

Get the Facts Know Your Rights



Negotiations Update

- ✓ VW has a compelling offer on the table that offers double-digit wage increases, COLA, profit sharing and lower health care costs.
- ✓ A first contract typically take **15 months** to complete. The UAW was certified in April 2024 and we are making great progress. But this process takes time.
- ✓ We've resolved more than **65%** of the UAW's demands.
- ✓ It remains our hope to avoid a strike.

A strike would not benefit anyone, disrupting production and paychecks. The real work of reaching a contract can only be accomplished at the bargaining table. Now is not the time to walk away.

Your Legal Rights

If the union decides to call a strike, you have the right to come to work safely to continue to get your paycheck and your full benefits.

FAQ

We have answered the most common questions we have received about a potential strike.

- 1. Does a strike authorization vote mean there will be a strike?** No. A strike authorization vote is a standard procedural step taken by a labor union. Authorization gives union leaders the authority to call a strike at any time until both sides have reached a contract deal.
- 2. Do I have to participate in a strike authorization vote?** No, but it is important to know that authorization only requires 50% of employees who actually vote yes. So if only 20 people vote and 10 vote 'yes,' a strike is authorized.
- 3. Once a strike authorization vote happens, how soon will a strike begin?** If more than 50% of employees vote yes during a strike authorization vote, the union can decide to call a strike at any time. Strikes are harmful to everyone involved. It remains our hope to avoid a strike.
- 4. If there is a strike, do I have to strike or can I still come to work and get paid?** You are not required to strike. While Volkswagen and the union continue to negotiate, if you choose to come to work, you can do so safely and we guarantee your full pay, even if we cannot run production.
- 5. If I decide to go on strike, will I receive strike pay and how much will that be?** You will need to discuss strike pay with the union. If you go on strike, do not report in to work during a strike, or show up but refuse to work, you will not be paid by Volkswagen.
- 6. Is bargaining continuing?** Yes. The real work of reaching a contract can only be accomplished at the bargaining table and Volkswagen is committed to continuing these negotiations.