

UAW STELLANTIS DEPARTMENT UPDATE

PROTECTING OUR MEMBERS

UAW Stellantis Family,

Earlier this year, we announced the success of our Keep The Promise campaign. Our campaign saved thousands of jobs in Belvidere, Detroit, Toledo, and Kokomo, thanks to the action of UAW members. Though the campaign did not solve all our problems, the Stellantis Department is working hard to continue this new momentum.

Last month, Stellantis announced profit-sharing figures for UAW members. While we are proud to have profit-sharing at the Big 3, the payouts were infuriating. UAW members at Ford and GM received 3-4 times as much, while Stellantis top management and shareholders still received millions. Clearly, UAW members are still paying the price for former CEO Carlos Tavares's mismanagement.

Our main priority is supporting the thousands of Stellantis workers who are still laid off across our facilities. The UAW-Stellantis Department is using our contract to get our members back to work and to reduce the suffering that our laid off members are experiencing. We will continue to pursue every contractual provision negotiated in 2023 to address our membership's concerns. In this spirit, we'd like to share several benefits we negotiated to help our laid off sisters and brothers.

<p>Fixing Presence at Work Award for Unfairly Denied Members</p> <p><i>(See PM&P Letter 254 for more information)</i></p>	<p>We successfully negotiated with the company, getting them to agree to pay the Presence at Work Award to 1,526 employees. These workers were initially deemed ineligible due to the timing of layoffs, which was entirely under the company's control. Payments will range from \$750 to \$1750, with vast majority receiving \$1000. These payments will go out on March 14, 2025. This group includes over 900 laid off workers at Warren Truck.</p>
<p>Special Packages for Detroit and Toledo Labor Markets</p> <p><i>(See PM&P M-1 for more information)</i></p>	<p>To help get laid off members back to work, the UAW-Stellantis Department has negotiated additional separation packages in the Detroit and Toledo Labor Markets. The exact number is still being determined. These packages include:</p> <ul style="list-style-type: none">• Incentivized Program for Retirement (IPR) \$50,000 enhanced package for retirement eligible "Traditional" employees.• Voluntary Termination of Employment Program (VTEP) \$50,000 enhanced package for employees with greater than one (1) year of seniority but less than fifteen (15) years of seniority and who are not eligible for an IPR. For employees with fifteen years of seniority or more and who are not eligible for an IPR, the VTEP will be offered in the increments outlined within M-1 Memorandum of Understanding Sourcing and Job Security in the 2023 Letters, Memoranda, and Agreements.

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<p>Relief for Belvidere</p> <p><i>(See PM&P M-1 and EO&C M-10 for reference on packages and PM&P Exhibit D for reference on SUB)</i></p>	<p>To help reduce the pain of layoffs, the UAW-Stellantis Department has negotiated additional separation packages open to non-skilled, skilled, and SBU employees at the Belvidere Assembly Plant and the Chicago PDC. There is no cap on the number of takers. These packages include:</p> <ul style="list-style-type: none">• Incentivized Program for Retirement (IPR) \$75,000 enhanced package for retirement eligible “Traditional” employees.• Voluntary Termination of Employment Program (VTEP) \$75,000 enhanced package for employees with greater than one (1) year of seniority and who are not eligible for an IPR.• Pre-Retirement Leave (up to 2-years) for employees who meet normal eligibility requirements. <p>We also successfully negotiated with the company to allow laid off Belvidere members to work an additional job without having their SUB Pay reduced. This applies to up to \$1,479.20 per week for Team Members/Team Leaders, \$1,430.40 per week for Apprentices, and \$1,744.80 per week for Skilled Trades.</p>
<p>Fixing Issues with Separation Packages</p>	<p>We have also fixed several issues with both the IPR and VTEP separation packages.</p> <ul style="list-style-type: none">• The company initially denied profit sharing to members who left the company under the VTEP program. Effective for 2024 and thereafter, employees who end their employment under a VTEP will be eligible for profit sharing in the year of their departure. (See PM&P Exhibit F)• The company has agreed to pay the \$50,000 IPR lump-sum payments to those who applied for an IPR package in 2024 and then left without payment because they were not released for thirty days or more. (See PM&P Letter 334)

We will be communicating information about these benefits to your local union as they become available, with more details about timelines and any relevant sign-up processes forthcoming.

There are many other issues that we are closely monitoring, including the hiring of summer vacation replacements and shifting trade policy. Expect to hear from us about these issues in future updates. These are not easy times, but we are determined to have your back and put this membership first.

In solidarity,



Kevin Gotinsky

