

September 11, 2023

## Pre-Strike Letter

Dear Brothers and Sisters:

As you are aware, the United Auto Workers are continuing to negotiate a new contract on our behalf with Stellantis NV (formerly Fiat Chrysler Automobiles NV).

In the event an agreement is **unable** to be reached or an extension is not agreed upon **AND** a strike is called, **you will be notified by your Committeeperson, Chief Steward, or Strike Captain to proceed with the following actions:**

1. Members are to take their personal belongings and **IMMEDIATELY** exit Sterling Stamping Plant in an orderly and dignified manner.
2. Safely leave Sterling Stamping Parking Lot and proceed directly across the street to your UAW LOCAL UNION HALL.
3. Upon arriving at the Local, additional information and updates will be provided by your Local Union Strike Committee.
4. These instructions apply to **ALL** Stellantis NV Production, Non-Production, Assembly AND Skilled Trades Local 1264 Brothers and Sisters.

**\*\*\* PLEASE NOTE:** *These instructions DO NOT include Caravan Members! Those members are to continue with their scheduled assignments unless otherwise, instructed by Management. \*\*\**

- **The Strike Captains are printed on the reverse side of this letter.**
- **It is your responsibility to contact the Local Union Strike Committee if you have NOT received your Strike Assignment.**
- **The Strike Benefit Registration Process is detailed in another letter.**
- **A cell phone/tablet will be required to complete the Strike Benefit Registration Process. You will need your Name, Gender, Birthdate, Social Security Number, Marital Status, Address, Email Address, Phone Number, Medical Coverage, Dependent Coverage Information, Banking Information (routing number and account number), Dependents (name, social security number, birthdate, relationship and medical insurance information). You will also be asked to provide information if you or your Dependents are receiving any "high value" treatments or medications (i.e. pregnancy, cancer, multiple sclerosis, diabetes, etc.)**

We have complete confidence that a favorable resolution will be reached on our behalf as soon as possible. Every effort will be made to keep the Membership informed. Please make sure you have signed up for the International Union Text Updates and the Local Union Text Updates.

Yours In Solidarity,



Doug McIntosh  
President  
UAW Local 1264

# UAW Local 1264 Strike Points – First Day Out

September 14, 2023

Dear Brothers and Sisters:

This letter is intended to inform the Membership on the **major points of interest** in the event of a **STRIKE**.

The Local Union Strike Committee will give you your Strike Assignments. All Members are **required** to participate in strike activities **to receive Strike Benefits**. Areas of participation may include Picket Duty, Kitchen Duty, Strike Information Classes, and any other strike related assignments. *You must be in good standing the day before the strike to receive benefits.*

In order to qualify for Strike Assistance, you **must register** for Strike Benefits **on the day and time assigned**. Strike Registration will take place at UAW Local 1264 beginning at 8am on the day following the first day of the strike. Strike Benefit Registration will continue throughout the following two (2) days according to the following schedule:

***Please report based on the FIRST INITIAL of your LAST NAME***

<u>Day of Strike</u>	<u>Initial</u>	<u>Time</u>
Day 2	A thru D	8:00am – 12:00pm
Day 2	E thru J	1:00pm – 5:00pm
Day 3	K thru O	8:00am – 12:00pm
Day 3	P thru S	1:00pm – 5:00pm
Day 4	T thru Z	8:00pm – 12:00pm
Day 4	Any Missed Appointments	1:00pm – 5:00pm

**\*\*\*Note:** *If you have Strike Duty during your assigned registration day, you will register during the missed appointment designated time.*

To collect Strike Assistance, you must complete your Strike Assignment. It is your obligation to check for the time and date for your Strike Assignment. Assignments will be posted in the Union Hall of UAW Local 1264, 7450 15 Mile Road, Sterling Heights, MI 48312.

When you register for benefits, you will be issued a Picket Card, and your Picket Captain will indicate on the card when you have completed your strike duty. You must present your Picket Card at UAW Local 1264 to receive your benefit check. **DO NOT lose your Picket Card!** It is the only means of verification for you to receive Strike Benefits.

Strike Benefits are \$500.00 per week with Health Benefits included. If you receive \$600 or more in weekly Strike Benefits in a calendar year, the Union is **required** to report the earnings to the IRS and send you a **“Form 1099-MISC”** at the end of the year. To avoid problems, keep a record of all assistance you receive. Members on Medical, Workman's Compensation, or Discharged/Terminated on the day the strike begins are not eligible for Strike Benefits and will not have strike duties.

If you choose to work a second job with more than \$499 in gross income, you will NOT have a right to Strike Pay. You will be able to maintain your health care and life insurance as long as you complete your weekly Strike Assignments.

**DO NOT** take action to strike unless notified by your Steward/Committee Person the strike has begun!

In Solidarity

  
Doug McIntosh  
President  
UAW Local 1264



## UAW Local 1264 Strike Planning Q & A

**Eligibility:** Strike Assistance shall be provided to ALL MEMBERS IN GOOD STANDING who participate in the strike. Members MUST BE in good standing on the day before a strike commences to be entitled to Strike Assistance, provided that all of the qualifications are met. A Member in good standing is "one who is not in arrears in dues", as provided in Article 16 Section 8 of the International Constitution.

### Skilled Trades

1. **Are the Skilled Trades affected by the strike?** Yes, the Skilled Trades are affected by the strike just like all other union dues paying Members. **How will they know when to walk out?** They will receive the signal from their Steward/Strike Captain. \*NOTE: There will be a few Skilled Trades designated to remain in the Plant to protect the equipment. (They will be notified prior to the strike.)
2. **Will Apprentices be affected by the strike? If so, when will they be directed to leave the Plant?** Yes, if Apprentices are Members in good standing, they will be affected and will be able to participate in the strike. Apprentices will be directed by their Steward/Strike Captain to leave the Plant when the strike is called.

### Right-To-Work

3. **Since Michigan is now a Right-To-Work state, how will the strike affect current Union Members?** The strike has no bearing on Right-To-Work legislation at this time. However, Right-To-Work will go into effect when our current contract expires.
4. **During the strike, can Stellantis bring in employees to do our jobs?** Yes. They can bring in scab workers.
5. **Can a person opt-out of paying union dues now and still be represented when/and if a strike occurs?** Yes, a person can opt-out of paying Union Dues. That person is still able to be represented when working in the Plant. That person **CAN NOT** receive any benefit, perk or assignment dedicated to "Members in Good Standing".

\*\*\*Note\*\*\*

*If the current contract is extended, Right-To-Work legislation is postponed until the extension is expired. The current Right-To-Work legislation **will not** be repealed until March 30, 2024.*

### Supplemental Employees

6. **What will happen to Supplemental Employees if we go on strike?** Supplemental Employees may become eligible for Strike Assistance if they have joined the Union by paying the Initiation Fee and signed the application for membership and a Union check-off card prior to the strike (a member in good standing).
7. **If you are a New Hire with one day of seniority, are you eligible for Strike Pay?** Yes. They are eligible for Strike Assistance if they have joined the Union by paying the Initiation Fee and signed the application for membership and a Union check-off prior to the strike (a member in good standing).

### Strike Duties & Pay

8. **How may actual picketing locations are required to be covered and for how long?** Members will have seven (7) access gates to cover twenty-four (24) hours a day, seven (7) days a week until the strike has been called off by the International Union. Coverage is **required** for holidays that occur during the strike period. No premiums will be paid for holidays.
9. **What are the mandatory number of hours/days each member will have to work to receive strike pay?** Strike hours are determined by each location (Local) depending on the number of members at each Plant (i.e., rotations process of seniority or alphabetically). President Doug McIntosh has directed the Strike Committee to assign each Member 1 – 6-hour Shift per week to qualify for Strike Pay.
10. **What are some examples of job duties that members will have to perform?** Strike activities shall include: Assisting the Community Service Committee, picketing the line, making picket signs, kitchen duties (packing and delivering lunches), soliciting other committees for help, etc.
11. **How will we be assigned Strike Duties (day/time)?** Strike Duties are determined by the Strike Assistance Committee (You may not necessarily be working during the same hours as your current shift). You are required to show up for your ENTIRE ASSIGNED SHIFT.



### **Strike Duties & Pay (con't.)**

12. **What happens if you are on Medical or ill and can't perform the strike duties? Do I have to participate?** You must do whatever Strike Duty is assigned. If you are unable to meet your assignment requirements due to illness or emergency, contact UAW Local 1264.
13. **How much is the Strike Pay?** All Members shall receive \$500.00 per week (\$100 per day), regardless of status (Part-Time/Full-Time/Skilled Trades).
14. **How will strike payments be distributed to the Membership?** The International Union has decided to distribute payments through DIRECT DEPOSIT. Each Member will have to register their own account through the QR Code provided by the International Union during the Strike Benefit Registration Process. The Local Union will inform when payments will begin and when last payment will be made.
15. **If the strike is settled on the 11<sup>th</sup> day, and I return to work on the 12<sup>th</sup> day, do I get benefits?** Yes. Strike Benefits would be pro-rated to reflect the days you were on strike.
16. **Are Strike Benefits taxable?** Yes. Under federal law, Strike Benefits are taxable income and are reported to the IRS on Form 1099 by the International Union if a Member received \$600.00 or more during the calendar year. Each Member is responsible to download their electronic PDF Form 1099 from the Strike Assistance Portal to serve as a record when they file their income tax return.

### **Deductions**

17. **Will supplemental deductions come out of our Strike Pay (car loan payments, additional life insurance, ABD loan payments, etc.)?** No. Supplemental Policy payments will come out of your Strike Pay. Optional insurance coverage, rider policies, and other payments will remain the responsibility of the Member.
18. **Will garnishments, tax levies or child support (FOC) come out of our Strike Pay if it is currently coming out of my payroll check? Will Members have to pay these payments on their own?** These deductions are court orders submitted to the Plant through Corporate Payroll. Therefore, NO payments of this sort will be deducted from Strike Assistance Payments. These payments will also remain the responsibility of the Member.
19. **What happens to Union Dues allocated for the strike if we do not strike? What happens to the Strike Fund?** At the conclusion of the strike, all International Union strike funds which have not been used specifically for the benefit of the strike must be returned to the International Union.
20. **When do we fill out the Strike Registration Form?** After the strike is called, Members will be notified when to complete the Strike Assistance process. SEE THE UAW LOCAL 1264 STRIKE POINTS OF INTEREST LETTER.

#### **\*\*\*NOTE\*\*\***

*If there is a prolonged strike, court orders are subject to change and may be deducted from Strike Assistance payments.*

### **Medical/Worker's Compensation**

21. **What happens to people on Medical and Worker's Compensation during the strike? Will they continue to get paid by Sedgwick?** Only Members who were on ACTIVE PAYROLL at the time the strike began shall be entitled to Strike Assistance. Members who are sick prior to a strike and are receiving Sick & Accident Benefits, Unemployment Compensation or Worker's Compensation during the strike, are not eligible to receive Strike Assistance.
22. **Will a Medical or Worker's Compensation Member be able to vote in the Strike Authorization and/or Contract Ratification Votes?** Yes. All Members in good standing will be allowed to vote.
23. **Is the strike planned? Will we be given a time and date for the strike to start?** The strike is NOT a planned event. There is NOT a set time or date. The strike occurs ONLY when the International Union sanctions it. You will be notified by your Steward/Strike Captain.

### **Strike Committee**

24. **Who are the Strike Assistance Committee Members at Local 1264?** The Strike Committee consists of: Local 1264 Elected Leadership, UAW Internationally Appointed Representatives (Plant Level), Local 1264 Community Service Members, Local 1264 Education Committee Members, Local 1264 Organizing Committee and other Local 1264 Committees as needed.



### Strike Committee (con't)

25. **When will we know who our Strike Captain is?** Your Strike Captain will be either your current Steward or Committeeperson and whomever is assigned to assist them.
26. **How should the Membership vote in the Strike Authorization Vote?** Local 1264 Leadership is encouraging ALL Members to vote "YES" to the strike vote.
27. **When we vote for the Strike Authorization, will we know what is being negotiated?** No. Details for negotiations are kept confidential at this time.

### Union Dues

28. **Will union dues decrease if we don't go on strike?** No.

### Strike Altercations

29. **During a strike, what happens if a major altercation occurs? What happens to your job? Will the Union (International/Local) bail us out of jail?** During the strike you have to use your best judgment as being on strike does not give you promise to break the law. (The purpose of the strike is to create an intimidating presence NOT harm anyone.)
30. **How much push back will we get from the company during the strike?** We have no idea what to expect from the company.

### Other Areas

31. **If we go on strike, will all the Stellantis Plants go on strike?** Not necessarily. The International Union (if empowered through the Strike Ratification Vote) can opt to strike one or multiple locations or divisions. The decision will be based on what is best for the Membership during negotiations.
32. **What determines the contract demands during negotiations?** Contract demands are submitted to the International Union based on Contract Resolutions submitted by the Members.
33. **What should a Member do if severe illness or immediate family member death occurs during the strike?** All Members should report any issues with severe illness or death of an immediate family member to the Financial Secretary/Treasurer Charon Bobbit. He will provide information on required documentation and next steps.

### \*\*\*NOTE\*\*\*

***More strike information can be found in Article 50 of the Constitution of the International Union of United Automobile, Aerospace and Agricultural Implement Workers of America, UAW.***

### Strike Benefit Registration Information Required:

- |   |          |                |                         |
|---|----------|----------------|-------------------------|
| •Name   | •Gender  | •Birthdate     | •Social Security Number |
| •Marital Status   | •Address | •Email Address | •Phone Number           |
| •Medical Coverage (who's covered)   |          |                |                         |
| •Dependent Coverage Information from ANY other Health Plan  |          |                |                         |
| •Bank Information (Routing Number, Account Number – checking or savings, Bank Name, Account Type)   |          |                |                         |
| •Dependents Presently Covered (Dependent's Social Security Number, Name, Birthdate, Relationship and Other Medical Insurance Information – <i>if applicable</i> ) |          |                |                         |

### Other Items Members Should Know

- **ONLY** those authorized will be allowed to park at Sterling Stamping Plant and **MUST** park in designated locations.
- Each Member is responsible for keeping up with their own PICKET CARD.
- Each Member **MUST** Sign-In when reporting for Picket Duty.
- All strike related questions regarding STRIKE PAY and STRIKE ASSIGNMENTS **should be directed to Financial Secretary/Treasurer Charon Bobbitt, Sr.**
- Once the International Union declares the strike has ended, Members will be instructed when to return to work by Text Message and/or Media notifications. Each Member is required to return to work on the shift and time directed. Please direct all questions on this matter to your Steward or Committee Person.



# UAW Local 1264

## What to Do WHEN ITS TIME to Strike

**MEMBERS ARE URGED TO START REMOVING YOUR PERSONAL BELONGINGS FROM STERLING STAMPING PRIOR TO SEPTEMBER 14, 2023!!!**

▪Locker Rooms      ▪Fitness Center      ▪Job Site/Line      ▪Personal Lockers/Boxes

- ✓ September 14, 2023 at 12:00am, is the Strike Deadline, **BUT** it is not definite that we will walk on that date.
- ✓ **DO NOT** stop working until you are directed to do so by your UAW Local 1264 Leadership.
- ✓ **DO NOT “slow work”** if a contract extension is called.
- ✓ **DO NOT** leave your workstation or job assignment until you have been instructed by your UAW Local 1264 Leadership.
- ✓ When instructed to leave, DO NOT disrupt any equipment, computers, company property, lines, dies, parts, etc.
- ✓ Grab your belongings and leave in a respectful manner.
- ✓ **NO YELLING.**
- ✓ **NO CURSING.**
- ✓ **NO TAKING PICTURES.**
- ✓ **NO SABOTAGE.**
- ✓ **NO FIGHTING, ARGUING OR DISCOURSE. SOLIDARITY ONLY!!!!!!**
- ✓ Go Directly to UAW Local 1264 if you are currently at work when the Strike is called.
- ✓ DO NOT go home from the Plant without reporting to the Local for Strike Instructions.
- ✓ If you are not at work when the Strike is called, you will receive direction by way of ROBO TEXT from UAW Local 1264. If you are not signed up to receive texts or have recently changed your phone number **YOU MUST SEND A TEXT TO: Marty Barrymore at (313) 736-8523 AND SAY: “YOUR NAME, CID, I WANT ROBO TEXTS”.**
- ✓ If you are on Layoff, your layoff ends at the time the strike begins. Contact your CHIEF STEWARD for further instructions.
- ✓ If you are on Medical when the Strike begins and are expected to return to work during the Strike, **COME TO THE UNION HALL BEFORE GOING TO THE PLANT** for reinstatement. **DO NOT GO TO THE LABOR/EMPLOYMENT OFFICE ALONE!**

# UAW Local 1264 Picketing Instructions

While picketing you should **DO** the following:

- Peacefully patrol at or near the employee entrance(s) to the facility or where assigned.
- Peacefully attempt to persuade people to honor our Picket Line and support our strike.
- **When asked why we are striking, state ONLY:** "The reason we are picketing is to protest the Company's unfair treatment of its workers". **DO NOT say anything else.**
- Refer questions from the media to the **Picket Captain.**
- Carry **ONLY** picket signs issued by the Union. **DO NOT** alter them or make your own sign.
- Picket **ONLY** on public property and where directed by a Picket Captain.
- Leave the premises immediately if you fear for your personal safety and notify your Picket and/or Strike Captain.
- Report any threats directed at you or others to a Picket Captain immediately.
- Comply with instructions issued by Picket Captains, Corporate Representatives, and any directions from Law Enforcement Officials.

While picketing you should **AVOID** any of the following:

- Do not prevent anyone from entering or leaving the facility.
- Do not stand in the roadway in front of the facility or otherwise interfere with traffic.
- Do not gather in groups while picketing, instead keep moving in an orderly fashion.
- Do not threaten anyone with physical harm or property damage.
- Do not put yourself in a position where you can be accused of causing physical harm or property damage.
- Do not put yourself in a position where you can be accused of causing physical harm or property damage.
- Do not bring alcohol, drugs or weapons – or anything that could be construed as a weapon (guns, knives, sticks, etc.) – to the picket line.
- Do not litter. Use designated bags and cans to discard trash.

**Your Picket Captain is:** \_\_\_\_\_

**Contact your Picket Captain at:** \_\_\_\_\_

**NOTES:**

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