hazardous chemicals. (*"Rivian's Push to Scale Rapidly Led to Injuries, Workers Say," Bloomberg, 11/21/22*)
- **Rivian is potentially laying off hundreds of workers** on its van line even though Illinois just gave the company an \$827 MILLION incentive package if the company promised to maintain 6,000 jobs here. If the layoffs happen, Rivian may break that promise.

Right now, Rivian executives are getting rich, but our community: Not so much. **Last year Rivian's CEO made \$14.3 million—290 times more than the average production worker in our community.**

Rivian workers know the company can do better.

We are joining together to change the culture at Rivian. **We're forming a union to make our jobs safer, the plant more efficient, and our whole community more prosperous.**

- **Union members raise standards for all workers in their community.** When union workers win, nonunion workers also see better health care, retirement protections, paid leave and more. (*"How Unions Help More than Just Their Members," U.S. Labor Dept., 11/16/22*)
- **Union members are more likely to contribute to their communities.** They are more likely to vote, donate to charity, and participate in a neighborhood project. (*"Labor Unions and the Middle Class," U.S. Treasury Dept., August 2023*)



Join Us in Building a Better Rivian for All





Join Us in Building a Better Rivian for All – SIGN THE PETITION

We Stand with Rivian Workers

The green jobs at Rivian should be good union jobs. Rivian, respect your workers' right to a union voice. When workers do well at Rivian, our whole community will benefit.

First Name *(Please Print)*

Last Name *(Please Print)*

Zip Code

Check box to opt-in
to receive email and
text message alerts.
Text message and
data rates may apply.

Cell Phone

Email

Rivian Worker?

☐ Check if Yes

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First Name *(Please Print)*

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