

We will have more meetings in the future as we get more information. There will also be exit meetings, these are the meetings that you should attend. The exit meetings will lay out your timelines for getting 61Ds entered if there's opportunity, signing up for In Labor Market work opportunities, benefits information, etc...

There seemed to be some confusion on a few topics yesterday that I'd like to clear up.

Volunteering for In Labor Market selection: If you are going to sign up for Naperville, you will need to do that within the 1st week you are indefinitely laid off. You will not be able to sign up after that 1st week. To sign up, you will need to do this on the HUB. If selected to go by the corporation, you must report. There would be no transfer money given for transferring to Naperville.

Volunteering for Out of Labor Market selection: This can be done at any point after you've been indefinitely laid off. This is done on the HUB. If you are selected by the corporation to go, you must report. You would have two relocation options. There's a \$6,000 option that allows you to put a return to home transfer in after you've been at your new plant for 6 months. The \$6,000 would be paid after you report to the new plant.

The other option is \$30,000 that would make your new plant your home plant, you wouldn't be able to return to Belvidere. This \$30,000 option is paid out in the following manner, you'd receive \$8,000 upfront, you'd then receive \$16,000 after you've been at the new plant for 30 days, the final payment of \$6,000 would be paid after being at your new plant for a year.

Volunteering for In Labor Market or Out of Labor Market: You do not have to volunteer for In/Out of labor market. You can just wait for a job offer letter that would be sent to you. In labor market would be for Naperville PDC.

Job Offer Letters: Whether you volunteer to go somewhere or not, you can be sent a job offer letter. This letter will identify the labor markets that the corporation is intending to fill openings at. There could be one location identified on the letter or several locations. If you don't select to transfer to all locations identified on the job offer letter, you run the risk of losing your sub and company paid benefits. Example- if there are 10 openings at New York PDC and the corporation sends out job offers to every person on layoff. If any of those openings remain after all job offers have been turned back in, everyone that was job offered would lose their sub and company paid benefits. In this same scenario, if 10 people below your seniority accepted those openings, you wouldn't lose your sub and company paid benefits because you didn't get that option.

Remember- this letter must be filled out and returned by the deadline date on the letter. Failure to do so will allow the company to terminate you. This applies to every job offer letter they send you. Make sure the company has your updated email and address so you don't miss a letter.

3rd relocation option associated with a Job Offer Letter: Another relocation option is added to the job offer letters that isn't available when you volunteer on the HUB for a transfer. This option is a \$30,000 option that is paid out in the following manner, you would receive \$6,000 upfront, \$4,000 after reporting to the new plant and \$20,000 after being at the new plant for a year. This option also allows you to return to your home plant (Belvidere).

Volunteering on the HUB for a In Labor Market or Out of Labor Market transfer: If you volunteer and if there are openings at the location you volunteer for, the corporation will fill those openings with the highest seniority person on the list of volunteers.

Job Offer Letter Placements: Anyone that said yes to a job offer letter will go on a list for placement. The corporation will start filling these openings with the lowest seniority person on the list, working their way up to the highest seniority person. This will be done until the openings are filled or the list of people that said yes to the opportunity has been exhausted.

Timing on Job Offer Letters: We don't know when they will send out job offer letters. They can send them out at any point after we are indefinitely laid off.

Seniority: You keep your plant seniority when transferring to another plant.

Relocation payments: Keep in mind, the relocation payments will be added to any work checks you may be receiving at the time of payment. Relocation money is not paid on a separate check.

Volunteering or accepting a transfer through a job offer letter: Whether you volunteer to transfer or accept a transfer through a job offer letter, when the corporation notifies you that you are approved to transfer and given a date to report, you must report to your new plant. Failure to do so would allow the corporation to terminate you.

Unemployment: If you decline a job offer, you will still be able to collect unemployment. The state doesn't require you to take a job out of state. Keep in mind when filling out your unemployment form when it asks if you've turned down any work opportunities, you should answer "No".

2023/2024 Vacation/PAA pay: Just about everyone that is currently working has worked at least 26 weeks to be eligible for their 2023/2024 vacation/PAA entitlement. If you transfer, this will transfer to your new plant. If you decline a job offer letter and lose your company paid benefits, part of this loss would include your 2023/2024 vacation/PAA pay.

Openings at other facilities: We haven't been told what locations we will be offered to transfer to in a job offer letter. We probably won't know until we are indefinitely laid off and receive the job offer letter in our mailbox. The corporation hasn't given us a heads up in the past where the openings were, I don't expect them to change their process this time around. If we do get a heads up, we'll get that information out.

Packages: We haven't heard if there will be any packages offered.

Warren Truck: We've heard the same rumors as everyone else about Warren truck possibly not adding the 3rd shift. This isn't confirmed yet that I know of. Whether it is being added or not, the corporation will come up with openings somewhere, whether real or fabricated.

Belvidere Assembly after February 28th, 2023: We've met with the plant manager to see what work will continue at the plant after the layoff. This would include repair work, mopar and trades work. At this point, he didn't know. He will be meeting with his boss in the next week or so. Once he has this meeting we should know more.

False Hope: Several people were asking about possibly not losing their company paid benefits if a job offer doesn't get to them. Yes, this is true, if you aren't given the opportunity, you wouldn't lose your benefits. Please get yourself prepared for there being enough openings for anyone being laid off. The corporation is coming after anything they are obligated to pay us. The CEO has been all over stating they have to get the corporation's budget in line to be able to compete in the electrification market. He is attacking fixed costs, one of those fixed costs is us.

Labor markets are as follows:

Out of Labor Market Selection	
Labor Market Area	Long Description
Atlanta PDC	Atlanta PDC
Boston PDC	Boston PDC
Cleveland PDC	Cleveland PDC
DETROIT AREA	Includes: Centerline PDC, CTC, DAC- Jefferson*, DAC- Mack*, Dundee Eng*, FCA Transport*, Marysville Axle, Marysville PDC, Romulus PDC*, Sterling Hgts Assy, Sterling Stamping, Trenton Eng*, Toledo Assy Complex*, Warren Stamping, Warren Truck Assy
Dallas PDC	Dallas PDC
Denver PDC	Denver PDC
ILLINOIS AREA	Includes: Belvidere Assy, Chicago PDC
INDIANA AREA	Includes: Indiana Transmission, Kokomo Casting, Kokomo Transmission, Tipton Transmission, Kokomo Engine
Los Angeles PDC	Los Angeles PDC
Milwaukee PDC	Milwaukee PDC
Minneapolis PDC	Minneapolis PDC
New York PDC	New York PDC
OHIO AREA	Includes: Toledo Assy Complex*, Toledo Machining, DAC-Jefferson*, DAC-Mack*, Dundee Engine*, FCA Transport*, Trenton Engine*, Romulus PDC*
Orlando PDC	Orlando PDC
Portland PDC	Portland PDC
Winchester PDC	Winchester PDC

Let me know if you have any questions.

Thanks.

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