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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

December 19, 2024

UAW Members:

Before the holiday, I want to update all of you on where things stand with Stellantis.

The UAW's top priority is protecting union jobs here in America. It's a principle we fought for and negotiated in our 2023 contract. As you know, Stellantis has delayed the reopening of Belvidere and has announced plans to ship the Dodge Durango out of the country. Allowing a contract violation at a single plant to go unchallenged puts every other plant at risk. We cannot allow the company to go back on their product and investment commitments.

Now that Carlos Tavares is out of the picture, I believe things are starting to move in a more positive direction. The company has already partially reversed some previously announced layoffs at Mack, Jefferson North, and Toledo Assembly. With changes to leadership, the company may be reconsidering their plans to offshore UAW jobs. Their new CFO recently told the press that "We have available capacity in the U.S. that will allow us to adjust" in response to changes to trade policy. We will be sitting down with the company to discuss their plans shortly after the New Year.

Even though we see some positive signs, I have made clear to Stellantis that we will not back down from grievances and strike authorization votes until we see job security for every UAW Stellantis facility. Expect our "Keep The Promise" campaign to continue in early 2025. The work you are doing to apply pressure is more important now than ever. There are a number of other important issues that we will raise with the company in the new year. These include unnecessary layoffs, unfairly denied Presence at Work Awards, the abuse of emergency scheduling language by the company, and potential schedule changes at certain plants to promote work-life balance. We are more likely to make progress on these issues as part of a larger conversation with the company about job security.

Finally, I want to make sure that every member knows that physical copies of our 2023 contract will be available in January at your local and are available now online at: [uaw.org/stellantis2023](http://uaw.org/stellantis2023)  
I'm wishing everyone a safe and happy holiday season.

In solidarity,

Kevin Gotinsky  
Director- Stellantis Department  
International Union, UAW

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cc: Chris Brooks    Shawn Fain    UAW-Stellantis Staff