



UAW Stellantis Department

All-Member Report

FOCUS ON JOB SECURITY

**EXCLUSIVE DETAILS
FROM OUR KEEP THE
PROMISE CAMPAIGN**



A Message to UAW Stellantis Members

In our 2023 contract, we made major gains. We won the reinstatement of COLA, the elimination of wage tiers, billions in product investments, and the reopening of the Belvidere Assembly Plant. Over the life of the agreement, UAW members at Stellantis will see raises ranging from \$8.69 an hour to \$24.68 per hour.

But less than a year later, Stellantis was attempting to back out of its end of the agreement, indefinitely delaying the reopening of Belvidere Assembly, laying off thousands of workers, and planning to move production of the Dodge Durango to Canada. Ford, GM, and the rest of the market was making money hand over fist. The problem wasn't the market, it was Carlos Tavares. We said Record Profits mean Record Contracts. He wanted to turn those Record Contracts into Record Layoffs.

In the past, our union leadership would have rolled over and let the company shutter plants and gut communities, but not this time. We knew we couldn't let that happen: we won the right to strike over plant closures in our 2023 contract and we were not about to lay down and accept another plant closure. So, we launched our Keep The Promise campaign to put the pressure on CEO Carlos Tavares and demand that Stellantis fulfill the commitments it made to our membership.

Thousands of Stellantis workers signed the strike pledge, held local rallies, and sent a clear message to Tavares and the company that we weren't backing down, even if that meant going back out on

strike. It worked. Carlos Tavares was forced to resign, and in January, the company recommitted billions of dollars in investments, and to the reopening of Belvidere Assembly.

Keep the Promise was our union's first-ever national contract enforcement campaign, and, thanks to the resilience of our members, it was a major success. This report explains why we launched the campaign, how our members won, and where we go moving forward.

While this is a great outcome, the fight isn't over. There are still thousands of Stellantis workers laid off. We still have broken trade policies that make it far too easy for corporations to ship jobs out of the country. There's more to do. But if there's one thing we've learned throughout this campaign, it's that when we stand together, we can take on powerful corporations and win.

In Solidarity,



Shawn Fain
UAW President



Kevin Gotinsky, Director
UAW Stellantis Department



This is an official UAW all-member department report, issued by the UAW Stellantis Department and produced jointly with the UAW Communications Department. The UAW periodically issues all-member reports when critical information must be widely communicated to the membership.

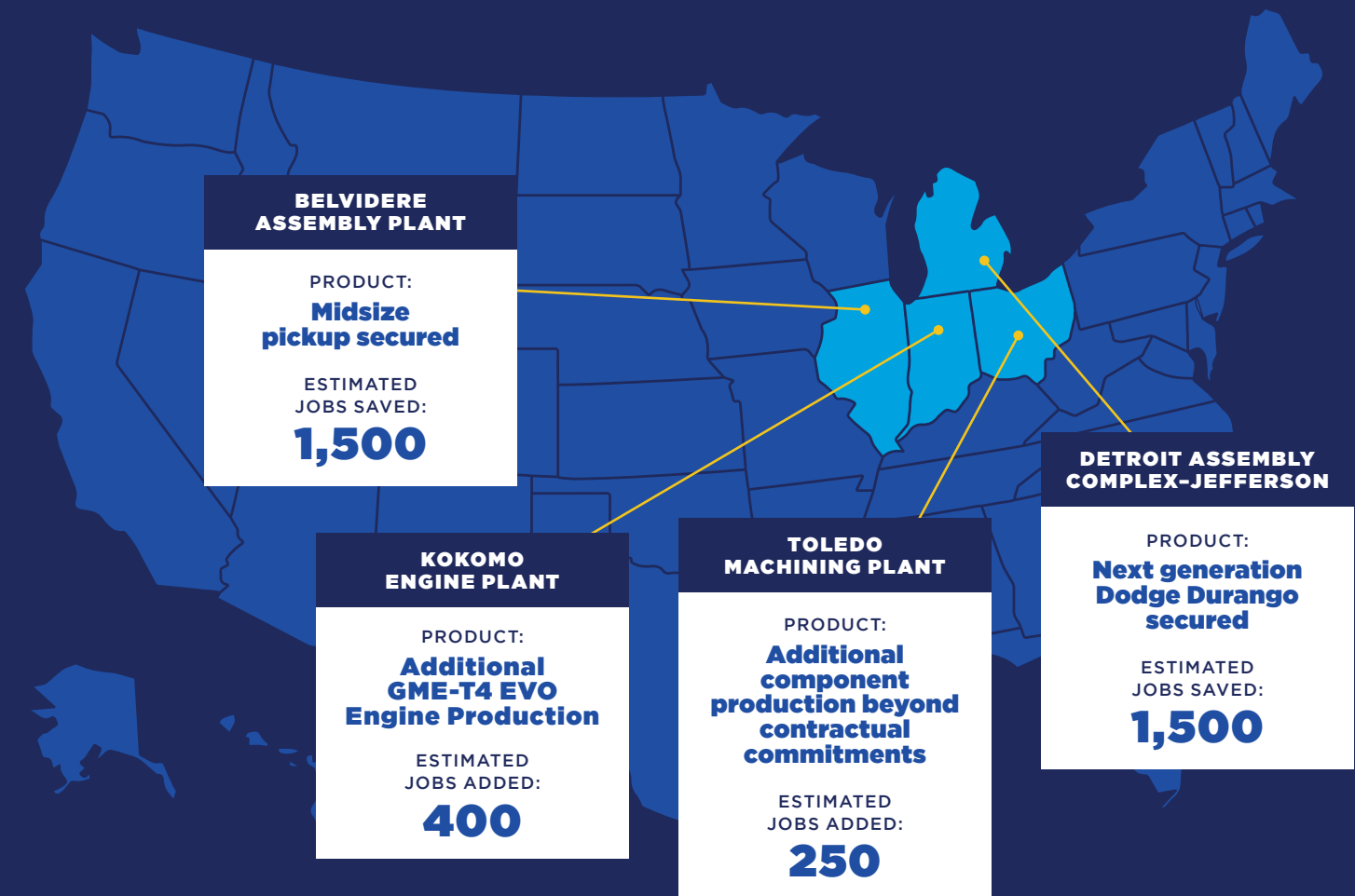
Stellantis tried to ship jobs overseas.

We fought back.

Here are the results of our campaign to make Stellantis **Keep the Promise:**

Over **3,500** jobs defended or added.

Over **\$2 billion** in investment protected.



Why We Fought to Keep the Promise

Fact #1

Our contract includes specific commitments from Stellantis to invest in U.S. jobs.

These commitments are made in **Letter 311-U.S. Investment**. This letter contains \$18.9 billion in total investment for UAW locations and specific products for every plant. These commitments include a new product at Belvidere in 2027 and the next generation Dodge Durango at Detroit Assembly Complex in 2027.

Fact #2

For years, our union leadership refused to fight back against plant closures. All that changed in our 2023 contract.

In the past, we had to rely on the slow and often toothless arbitration process to hold the company to its investment commitments. In our 2023 contract, we got the Letter 311 grievances added to the list of strikable grievances, giving us more power to enforce our contract.

CONTRACT VIOLATION

Fact #3

Stellantis tried to back out of their product commitments.

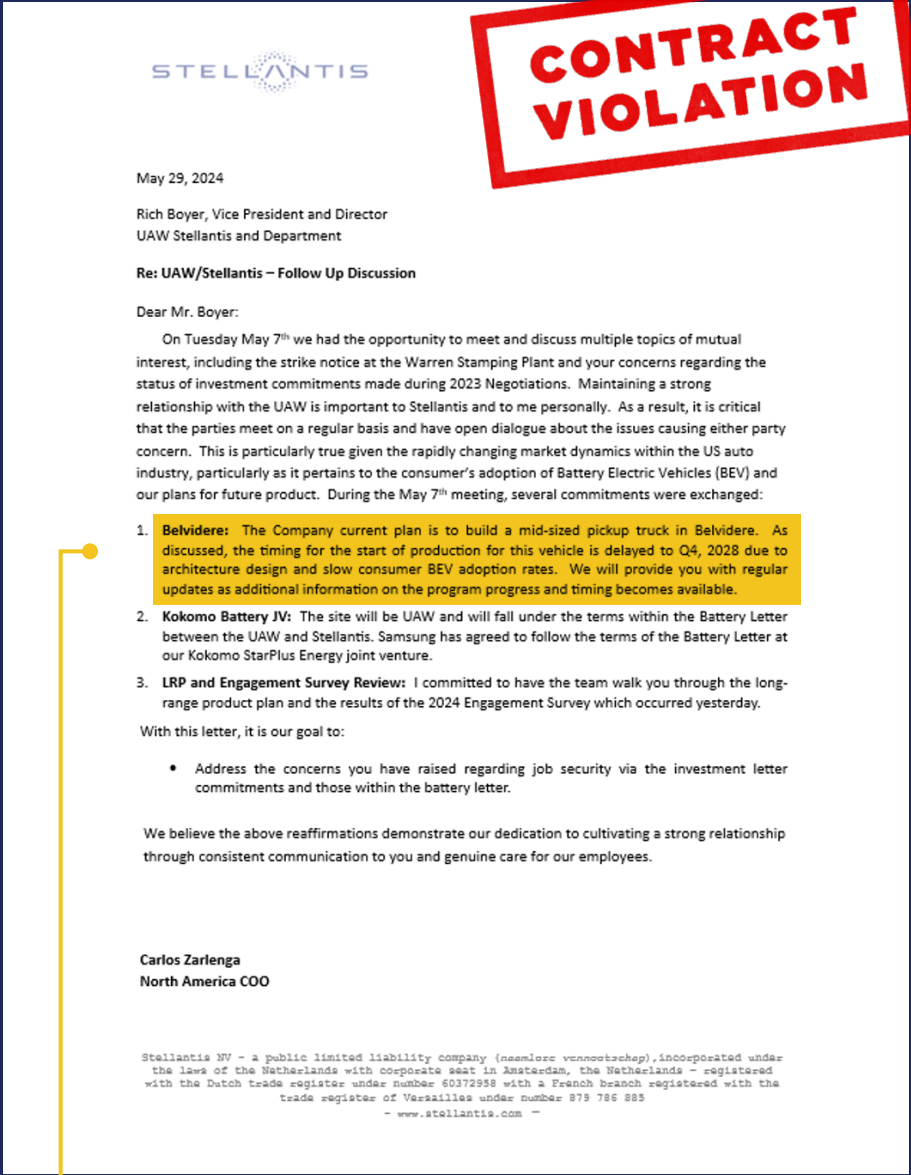
See for yourself.

Excerpt from Meeting with Stellantis on Dodge Durango

SEPTEMBER 12, 2024 AT 11:00AM

Kevin Gotinsky (Director, UAW Stellantis Department): "So where are we with conversations around the Durango in 2026 at Jefferson, we are reading stuff all over, we are hearing stuff everywhere [...]"

Company Representative: "That is a tough one. I am just going to, I'm going to shoot you straight based on what I know. Contractually, last year we committed to it going to DAC. We learned about it a little bit earlier this summer, that unbeknownst to us, decisions have been explored and made to switch it over to Windsor. [...] So I don't want to sit here and lie to you guys or anything like that, but it sounded like it is getting moved, and now it appears that, you know that now it may be up in the air again, so that's what I know right now."



Stellantis Letter on Belvidere

MAY 29, 2024

Letter to the UAW from Stellantis announcing that the company intended to violate the contract by not launching any product at Belvidere until after the contract expired.

By placing the product after the contract expired, the company intended either to keep the plant closed or force us to bargain for it to be reopened when we returned to the table.

The Company current plan is to build a mid-sized pickup truck in Belvidere.

As discussed, the timing for the start of production for this vehicle is delayed to Q4, 2028 due to architecture design and slow consumer BEV adoption rates. (EXCERPT FROM LETTER)

How We Made Stellantis Keep the Promise



November 20, 2023

UAW members ratify historic contract at Stellantis that includes the reinstatement of COLA, the elimination of wage tiers, new product commitments, and the reopening of the Belvidere Assembly Plant.



August 2024

UAW launches its Keep the Promise campaign, calling on Stellantis to fulfill the commitments it made to UAW members in its 2023 contract. UAW Stellantis locals prepare to file grievances over company's failure to keep product commitments.



August 22-23, 2024

Keep the Promise rallies with hundreds of members at UAW Local 1268 (Belvidere) and at UAW Local 1700 (SHAP).



October 3, 2024

Keep the Promise rally at UAW Local 1264 (Sterling Heights Assembly).

October 4 & 7, 2024

UAW Local 230 (Ontario, CA, PDC) and UAW Local 186 (Denver PDC) votes to authorize strike.



**UAW launches
shitcancarlos.com**

October 24, 2024

79 members of Congress call on Carlos Tavares, Stellantis, to Keep the Promise.



October 30, 2024

Keep the Promise Rally at UAW Local 51 (Detroit Assembly).

2023

2024

2025

May 29, 2024

Stellantis informs the UAW that it will be delaying the re-opening of Belvidere Assembly until after the expiration of the current contract, undermining our contractual agreement, and calling into question their commitment to Belvidere.



September 11, 2024

Stellantis' U.S. dealers call out Tavares for damaging brands, writing that "[dealers] did not create this problem, the federal government did not create this problem, the UAW did not create this problem, and your employees did not create this problem—[CEO Carlos Tavares] created this problem."



September 12, 2024

Stellantis informs UAW that it is not committed to building the Dodge Durango in Detroit.



September 16, 2024

UAW files federal labor charges, grievances against Stellantis for violating contract, refusing to provide information, and moving Durango production out of America.



December 1, 2024

Stellantis CEO Carlos Tavares resigns amid pressure from UAW members, dealers, and customers.

December-January 2024

Stellantis Department meets with local leadership to prepare for strike authorization votes at Local 869, Local 372 and Local 1166. Local leaders collect over a thousand strike commitment cards at strategic locations.



January 21, 2025

Stellantis reverses course after months of pressure, recommits billions to UAW jobs.

Member Reflections



“This is a huge win for all of us. We can continue to be productive in our communities, put quality vehicles on the road, and retire from our home plants. It’s also a win for my husband and I because we can stay in Belvidere and continue to nurture and guide our niece and grandson.”

—**Tamara Coffman-Baker,**
Belvidere Assembly (Local 1268)

“This win means everything to me and my coworkers and their families. As a third generation Chrysler employee, building the next gen Dodge Durango right here at the Detroit Assembly Complex- Jefferson site secures our jobs, strengthens our communities, and ensures we can provide for the ones who matter the most.”

—**Brian Lemmons, Detroit Assembly Complex-Jefferson (Local 7)**



“I am a newly rolled over Local 12 Jeep employee. And I’m very happy with the work our union has done. We won huge investments with the Stand Up Strike. However, with Carlos in charge, we’ve seen Stellantis did not plan to follow through with their commitments. The membership held Stellantis to their promise. We showed we were ready to stand together over the past few months. Going on strike is never the plan. But with strike power, we were able to make Stellantis follow through with our historic contract gains.”

—**Leticia Lopez, Toledo Assembly Complex (Local 12)**

Key Lessons

- ✓ **We have the right to strike** over grievances concerning investment and other important issues like health and safety.
- ✓ **Contracts don’t enforce themselves:** member involvement is critical.
- ✓ **Finding allies is important:** the company responded to dealer pressure, political pressure, and public pressure.

OUR PLAN TO PROTECT THE VICTORY



Regularly request information from the company about their progress on plant construction and investment.



UAW Leaders will be on the ground to closely monitor the company’s progress.



Update members about whether the company is following through. Members must be ready for additional action if needed. We must stay informed, and stay organized.

Remaining Challenges: Indefinite Layoffs

Plants with indefinitely laid-off members as of March 1, 2025.

Plant	MEMBERS INDEFINITELY LAID OFF
Detroit Assembly Complex — Jefferson	255
Detroit Assembly Complex — Mack	271
Indiana Transmission Plant	289
Kokomo Engine Plant	53
Kokomo Transmission Plant	123
Sterling Heights Assembly Plant	362
Warren Truck Assembly Plant	1,337
Sterling Stamping	14
Warren Stamping	113
Freud St	389
TOTAL Indefinitely Laid Off	3,169

What We’re Doing About Layoffs

In addition to indefinite layoffs, there are significant temporary layoffs at Dundee Engine Plant and Belvidere Assembly Plant. These layoffs are a direct result of Carlos Tavares’ mismanagement and reckless plans for the company’s future. Although the current layoffs are not violations of Letter 311, we are using every tool at our disposal to convince Stellantis to reverse course. We are also pressing the company for additional benefits to support our laid-off members. Additionally, we are in conversations with new leadership to change direction and prioritize a path forward that invests in good jobs in the U.S. Here’s what we’ve done so far.

Fixed the missing Presence at Work Award.

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 \$1,750, with vast majority receiving \$1000. This group includes over 900 laid-off workers at Warren Truck.

Secured additional separation packages to get more members back to work.

We have agreed to additional separation packages in Belvidere and additional packages for non-skilled trades workers in the Detroit and Toledo labor markets. These include both Incentivized Program for Retirement (IPR) for retirement eligible employees and Voluntary Termination of Employment Program (VTEP) for employees one or more years of seniority.

Enhanced SUB Pay in Belvidere.

Due to the exceptional length of the temporary layoffs at Belvidere, we made the company agree to allow members to work an additional job without having their SUB Pay reduced, up to \$1,479.20 weekly for Team Members/Team Leaders, \$1,479.20 weekly for Apprentices, and \$1,430.40 weekly for Skilled Trades.

Fixing Broken Trade Deals

How the UAW is Fighting to Save Jobs

OVER LAST THIRTY YEARS, the Big Three closed 65 plants with zero action from UAW leadership. UAW members were always told we “would live to fight another day.” Then another day would come and go with no action. The Keep the Promise Campaign was a turning point in the history of our union. The days of allowing companies to close plants without action are over.

Instead of being reactive, we need to be proactive. That’s why the UAW is ramping up efforts to end sellout trade policies.

For decades, under anti-worker trade deals like NAFTA and the USMCA, Stellantis and other manufacturing companies have been able to intimidate American workers with the threat of shipping jobs out of the country to exploit poor workers in Mexico and elsewhere.

We fought to Keep The Promise at Stellantis by enforcing our contract. But if we want to fix the problem for good, we need to end the bipartisan anti-worker trade laws written by and for corporate America, and signed by politicians in Washington, D.C.

Stellantis operates two non-union Assembly Plants in Mexico. They exploit low-wage, non-union labor and then ship vehicles back to the U.S. for a massive profit. This race to the bottom is responsible for layoffs at UAW-represented plants, like Warren Truck.

The UAW is gearing up for a fight to end sellout trade policies, push our politicians to implement strategic tariffs, and to stop plant closures. It doesn’t matter if you’re a Democrat, Republican, or Independent, we all agree that one plant closing is one too many.

