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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: MIKE BOOTH • RICH BOYER • LAURA DICKERSON

December 1, 2025

TO: All UAW Stellantis Local Union Presidents, Vice Presidents, Recording Secretaries, Financial Secretaries, Hourly Chairpersons, and SBU Chairpersons

RE: COLA Update – December 2025

Greetings:

The Consumer Price Index three-month average for May 2025, June 2025, and July 2025, was 304.858. The three-month average index for Wage Earners and Clerical Workers (CPI-W) for the periods of August 2025, September 2025 and October 2025 is 307.172 computed as follows:

INDEX FOR WAGE EARNERS AND CLERICAL WORKERS (1982-84=100)

Applicable Consumer Price Index:

August 2025	306.374
September 2025	307.218
October 2025	307.925
<b>3-Month Average</b>	<b>307.172</b>

Cost of Living Adjustment:

Previous COLA Float	\$1.10
Formula Adjustment	\$ .26
Minus Diversion	\$0.10
Actual Adjustment	\$ .16
<b>New COLA Float</b>	<b>\$1.26</b>

October 2025 CPI figures will not be published due to data collection delays from the government shutdown. Below is the contractual language that pertains to situations like this.

**Section 111 Paragraph A Basis for Allowance:**

*"In the event the index shall be revised or discontinued and in the event the Bureau of Labor Statistics, U.S. Department of Labor, does not issue information which would enable the joint parties to know what the Index would have been had it not revised or discontinued, then the joint parties will meet, negotiated, and agree upon an appropriate substitute for the Index. Upon the failure of the parties to agree within sixty (60) days, thereafter, the issue of an appropriate substitute shall be submitted to the Impartial Chairman of the appeal board for determination. The Chairman's decision shall be final and binding."*

Therefore, a contingency plan for calculating the COLA adjustments is outlined below:

- **Recent CPI Trend:** The average monthly increase in CPI-W all items less medical care (1982/84=100) over the last three months is approximately **0.23%**
- **COLA Update-December 2025:** With the above calculation, this would have the Consumer Price Index three-month average for August, September, and October as 307.172. With the normal calculation, the formula adjustment would be \$.26 cents, minus the \$.10 cent diversion, actual adjustment of \$.16 cents, for a new COLA Float of \$1.26 effective December 1<sup>st</sup>, 2025

The December 2025 increased adjustment, applied after a \$.10 diversion, will provide for a total of \$1.26 cost of living allowance. The adjustment will be effective December 1, 2025.

In solidarity,



Kevin Gotinsky  
Director  
UAW Stellantis Department

KG:sb

opeiu494afl-cio

cc: IEB

Top Administrative Assistants  
Regional Assistant Directors  
Regional Servicing Representatives  
UAW Stellantis Department Staff & Clerical

Patrick Byers  
Makisha Richardson  
Steve Stahl  
Greg Stoey