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INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

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SHAWN FAIN, *PRESIDENT* • MARGARET MOCK, *SECRETARY-TREASURER*  
VICE-PRESIDENTS: CHUCK BROWNING • MIKE BOOTH • RICH BOYER

November 14, 2024

To: UAW Stellantis Department

**VIA EMAIL**

RE: Member Update from the Stellantis Department

UAW Stellantis Members,

Last fall, we made major gains in our contract, including clear commitments from the company to invest in our facilities and the right to strike to enforce these promises. We won that right because we've seen the history of plant closures at this company and needed the tools to fight back if that day ever came.

Now, the company is attempting to back out of the commitments that you won during our Stand-Up Strike. They are laying off workers across the company, trying to ship the Dodge Durango out of the US, and delaying the reopening of the Belvidere Assembly Plant under the guise of "market conditions."

But we know what they call "market conditions" is just mismanagement at a single company. Ford and GM are doing just fine while Stellantis claims the sky is falling.

Just this week, Stellantis announced plans to cut a shift at Toledo Assembly, indefinitely laying off around 1,100 of our members. These layoffs come after 1,000+ jobs were cut at Warren Truck. They have also announced indefinite layoffs for workers at the Freud Street parts sequencing facility in Detroit, Indiana Transmission, and Detroit Assembly Complex-Mack. So-called "productivity" cuts have been occurring at nearly every plant.

These indefinite layoffs are unacceptable, and we will do everything in our power to fight them where they violate our contract. We are also taking action to make sure jobs stop leaving the country under broken federal trade agreements and we are going to have to fight on multiple fronts to save this company from itself. Many of us have experienced situations in the past where leaders stood idly by while the company ran roughshod over our contracts and our livelihoods. We won't let that happen.

That is why President Fain, and I will be traveling to Toledo next week to meet with members directly at the Local 12 hall on Tuesday, November 19. Times will be available for all shifts. We will also be meeting with members at Sterling Heights Assembly Plant this Sunday, November 17 at their regularly scheduled union meeting.

There is reason to be hopeful. The company recently told investors that “Inventory reduction in the United States is running at a faster rate than expected” and that they had reached a reduction of 100,000 vehicles ahead of their November deadline. Remember: Stellantis is a very profitable company. In the first half of this year, the company outperformed both Ford and GM in global sales, revenue, profit, and margins. Inventory going down means they will need you to build cars in 2025. That means we will have more leverage to enforce our contract.

This brings me to our campaign to make Stellantis Keep the Promise. Four locals—Local 1166 in Kokomo, IN, Local 1268 in Belvidere, IL, Local 186 in Denver, CO, and UAW Local 230 in Los Angeles, CA—have already held strike authorization votes. All votes saw a majority of our members vote yes to authorize a strike, with Belvidere voting over 90% yes. At Kokomo, our members voted by 61% to authorize a strike, still a clear majority, but the percentage wasn’t quite enough to reach the two-thirds threshold mandated in our UAW Constitution.

Part of that vote at Kokomo was revealing: half the membership did not vote. What that tells us is we need to spread the word about this fight. And we need your help in doing that. We will be taking time over the coming months to discuss the importance of this fight at our plant gates, breakrooms, and local union halls.

Don’t fall for the company’s “market conditions” bullshit or fear tactics. We will continue to advance grievances against the company to address Belvidere and the Dodge Durango. We can reintroduce withdrawn grievances and we still have many pending grievances in the system. Expect more strike authorization votes in early 2025—there is no chance of a strike during the holidays. Winning this fight will require all of us. We have the power to stand up and hold this company accountable to its commitments and defend our job to do what is necessary and stand together.

As we head into the new year, your leadership is prioritizing engaging with you and preparing for the fight ahead. You deserve to know what steps your leadership is taking to hold Stellantis accountable and what you can do to help win this fight. Through videos, written updates, texts, and emails, we want to share information, and we ask you to help spread the word to your coworkers.

If you agree that we must take action to defend our jobs in Detroit and Belvidere, please sign the strike authorization pledge [here](#).

In solidarity,



Kevin Gotinsky

Director, UAW Stellantis Department

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cc: UAW Stellantis Council