

# VOTE FOR THE WORKPLACE YOU WANT.

The upcoming union election is an important decision for you and your workplace experience. Learn the facts and know your rights.

**Vote to make your voice heard.**



## Election Information

### **What is Volkswagen's position on the election?**

We respect our employees' right to decide this important issue through a democratic process and to determine who should represent their interests. We fully support a secret ballot NLRB election so every team member has a chance to vote in privacy on this important decision. We hope everyone will take the time to review the relevant facts before casting a vote.

### **How do I know if I'm eligible to vote?**

If you are a full-time or regular part-time production and maintenance employee, including a Team Member, Team Leader, Skilled Team Member, Skilled Team Leader or Equipment Operator, and you were employed by or before March 17, 2024, you are eligible to vote.

Not eligible to vote: Specialists, technicians, plant or office clerical employees, engineers, purchasing and inventory employees, professional employees, guards, managers and supervisors, or anyone employed through a contractor, employee leasing companies, or temporary agency.

### **Will anyone know how I vote in the election?**

No. You are guaranteed the right to vote in privacy on this important decision. The union election at Volkswagen Chattanooga will be supervised by the National Labor Relations Board (NLRB) and conducted by secret ballot.

### **Do I have to vote in the election?**

You are not required to vote, but we encourage you to do so. The election will be decided by 50% plus 1 of the total number employees who vote. For example, if only 3,000 employees vote, the election will be won by 1,501 votes one way or the other. The decision of those 1,501 employees will be binding upon all 4,300+ employees in the proposed unit. This is why we encourage all eligible employees to vote.

### **If I signed a union card, do I have to vote for the union in the election?**

It is a secret ballot election. How you vote is entirely up to you and will remain private. Only votes cast during the election count.

### **Can I lose my job depending on my vote?**

No. An employee will not lose their job by voting for or against the union. No one will know how an employee votes unless they share it themselves. And we respect the right of all employees to decide this important question for themselves.

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## Implications if the Union Wins

### **If the union wins the election, which employees will be represented?**

If the union wins the election, it will represent every employee in the “bargaining unit.” The bargaining unit is the group of employees determined by the National Labor Relations Board (NLRB) to have a clear and identifiable community of interests with one another.

### **If the union wins the election, do all employees in the bargaining unit have to join the union?**

All employees in the bargaining unit are represented by the union and will be subject to the terms and conditions that are negotiated in the union contract. However there is no obligation to join a union; this would be a voluntary decision. Once the union is voted in, they permanently represent the employees in the bargaining unit (e.g. the employees who are eligible to vote). The representation can be changed via a formal legal removal process, called decertification, which is regulated by the NLRB.



## Contracts and Collective Bargaining

### **How long until I have a new contract if we vote to unionize?**

If the union is voted in, Volkswagen will negotiate with the union through a process called “collective bargaining.”

### **How will a union be involved in development of wages and benefits or working conditions?**

In negotiations, management and union negotiate to find a joint solution. Any significant changes to wages, benefits or working conditions are subject of negotiation and alignment and agreed in collective bargaining.