



After meeting with Volkswagen today, it is clear that management has made no sincere effort to meet the members' economic demands. As a result, Vice President Browning and our elected Bargaining Committee will be asking the membership to take action over the coming weeks to show that we are unified and to put pressure on the company. When the membership takes action together, we have more power at the bargaining table.

The company's most recent proposal received on January 10, 2025 is described in a chart on the reverse side of this letter. Although significant progress has been made on non-economic issues, the economic proposals from the company are not acceptable. The only changes that you will see in the chart are hollow proposals that lack substance or written guarantees, supported only by verbal commitments, that also lack any specifics required in a collective bargaining agreement.

Additional information regarding our plan and next steps will be forthcoming next week. Our elected UAW Bargaining Committee will continue to meet with Volkswagen management in a genuine effort to reach the agreement mandated by our members.

In solidarity,

Vice President Browning and UAW Bargaining Committee

BARGAINING COMPARISON CHART ON THE REVERSE



COLLECTIVE BARGAINING AGREEMENT COMPARISON CHART

	FORD	GM	STELLANTIS	VW TN Current Company Proposal as of 1/10/25
General Wage Increase (GWI)	+11% - 2023, +3% - 2024; +3% - 2025; +3% - 2026; +5% - 2027			4% - upon ratification; 3% - yr1; 3% - yr2; 4%-yr3
Wages (assembly) w/o COLA (12/24)	Top Prod: \$36.65 Skilled: \$43.81	Top Prod: \$36.96 Skilled: \$43.67	Top Prod: \$36.32 Skilled: \$44.06	Top Prod: \$32.40 Skilled: \$41.00
Wages (assembly) w/o COLA (3/28)	Top Prod: \$40.82 Skilled: \$48.79	Top Prod: \$41.17 Skilled: \$48.65	Top Prod: \$40.46 Skilled: \$49.09	End of CBA: \$37.18 Top Prod: \$47.05
Signing Bonus	\$5,000	\$5,000	\$5,000	NO
Profit Sharing	\$10,400 avg payout in 2023	\$12,250 avg payout in 2023	\$13,860 avg payout in 2023	No contractual formula
COLA	Yes. \$0.66/hr currently- \$1.87/hr estimated by 3/28			Proposed COLA on paper and verbally stated similar to Detroit Three. But presented no contractual formula.
Healthcare	No annual deductible or monthly premiums			Proposed a 5% reduction in premium, but intends to offset the cost by narrowing the network
	Vacation Hours			
	Seniority			
		Vacation		
PTO/Usage	1 - 3 yrs			Status quo
	3 - 5 yrs			
	5 - 10 yrs			
	10 - 15 yrs			
	15 - 20 yrs			
	20+ yrs			
Job Security - SUB	One year of SUB pay, one year of TAP benefits, 2 years of continued healthcare benefits			No commitment
401 (K)	10% automatic company contribution			Status quo
Sourcing Moratorium	Yes			NO

AT UAW-VW, WE'RE FIGHTING FOR A STRONG FIRST CONTRACT THAT REFLECTS OUR DEMANDS AND RAISES STANDARDS AT OUR PLANT.

