



VOLKSWAGEN TENTATIVE AGREEMENT

FEBRUARY 2026



HIGHLIGHTS
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Letter to UAW VW Members

There is a common myth about union contracts. The myth is that they are negotiated by a small group of union staff and lawyers on one side, and company representatives on the other. And while we, and our UAW international staff, and your elected bargaining committee have put in countless hours to bring you this agreement, the only thing that brings a company to the bargaining table is you, the membership. The only reason they negotiate with us is because they know that when they look over our shoulder, they see thousands of autoworkers ready to take action.

And that's exactly what you did. You fought for years to win your union. You voted in an overwhelming majority to join the UAW and the fight for a better life. You spoke up about your demands and priorities in this agreement. You rallied, you practice picketed, you spoke up, stood up, and even authorized a strike. This agreement is all that hard work paying off.

There are a lot of major victories in this tentative agreement. From massive wage increases, to finally addressing the healthcare crisis at Volkswagen, to ensuring job security for Chattanooga, to winning real enforceable union representation, dignity and fairness on the job, and a voice at work. Each of those victories is your victory, won because you ignored the cynics, stood together, and joined the UAW. You all made history by forming your union and are going to make it again with this first contract.

In the UAW, we have a saying: the members are the highest authority. That means you, the membership, lead the way. Read this highlighter, bring it home to your family, discuss with your coworkers, and make sure to vote when the time comes.

We are honored to share this union with you, to share this movement with you, and to have the privilege of standing shoulder to shoulder with you all.

In solidarity,

UAW President Shawn Fain

LETTER FROM THE UAW VW BARGAINING COMMITTEE

We would first like to thank you, the members of UAW Local 42, for your solidarity, resilience, patience, and strength throughout this long process of negotiating our first contract here at Volkswagen Chattanooga.

Together, we have all learned so much and have a lot of work ahead of us. The history we are writing together lays the cornerstone on which to build a remarkable tomorrow: for us, for Chattanooga, and for workers across the country.

You stood up for your brothers and sisters. You helped make a better life for your family. You ignored the outside noise that tried to take this away from ALL of us. You put the "U" in Union.

Your bravery has made it possible to achieve a tentative agreement that exceeds expectations. What we accomplished will fundamentally change the conditions in which we work for the benefit of us all.

This tentative agreement is the beginning of something new, and how we continue to come together will define our union for generations to come. We proudly present this to you now.

In solidarity,

UAW Local 42 Bargaining Committee



Highlights

- \$4,000 RATIFICATION BONUS
- \$2,550 ANNUAL BONUS FOR THE LIFE OF THE CONTRACT
- SIGNIFICANT WAGE INCREASES
- WAGE PROGRESSION
- JOB SECURITY
- AFFORDABLE HEALTHCARE
- ENFORCEABLE HEALTH AND SAFETY LANGUAGE
- \$50,000 ONE-TIME RETIREMENT BONUS
- IMPROVED PTO AND HOLIDAYS
- SENIORITY, TRANSFERS, AND PROMOTIONS LANGUAGE
- BETTER EDUCATION ASSISTANCE
- TRANSFORMED EMPLOYEE ASSISTANCE PROGRAM
- SKILLED TRADES ISSUES ADDRESSED

RATIFICATION BONUS

\$4,000 BONUS

Active members will receive a \$4,000 bonus upon ratification of the contract.

\$2,550 BONUS

Active members will receive an annual bonus of \$2,550 for the life of the contract.

As a result of these bonuses, each Active Member will receive \$6,550 upon ratification of the agreement.

SIGNIFICANT WAGE INCREASES

This contract includes major economic gains through general wage increases (GWIs), the introduction of Cost of Living Adjustments (COLA), and more. Under this agreement, all members will see a compounded 21.6% wage increase over the life of the agreement, plus additional COLA increases .

	PRODUCTION		SKILLED TRADES	
	GWI	Top Wage	GWI	Top Wage
On Ratification	5%	\$34.02	5%	\$43.05
February 2027	3%	\$35.04	3%	\$44.34
February 2028	3%	\$36.09	3%	\$45.67
February 2029	3%	\$37.17	3%	\$47.04
February 2030	6%	\$39.41	6%	\$49.86



NEW HIRE WAGE PROGRESSION

PRODUCTION WAGES							
Progression (months)	Current Rates	Ratification 5%	Feb. 2027 3%	Feb. 2028 3%	Feb. 2029 3%	Feb. 2030 6%	Total Wage Increase
0	\$23.40	\$24.57	\$25.31	\$26.07	\$26.85	\$28.46	\$5.06
6	\$24.50	\$25.73	\$26.50	\$27.29	\$28.11	\$29.80	\$5.30
12	\$25.80	\$27.09	\$27.90	\$28.74	\$29.60	\$31.38	\$5.58
18	\$27.00	\$28.35	\$29.20	\$30.08	\$30.98	\$32.84	\$5.84
24	\$27.90	\$29.30	\$30.17	\$31.08	\$32.01	\$33.93	\$6.03
30	\$29.05	\$30.50	\$31.42	\$32.36	\$33.33	\$35.33	\$6.28
36	\$30.20	\$31.71	\$32.66	\$33.64	\$34.65	\$36.73	\$6.53
42	\$31.30	\$32.87	\$33.85	\$34.87	\$35.91	\$38.07	\$6.77
48	\$32.40	\$34.02	\$35.04	\$36.09	\$37.17	\$39.41	\$7.01

SKILLED TRADES WAGES							
Progression (months)	Current Rates	Ratification 5%	Feb. 2027 3%	Feb. 2028 3%	Feb. 2029 3%	Feb. 2030 6%	Total Wage Increase
0	\$32.60	\$34.23	\$35.26	\$36.31	\$37.40	\$39.65	\$7.05
6	\$33.90	\$35.60	\$36.66	\$37.76	\$38.90	\$41.23	\$7.33
12	\$35.00	\$36.75	\$37.85	\$38.99	\$40.16	\$42.57	\$7.57
18	\$36.20	\$38.01	\$39.15	\$40.32	\$41.53	\$44.03	\$7.83
24	\$37.40	\$39.27	\$40.45	\$41.66	\$42.91	\$45.49	\$8.09
30	\$38.00	\$39.90	\$41.10	\$42.33	\$43.60	\$46.22	\$8.22
36	\$38.90	\$40.85	\$42.07	\$43.33	\$44.63	\$47.31	\$8.41
42	\$39.95	\$41.95	\$43.21	\$44.50	\$45.84	\$48.59	\$8.64
48	\$41.00	\$43.05	\$44.34	\$45.67	\$47.04	\$49.86	\$8.86

COLA

The UAW first negotiated Cost of Living Adjustments (COLA) back in 1948 with the purpose of protecting the wages of UAW members against rising consumer prices. COLA is calculated and adjusted quarterly based on inflation (less medical care, not seasonally adjusted) using the CPI-W South Urban index. COLA is presented separately from base wages on your paycheck and will increase or decrease based on increases or decreases in the CPI (increases in CPI = inflation, decreases = deflation) but in no circumstance will COLA drop below zero. The COLA formula we won allows for up to **45 cents per hour on top of your base wage**, depending on inflation. COLA is included in computing overtime premium and all contractual paid time off.

PROFIT SHARING

We believe that the workers who build the product are entitled to their fair share of the profits the company makes. When the company makes money, so should the workers. That's why we've fought for and won profit-sharing at Volkswagen. Under this agreement, the better Volkswagen's returns, the more you get in your profit-sharing check.

VW Return on Sales	Profit Sharing Payout
4-6.99%	\$1,000
7-7.99%	\$1,250
8%+	\$1,500





ATTENDANCE BONUS

On top of profit-sharing, we have maintained our attendance bonus, and we now have the benefit in writing. The Attendance Bonus pays out at 8% annually, for those who meet existing requirements.

JOB SECURITY

A union contract is only as good as its job security clause. We heard loud and clear from the membership that we need a contract that commits to Chattanooga, and makes sure our jobs are safe. That's exactly what we won.

- **Before any layoffs**, the company must meet with the union to discuss available options to find ways to minimize the impact on members.
- **In the event of temporary layoffs**, like when the company temporarily stopped ID.4 production last year, you are guaranteed 80% of your base pay if you are affected. Benefits will continue without interruption—including healthcare and car leases.
- **In the event indefinite layoffs are required**, there would first be a voluntary attrition program. In the highly unlikely event there are not enough volunteers, you will get 50% of your base pay for up to a year, and healthcare for up to 12 weeks, if you are affected.

JOB SECURITY (CON'T)

Commitment to Plant Operations

The company commits that it will not close, curtail, shut down, discontinue or liquidate the Chattanooga plant during the term of this agreement, unless conditions beyond the control of the company arise that make compliance with this commitment impossible.

Commitment Not to Sell

The company commits that it will not sell, lease, transfer, or assign its operations at the Chattanooga plant without requiring a successor entity to recognize the union and be bound by this agreement, unless the above stated conditions beyond the control of the company are present, rendering compliance with this commitment impossible.

PRODUCT COMMITMENT

The company, as a minimum, commits to allocate product to the facility with a volume sufficient to sustain a substantial portion of the UAW-represented employment levels at the time of the ratification of this agreement.

Additionally, VWGoA is committed to finding pathways to introduce potential new product for the Volkswagen brand assembled in Chattanooga. Such a commitment involves adopting next generation, distinctive, competitive and state of the art vehicles planned for the next decade.

Formal announcements specific to the Chattanooga workforce concerning products will be made jointly with VWGoA and the UAW-representation, in the spirit of co-determination.

All core work currently performed by UAW-represented employees will not be outsourced during the life of the 2026 UAW-Volkswagen CBA unless approved by the UAW.

HEALTHCARE WE CAN AFFORD

VW members spoke up and made it clear the company's healthcare benefit was simply unaffordable. The member survey we conducted painted a stark picture of how members have struggled to pay their health expenses, and we made this a priority at the table. We secured contract language that lowers the cost of insurance and that puts the health and wellbeing of our members and their families first.

Healthcare premium costs FROZEN and REDUCED for the life of the agreement

- After years of skyrocketing healthcare costs, we have frozen and reduced our healthcare premiums for the life of the contract.

YOUR NEW BI-WEEKLY PREMIUM RATES LOCKED IN FOR FOUR YEARS

Choice Fund Premier Plan: 24-32% cost reduction under new agreement

Employee only	\$26.94
Employee + Spouse	\$56.57
Employee + Child(ren)	\$51.19
Family	\$80.82

Choice Fund Preserve Plan: 23% cost reduction under new agreement

Employee only	\$7.08
Employee + Spouse	\$14.87
Employee + Child(ren)	\$13.46
Family	\$21.25

OAP - PPO Plan 20% cost reduction under new agreement

Employee only	\$52.03
Employee + Spouse	\$109.27
Employee + Child(ren)	\$98.86
Family	\$156.10

Further OAP-PPO Plan Cost Reductions

	Individual	Family
Current In-Network Deductible	\$650	\$1,300
NEW In-Network Deductible	\$450	\$900
Annual Cost Reduction	\$200	\$400
Current Out-of-Pocket Maximum	\$3,200	\$6,400
NEW Out-of-Pocket Maximum	\$2,400	\$4,800
Annual Cost Reduction	\$800	\$1,600

OTHER HEALTHCARE BENEFITS WE WON IN THIS AGREEMENT

Eligibility for Healthcare, Dental, and Vision

- This agreement locks in eligibility rules for healthcare, dental, and vision coverage.
- The company can no longer unilaterally change who qualifies—those eligible for coverage are now protected in writing.

Review Disabled Dependent Insurance After Age 26

- This agreement ensures that parents can continue healthcare coverage for their disabled dependents beyond the age of 26.
- Raising a dependent with a disability comes with enough challenges—now members won't have to worry about coverage being taken away due to age.
- This allows families to focus on care without added stress about healthcare eligibility.

Coverage During Furloughs, Including Dependents

- This agreement guarantees uninterrupted coverage for all members and their dependents during furlough periods.
- No matter the uncertainty of a furlough, healthcare benefits will remain intact, protecting members when they need it most.

Health & Benefit Plan Appeal Process with Union Representation

- Members now have the right to appeal healthcare decisions and to have representation during the process.
- This ensures our voices are heard and that someone is fighting for our best interest—not the company's.

UAW-VW Benefits Working Group

- This new working group brings members to the table on all things healthcare.
- It handles:
 - Problem-solving and issue resolution
 - Member education on benefits
 - Planning future enhancements to healthcare coverage
- Most importantly: No change can be made without union approval.

Improved Optional Buy-In for Critical Illness Insurance

- Optional Critical Illness Insurance is now protected and guaranteed for the life of the contract.

- Members decide for themselves if they want this added protection—the choice is ours, not the company's.

5 Years of Coverage for Surviving Spouse & Dependents (Job-Related Death)

- If a member is tragically killed on the job, their spouse and dependents will now receive five years of continued healthcare coverage.
- This language recognizes the real risks we face in the plant and provides long-term support to the families left behind.

Surviving Spouse and Dependents Coverage (Non-Work-Related Death)

- In the event of a member's death off the job, this agreement provides their family with two years of continued healthcare coverage.
- This gives families much needed stability and support in the wake of devastating loss.

Life Insurance Continuation on Furlough

- Even while on furlough, life insurance coverage remains in place.
- If tragedy strikes during a furlough, families will still receive the life insurance protection they need and deserve.

Healthcare Coverage for Military Leave (Including Dental & Vision)

- Members who serve in the military will have continued healthcare, dental, and vision coverage for the full duration of their military-related leave.
- This guarantees that our brothers and sisters in uniform and their families are fully protected while they serve.

Additional Healthcare and Disability Benefit Improvements

- Lasik surgery \$350 lifetime benefit
- Raised orthodontics benefit from \$2,000 to \$2,200
- Increase in Garner HRA reimbursement program from \$1,000 to \$1,800 for an individual and from \$2,000 to \$3,600 for a family.
- Enhanced employment rights while on long-term disability
- Expanded disability benefits

RETIREMENT BENEFIT IMPROVEMENTS

\$50,000

**ONE -TIME
RETIREMENT
BONUS**

\$50,000 one-time bonus if you are age 55+ with 10 or more years of service at the time of ratification and you choose to retire.

401(K) CONTRIBUTIONS PROTECTED

We sustained the company 401(k) contribution and match through the life of the agreement. Annual raises will increase the value of contributions over time.

IMPROVED PAID TIME OFF (PTO) AND HOLIDAYS

Members faced uncertainty and limitations around paid time off, including delays in approval, limited carryover time, and restrictions on usage. You deserve a life off the job, and this agreement secures those rights.

For the first year of employment, you receive 8 hours of PTO per month up to 96 hours.

NEW HIRE PAID TIME OFF (PTO) HOURS

VW month hired	Less than 1 year	1 year anniversary eligibility date	Paid Time Off (PTO) hours
January	8	1 - Jan	96
February	8	1 - Feb	88
March	8	1 - Mar	80
April	8	1 - Apr	72
May	8	1 - May	64
June	8	1 - Jun	56
July	8	1 - Jul	48
August	8	1 - Aug	40
September	8	1 - Sep	32
October	8	1 - Oct	24
November	8	1 - Nov	16
December	8	1 - Dec	8

IMPROVED PAID TIME OFF (PTO) AND HOLIDAYS (CON'T)

At the beginning of your second year or higher anniversary, you'll be credited with your total PTO per the chart below:

PAID TIME OFF (PTO) HOURS — YEAR 2 THROUGH 20+

Year	2	3	4	5-6	7-8	9-11	12-14	15-20	20+
Hours	104	112	120	128	136	144	152	160	200

HOLIDAYS

We secured two additional floating holidays so we can spend more time with our families. This is in addition to our full holiday schedule, totaling 16 paid holidays. Here's what 2026 will look like:

New Years Day — January 1

Martin Luther King Jr. Day — January 19

Memorial Day — May 25

Juneteenth — June 19

Independence Day — July 3 (Observed)

Labor Day — September 7

Thanksgiving — November 26

Day after Thanksgiving — November 27

Winter Shutdown — December 24-31

IMPROVEMENTS

Our Bargaining Team successfully negotiated the following improvements with VW:

PTO Approval Timeline: PTO requests must be approved or denied within five business days. If no action is taken, the request is automatically approved.

PTO Protection: Once approved, PTO cannot be canceled or changed without the employee's consent.

Extended Carryover Window: Members now have until April 30 (previously March 31) to use any carried-over PTO from the prior year.

PTO Payout Option: Members can receive a payout of up to 40 hours of unused PTO at base wage if it is not used by April 30. Any remaining balance beyond 40 hours will be forfeited.

Unplanned Paid Time Off (UPTO):

Members will continue to receive five (5) instances of UPTO per year.

UPTO can be used without advance notice unless the member is on active Level 3 Attendance Corrective Action or higher. In that case, Supervisor approval is required.

When using UPTO, members may choose to apply PTO from their balance to receive pay or take the time as excused, unpaid.

These changes bring clarity, predictability, and flexibility to how members can use their time off. They protect members' approved PTO, allow more time to use carryover, and provide payout options for unused time.

IMPROVEMENTS (CON'T)

Floating Holidays - Workers previously had limited paid time off for personal or cultural observances. Now, two annual floating holidays have been added, and all holidays will be observed and paid from midnight to midnight. This improvement gives members more flexibility to take meaningful time off.

Military leave - Improvements were made to military leave to ensure those who serve our Nation are compensated and supported during their time away from work.

FAIR ATTENDANCE POLICIES

Our bargaining team negotiated an attendance policy that promotes fairness at Volkswagen. Workers told us they were penalized too quickly for being late. We secured language so that 3 tardies are allowed before an occurrence, and the tardy window extends from 29 minutes to 60 minutes. These changes give workers more flexibility and reduce disciplinary actions for minor lateness, helping us better manage unforeseen delays without immediate penalties.

Workers faced immediate discipline after initial attendance issues. We bargained language so that the first two occurrences now result in verbal coaching instead of formal action, giving workers a chance to correct attendance issues without facing immediate disciplinary action.

UAW UNION STRONG WORKSITE

Seniority, Promotions, and Representative Compensation

For years, seniority at Volkswagen Chattanooga has been hollow. It was shop- or area-specific, making it difficult for team members to grow within the company. Transfers were limited and often only permitted for disciplinary reasons. Representation was minimal, leaving members without consistent support or guidance in workplace matters.

Our Bargaining Team secured significant improvements in the areas of seniority, promotions, transfers, and union representation to create fairness, opportunity, and consistent member support.

Moving forward, seniority will be based on date of hire. Team members will now be able to utilize a job bid/posting program, in which they can transfer regardless of disciplinary or attendance record. The goal is to encourage team members to excel within the company,

where in prior years they were held back from reaching their full potential.

Seniority:

- Plant-wide seniority has been established, replacing the previous shop- or area-specific model.
- Seniority will now be based on date of hire, giving all team members equal footing regardless of their assigned location.
- Time spent in the variable workforce will now count toward seniority, ensuring that all time served is recognized.

Transfers and Promotions:

- For the first time since the plant opened, team members can now transfer shop-to-shop through a job bid/posting system, rather than only through company-mandated moves.

UAW UNION STRONG WORKSITE (CON'T)

- Members can bid on new roles or transfer positions regardless of attendance or disciplinary history—one occurrence or corrective action will no longer disqualify them.

Representation and Support:

- The UAW will now have representation in all aspects of the contract, with a centrally located office for members to receive assistance on disciplinary, health, personal, or contractual matters.
- There will be full-time union representation during all working hours, with a 1 to 200 ratio of representatives to team members.
- One Chairperson will be added in addition to this ratio.
- Three full-time Representatives will serve on the UAW Bargaining Committee, with the remaining reps forming the UAW District Committee.
- The UAW has the right to appoint specialized representatives in key areas, including:
 - Employee Resource Coordinator
 - Health and Safety / Ergo

- Benefits
- Industrial Hygiene
- Employee Assistance Program (EAP)
- Quality
- Continuous Improvement/Production Standards
- Joint Apprenticeship Coordinator
- Civil Rights
- Benefits Retirement

- The company has agreed to recognize a full-time UAW Local 42 President and Financial Secretary. Alternate Representatives will be recognized when full-time reps are unavailable, ensuring continuous member support.

These changes create clear, plant-wide standards for seniority and job movement, unlocking new opportunities for advancement. Members are no longer held back by minor disciplinary records. Full-time, specialized representation ensures every member has the support and resources they need to navigate issues, enforce the contract, and build a stronger workplace.

DISCIPLINE AND GRIEVANCE

For years, the disciplinary process at Volkswagen was inconsistent, subjective, and often unfair. Management had broad discretion, leading to biased decisions, unclear consequences, and little recourse for workers.

Our Bargaining Team fought for and won major improvements to the Discipline and Grievance procedures, creating a fair, transparent, and consistent system. Key changes include:

- A brand-new discipline process that starts with three documented coaching steps, followed by a six-step progressive discipline

policy with a 12-month roll-off period, no matter the step.

- Separation of discipline and attendance—each now follows distinct tracks and is tracked independently, preventing overlapping or compounded penalties.
- Removal of Peer Review in favor of a stronger Grievance Procedure that ensures all members have just cause rights, with progressive discipline focused on correction, not punishment.

DISCIPLINE AND GRIEVANCE (CON'T)

- A new Grievance Procedure allowing members to formally challenge any management action that violates the contract, up to and including arbitration.
- A 4-stage grievance process designed to resolve issues at the lowest step possible, minimizing escalation and fostering timely resolutions.
- Time limits on disciplinary actions to ensure swift and fair outcomes.
- Problem Resolution Forms for all documented coachings, promoting consistency and documentation.
- Grievance Forms completed by District Committeepersons (Stewards) to support members throughout the process.
- Guaranteed access to a member's full employee record upon request.
- Disciplinary actions will not disqualify a member from receiving holiday pay.
- Mutual agreement on privacy during all disciplinary hearings to protect members' dignity and confidentiality.
- These contract wins replace vague and unfair systems with clear steps, documentation, and accountability. Members now have the right to fair treatment, due process, and access to support. Everyone is held to the same standard, reducing favoritism and increasing trust in workplace procedures.
- We secured the right to strike over health and safety.

DURATION & RATIFICATION

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at Volkswagen, and only then on the appropriate dates specified. The effective date of the agreement will be the Monday following ratification. The new agreement, if ratified, will expire 12:00 AM ET on February 24, 2030.

DUES: A CONSTITUTIONAL MATTER

Dues are determined by UAW Constitutional Convention action and are not a subject of negotiations. Dues are based on the principle that they reflect each member's cash income, normally 2.5 hours of straight-time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income and are assessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight-time pay per month. Per this Constitutional requirement, dues will start being deducted from lump-sum cash payments beginning January 1, 2027.

KNOW YOUR CONTRACT

This is a summary of the tentative agreement. In all cases actual contract language will apply.

PRODUCTION STANDARDS, OVERTIME, AND SHIFT SCHEDULES

For years, production standards, overtime, and shift schedules at Volkswagen lacked clarity, consistency, and fairness. Workers faced unpredictable changes, limited protections during layoffs, and unrealistic expectations around standard work—all of which impacted work-life balance, job security, and daily performance.

Our Bargaining Team made major strides in this area, securing strong contract language that defines rules around layoffs, breaks, schedules, overtime, and standard work—ensuring members are protected, informed, and treated fairly.

Transparency in Production Planning

The company must now share daily build schedules before each shift and notify the union immediately of any supply chain disruptions, keeping everyone informed and prepared.

Rules Governing Layoffs, Breaks, Shifts, and Schedules:

- Members will now receive clear advance notification of:
 - Plant shutdowns
 - Schedule changes
 - Daily number and model mix
- Break rules are now clearly defined:
 - No more than 2.5 hours without a break
 - Reasonable bathroom breaks guaranteed
- Members are entitled to receive their full 40 hours, unless they face an official furlough or layoff.
- A fair, transparent, and seniority-based process is now in place for both furloughs (temporary layoffs) and indefinite layoffs, applied both by Area/Shop and Plant-Wide.

- Inverse seniority option allows high-seniority employees to volunteer for furlough first within an affected area.

Rules Governing Voluntary & Mandatory Overtime:

- No more than 24 flex days per year, per shift; additional use requires union consultation.
- Mandatory overtime must be officially communicated weekly and daily.
- Daily overtime can only be added in half-hour increments.
 - Any OT of one hour or more requires an extra break
 - Eliminates confusing and unfair “0.8” increments
- No arbitrary caps or limits on voluntary overtime.
- If members have a half-day of PTO for a Friday or Monday approved before OT is called, they are excused from that OT.
- A Voluntary OT List in each area, ordered by seniority, ensures equal opportunity without favoritism.
- A Sign-In/Sign-Out System for OT allows members to swap shifts with qualified coworkers.

Work Rules / Standard Work:

- A Union Production Standards Representative will oversee and verify compliance with work rules, line speeds, and standard work.
- Line average workload capped at 92%, ensuring realistic expectations.
- All new standard work must go through formal process trials to prove it can be done.

PRODUCTION STANDARDS, OVERTIME, AND SHIFT SCHEDULES (CON'T)

- No line speed changes without prior notice and confirmed adjustments to standard work.
- Sign-off procedure required for any new process or changes to current work—if you haven't signed off or been trained, you're not required to do it.
- A Process Change Notification System ensures transparency and accountability around changes.
- Teams can collaborate to improve or revise standard work, promoting problem-solving and innovation.
- The company is committed to improving job training to support consistent processes and ergonomic rotations.
- Every pitch/process will display an ergonomic score/color code on the line,

making physical demands clear and visible.

- All tools, equipment, and parts must be in place and functional before work can begin.
- No discipline will be issued for process-related issues under investigation.
- Detailed plans will be in place to address abnormal production conditions, such as unusual build ratios.

These changes bring structure and fairness to critical parts of the workday. Members now have clear protections around schedules, overtime, and job expectations. Standard work must be proven and agreed upon before being enforced, and workers have more control and support in navigating changes.

HEALTH AND SAFETY

Working at Volkswagen has too often meant inconsistent safety, superficial policies, and no meaningful worker voice. From faulty processes to ignored hazards, our safety was being left up to chance. That ends now.

Our Bargaining Team secured comprehensive, enforceable health and safety language that builds a world-class system—jointly run, science-based, and worker-driven. We've built new structures with checks and balances at every level: the Health and Safety Committee (HSC), Safety Review Board (SRB), Management Safety Committee (MSC), and hazard-specific subcommittees.

Together, these gains guarantee that safety decisions are now made jointly, and worker protections are no longer optional—they are mandatory and enforceable.

Preamble:

- All safety rules, implementation, and decisions will now be jointly developed and reviewed.
- Health and safety is recognized as the top priority, and all people in the plant—regardless of role—will be held to the same safety standards.
- Production will never come before safety.

Right to Refuse Unsafe Work

- If a worker reasonably believes their job could result in physical injury or illness, they now have the explicit right to refuse the task.
- They will be able to speak to a union committeeperson and involve the Health and Safety Committee (HSC) immediately.

HEALTH AND SAFETY (CON'T)

Full-Time Union Safety Representatives

- There will now be dedicated full-time union Health and Safety Representatives on all shifts.
- Alternates will fill in when needed, ensuring continuous coverage.
- These representatives will receive advanced training in safety and ergonomics.
- A trained Industrial Hygienist has been secured through bargaining to support safety across all departments.

Joint Health and Safety Committees

- A Local Joint Health and Safety Committee (HSC) and a Management Joint Health and Safety Committee (MSC) have been created.
- The MSC will include equal representation from union and management.
- Both are empowered to enact real health and safety improvements.

Safety Review Board (SRB)

- Co-chaired by the Safety Manager and the Shop Chairperson, the SRB will meet monthly to review safety performance and program implementation.

Health and Safety Subcommittees

- Topic-specific subcommittees will address open safety concerns, process changes, and will include both hourly and salary workers.

Training and Core Curriculum

- All employees will receive effective, tailored training.
- A core safety curriculum will be developed and updated by the SRB and MSC.
- HSC members will be trained first, followed by plant-wide implementation within 180 days of ratification.

Ergonomic Improvements

- The HSC will have an active role in identifying and solving ergonomic issues early in process development, ensuring workers' feedback is prioritized.

Joint Skilled Trades Safety Subcommittee

- A specialized subcommittee focused on Skilled Trades will be established within 180 days.
- Electrical safety will be a major focus area.

Industrial Hygiene

- A UAW Industrial Hygienist Representative will be identified and will collaborate with the company and the HSC to design programs around air quality, chemical safety, noise, and nanomaterials.

Fall Hazard Protection

- Best practices for fall protection are now contractually required.
- Arc-flash rated fall harnesses will be provided to all electrical workers.

Electrical Safe Work Practices

- 8-calorie arc flash clothing will be standard daily wear for electrical workers—provided and laundered at no cost to the employee.
- Leading industry standards for electrical safety are now in writing.

Lockout/Tagout and Alternative Methods

- Clearly defined standards for Lockout/Tagout and Alternative Methods are now required.
- Visible placards must be posted in all build cells for both trades and production.

Complaint and Concern Process

- The contract now includes a timelined complaint process that escalates unresolved issues up the chain of leadership, ensuring no safety issue is ignored.

Maintenance and Safety Integration

- HSC, JSTSC, and Emergency Response Teams will ensure Preventive, Predictive, and Planned Maintenance meets regulatory and consensus safety standards.
- Maintenance schedules will be data-driven and verified.

HEALTH AND SAFETY (CON'T)

Joint Annual Safety Audits

- Annual audits will be conducted at all levels—local to national—by both union and company representatives.

Risk Assessments

- The HSC will design and implement risk assessments for all tasks, including non-routine work, to proactively control hazards.

New Technology Integration

- Safety will be baked into the design of all new, relocated, or retrofitted equipment.
- Joint approval and training standards will be required before rollout.

Emergency Response Improvements

- Emergency placards and protocols for fire, weather, and active aggressor scenarios will be upgraded.
- A new team of trained volunteer Emergency Responders will be created for every area of the plant to assist while waiting for EMTs.

Incident, Fatality, and Exposure Notification System

- Major incidents will now trigger a standdown, notification, investigation, and a review by local and national joint leadership.

Annual Mental Health Training

- All hourly workers will receive mental health training every May, provided by experts.
- May is now officially recognized as Mental Health Awareness Month.

PPE, Footwear, and Prescription Glasses

- PPE requirements will be based on risk assessments and provided at no personal cost. PPE that is damaged beyond repair

here at the plant will be replaced at no personal cost.

- Footwear and prescription safety glasses stipends are guaranteed. We have secured a minimum of 30 options for footwear and 25 options for prescription eyeglasses (including bifocals and trifocals) that will be priced at or below the given stipend.

Medical Case Audits

- The union will annually audit OSHA logs, medical cases, and workers' comp cases to track safety trends and advocate for improvements.

Working Alone

- The HSC will identify lone worker risks and take steps to ensure those in isolated areas are safe and monitored.

Hot and Cold Temperature Protection

- A joint plan will provide water, electrolytes, rest breaks, and PPE for hot conditions, and coats, gloves, and hats for cold conditions.
- Supervisors will be trained on their responsibilities during extreme weather.

Contractor Safety

- Outside contractors will be required to follow joint health and safety practices, ensuring their work meets union-developed standards.

Jointly Develop, Modify, Review

- Within 180 days, union and company champions will be selected to continuously improve safety policies and standards.

Consensus and Government Standards

The company and union will regularly review and apply OSHA, state, federal, and industry consensus standards to keep VW safety practices up to date and enforceable.

SKILLED TRADES

Skilled Trades workers at Volkswagen Chattanooga have long faced inconsistent training, resource shortages, safety concerns, and being tasked with duties without critically needed competencies. Their expertise has often been underutilized in decision-making processes, and basic needs such as adequate lighting and clean uniforms

have been neglected.

Our Bargaining Team fought hard to secure a series of critical improvements tailored specifically to the Skilled Trades. These changes lay the groundwork for a world-class maintenance system and ensure the integrity, safety, and respect our tradespeople deserve.

SKILLED TRADES (CON'T)

Training & Competency: We secured language that will support building deep job knowledge and expertise within Skilled Trades, helping us lead our work and gain capacities to insource new work. Skilled Trades training equipment integrity language was secured to guarantee that equipment used for training remains reliable and capable of consistently delivering the competencies required by the trades. Four distinct areas of expertise will be built upon to create a world class foundation of collaboration and equipment integrity.

Equipment Operators: These responsibilities along with the training needed to perform them will be defined and standardized through a joint committee leading the standardization activities. Joint oversight of these duties will remain intact for the duration of the agreement. Criteria will be jointly established to enable existing EO's to populate the apprenticeship waiting lists as an initial preferential placement.

UAW apprenticeship standards: We won language that recognizes the importance of industry leading training standards for our trades. UAW apprenticeships are recognized industry wide as a gold standard in Skilled Trades development. Skills building for new apprentices and skills enhancements for existing Skilled Trades will raise the waterline for all our trades to compete in our technological world.

Resources & Support: New language establishes ongoing forums with senior leadership to identify and resolve persistent gaps in parts and resources affecting the Skilled Trades. These regular discussions help ensure accountability and progress on long-standing challenges that impede our Skilled Trades from delivering excellent equipment reliability.

Scheduling & Overtime: The logistics of how Skilled Trades operate across shifts were of paramount importance. We secured scheduling and overtime guidelines important to the Skilled Trades. Existing shift patterns were maintained along with language to give us input opportunities if the need to change them arises. New O.T. guidelines will help maintain equity and fairness when it comes to overtime equalization amongst the trades.

Job Duties & Focus: Language was secured to remove arbitrary general cleaning duties from Skilled Trades' responsibilities. These tasks will now be handled by dedicated cleaners, allowing trades to focus on their primary mission—equipment integrity and system reliability.

Workplace Safety & Lighting: Skilled Trades are often required to work in low-light, hazardous conditions.

Our bargaining team secured task lighting standards, which require proper lighting levels to be available when and where they are needed to ensure safe and effective work.

Uniforms & Work Conditions: Many tradespeople work in harsh, dirty environments that soil clothing beyond normal wear. Language was won to provide laundered work clothing, including options between coveralls or shirts and pants, in adequate quantities to meet the demands of the job.

Maintenance Operating System (MOS)

Involvement: Our Skilled Trades have first-hand knowledge of what it takes to maintain equipment efficiently. New language requires their direct input and feedback in updating and improving the Maintenance Operating System (MOS), ending the practice of designing systems without input from those who use them.

Bargaining unit work: We won language on establishing bargaining unit work. Importantly, the practice of qualified salaried specialists, and technicians assisting our trades will be maintained to ensure a strategic upskilling of Skilled Trades is accomplished.

Insourcing Opportunities: Important commitments on the insourcing of new work for Skilled Trades were secured. This will enable ongoing opportunities to be identified for our trades to take on new work and grow ranks.

Proper implementation of Technologies: Language on ensuring advanced notification and strategic implementation of new technologies was secured. Our Skilled Trades will be engaged in up front reviews and impact analysis of new technologies. Training requirements will be identified in advance to ensure the trades are equipped and prepared to implement new technologies effectively and safely.

Skilled Trades Tools and work areas: Commitments reinforcing the company's obligation to provide needed tools to the trades was gained. This includes the provisions of toolboxes and/or bags. The Skilled Trades shop strategy will be reviewed with the trades to ensure adequate space and placement of work areas is done efficiently.

Equipment and processes reviews: Utilizing the experience and expertise of Skilled Trades in new processes and equipment procurement is paramount in equipment reliability. New language gained ensures we will play an integral role in all phases of this activity.

EDUCATION AND TRAINING

Before our UAW contract with Volkswagen, training was inconsistent, communication was unclear, and access to education support was limited. We demanded more—and won. Our new union contract creates robust training programs, stronger support for continuing education, and clear communication channels across the plant. These gains are all about building a future where we're fully supported to succeed and grow.

- **Stronger Training & Development Program**

A new Joint Development and Training Committee will oversee a completely redesigned training program. Every shift will now have a full-time union-appointed Training Coordinator. We also established minimum standards for job-specific training and guaranteed in-house learning opportunities with adequate time and space to participate.

- **Improved Education Assistance for Members & Families**

We secured significant enhancements to the Tuition Reimbursement Program, including a substantial increase in available

funds, coverage for course-related costs like books and fees, and the creation of a new scholarship program to support our dependents' education.

- **Better Union Communication Across the Plant**

We've expanded the number of union bulletin boards and gained the ability to share important messages through plant-wide broadcasting, including Start-up meetings.

- **Dependent Scholarships**

We increased education funding by expanding tuition reimbursement to include 20 dependent scholarships per year. Eligible dependents can apply for a one-time \$2,500 scholarship, reducing financial stress and supporting our families' educational pursuits.

EMPLOYEE ASSISTANCE PROGRAM

Through our new UAW contract, we've transformed the Employee Assistance Program (EAP) from a distant third-party hotline into a real, on-site resource. Our goal was simple: make sure every member has direct access to support, whether it's mental health, family care, or overall wellbeing. The EAP is no longer just a phone number—it's a person, a program, and a plan for healthier lives on and off the job.

On-Site UAW EAP Rep: A trained, UAW-appointed EAP representative will be available on-site to assist members directly.

New Hire Orientation: EAP rep will meet with all new hires to explain available resources from day one.

Wellness & Fitness Center Improvements: Clear guidelines for equipment upkeep, professional evaluations, CDC-level cleanliness, and access to wellness services for all employees.

Expanded Counseling Services: Support for family issues including child/elder care, adoption, higher education, tuition reimbursement, and more.

Early Intervention Training: Select personnel will be trained to recognize early signs of team members in need of help.

QUALITY

Before our UAW contract, quality concerns often went unheard, and workers were left in the dark. There was no structured way to raise issues or receive feedback, leaving a major gap between those who build the vehicles and those who make decisions about them. Now that gap is closed.

With our first union contract, we won a comprehensive Joint Quality Program that puts our voice at the center of quality decision-making—ensuring two-way communication, real accountability, and solutions.

VW-UAW Joint Quality Program

- Volkswagen and the UAW will now jointly manage a Quality Program that ensures our concerns are not only heard but addressed promptly and effectively.
- Resolutions will flow back to the floor in a timely manner.

UAW Plant Quality Representative

- A UAW member appointed by the International Union will serve as the Plant Quality Representative.
- They will attend high-level VW Quality meetings and bring shop floor concerns directly to company leadership. This representative will also work with Local Union reps to report back on outcomes, progress, and decisions.

Local Quality Committee

- A new Local Quality Committee will be established, with reps appointed by Local Union Leadership.

- Members will represent all areas: Body, Paint, Assembly, and QA.
- They will collect and communicate quality issues from their teams and support the Plant Quality Representative in delivering updates back to the workforce.

Clear Quality Buyoff Guidelines

- For the first time, there will be firm, contractual guidelines on how and who is responsible for clearing quality defects.
- No more confusion or inconsistent practices—clear roles, clear processes.

Access to Quality Tools

- The company has committed to providing the proper tools needed to ensure quality work—tools that are both effective and safe.

Ethical Work Practices & Quality Management System

Volkswagen has committed to ethical work practices and maintaining an effective, accountable quality management system.

DIVERSITY AND INCLUSION

Every worker deserves a safe, fair, and inclusive workplace—where respect is the standard, and discrimination has no place.

Our Bargaining Committee secured concrete language and enforceable protections to foster an environment free of harassment, discrimination, and retaliation in the workplace. Together, we've laid the foundation for a culture that values every team member and ensures that no one stands alone when facing harassment, retaliation, or bias.

Civil Rights Committee

- Volkswagen and the UAW have agreed to form a Civil Rights Committee with a dedicated Civil Rights Representative.
- This committee will actively monitor, investigate, and respond to incidents of discrimination or unequal treatment.
- Protections now cover all legally recognized categories—including race, gender, religion, sexual orientation, and more—ensuring fair and equal treatment for all workers.

DIVERSITY AND INCLUSION (CON'T)

- Workers can now count on a process that is structured, responsive, and backed by the strength of a union contract.

Working in Partnership: Civil Rights Committee & ERGs

- The agreement recognizes that collaboration is key to achieving real progress on DE&I.

- Employee Resource Groups (ERGs) and the Civil Rights Committee will be empowered to work together to support and accelerate efforts that promote equity and representation across all areas of the company.

This partnership will help drive strategic DE&I goals from the ground up—led by the workers who experience the workplace every day.

CONTINUOUS IMPROVEMENT, ADVANCED MANUFACTURING/ SOURCING

Team members' ideas for improving work processes were frequently dismissed, and the selection process for Team Leaders was opaque and biased. Team Leaders were overloaded with supervisor tasks without proper structure, training, or compensation. Workers were often assigned higher-classification duties without fair pay. Meanwhile, the adoption of advanced manufacturing and sourcing decisions happened without worker input, raising concerns about job security and fairness.

Our Bargaining Team secured a groundbreaking joint Continuous Improvement program and strong provisions for Team Leader reform, temporary classification compensation, and future-focused manufacturing and sourcing commitments—all designed to empower members, promote fairness, and protect jobs.

Continuous Improvement Program

- A joint Union-Company Continuous Improvement program has been established to collaboratively address workplace challenges.
- This program prioritizes worker-driven ideas and acts on them, ensuring meaningful improvements originate from those doing the work.
- Union-appointed CI representatives will monitor and correct process deficiencies in all plant areas, giving our members a true voice in shaping the workplace.

Leaders now includes interviews, removing biased online assessments and eliminating the need for leadership recommendations.

- Selection is based on qualifications and seniority, ensuring both team members and equipment operators have an equal shot.
- Clear, written Team Leader roles and responsibilities prevent unfair task assignments, such as covering for supervisors or filling in on production lines without cause.
- These roles and responsibilities will be regularly reviewed and updated jointly, allowing for continued fairness as the job evolves.
- A revamped Team Leader training program will be implemented—with worker input—to

Team Leader Improvements

- Fair, transparent selection process for Team

CONTINUOUS IMPROVEMENT, ADVANCED MANUFACTURING/ SOURCING (CON'T)

ensure leadership development that reflects team needs, not just company priorities. There is now a commitment in place that requires a joint approach with improvements and updates to the program on a continuous basis.

- Company-provided electronic equipment required for Team Leaders to perform their duties will now be the new standard, empowering them to better support, communicate with, and lead their teams. A stronger, more reliable process will be put in place to quickly address and resolve missing equipment.

Committees on Work Sourcing & New Technology

We now have a formal agreement and the opportunity to provide input into a framework that addresses how new technologies and sourcing decisions impact our facility and our jobs. This framework ensures that any changes in manufacturing processes or sourcing must consider the well-being of workers, protect jobs, and prevent work from being shifted out of our bargaining unit. When new technologies are introduced, the company is required to provide advance notice to allow for meaningful discussion about implementation and workforce impacts. In addition, we will have opportunities to present competitive business cases to bring work currently performed by other suppliers or contractors into our bargaining unit.

MISCELLANEOUS LETTERS/LEASED VEHICLE PROGRAM

During the UAW-VW negotiations, Volkswagen Chattanooga workers raised important concerns about their daily work environment.

Our Bargaining Team heard you loud and clear—and took action. These improvements focus on dignity, comfort, safety, and respect across all areas of the plant. From break rooms to uniforms, parking to phones, we made meaningful gains that prioritize the well-being and safety of all employees.

Once the contract is ratified, the company will be legally bound to implement these changes. If they fail to follow through, the Grievance Procedure gives you the power to hold them accountable. This is the power of having a union contract: real protections, real enforcement, and real respect.

Cafeteria Enhancements

- We secured a commitment to sit down within 60 days after ratification to address long lines and traffic issues in the main cafeteria and look at possible improvements.
- The company agreed to work jointly with the union to review service options, creating a formal process for raising food concerns.
- Any future changes to cafeteria operations must be communicated to the union before implementation, ensuring transparency and accountability.

MISCELLANEOUS LETTERS/LEASED VEHICLE PROGRAM (CON'T)

Break Room/Restroom Upgrades

- Secured a commitment for the company to develop and present a recommended standard fit out for break areas across shops, including basic equipment such as microwaves, subject to review by both parties.
- Fans will be included in break areas that lack adequate ventilation, addressing immediate comfort and safety concerns.
- The parties recognized the need for a set cleaning and maintenance schedule for break rooms across all shops, including daily trash removal and proper cleaning of microwaves.
- The parties agreed to meet within 180 days of ratification to begin the implementation process for the issues identified, establishing a clear timeline for continued progress and follow through.
- Contact information for reporting cleanliness concerns and repair requests will be posted in restrooms, break areas, and locker rooms, making it easier to raise issues and get them addressed.
- Restrooms will not be cleaned during break times, reducing disruptions and improving access.
- When restrooms are cleaned, they must be properly stocked, ensuring basic supplies are available for employees.

Leased Vehicle Program

- As long as VW offers a leased vehicle program, union-represented employees will have access to it.
- Importantly, the company formally recognized the Leased Vehicle Program by placing it in the contract, establishing it as a bargained program and creating a foundation to protect and build on in future agreements.

Company Clothing and Uniform Policy

- The company will now offer union-made, U.S.-manufactured clothing as part of the Team Wear program.
- These items will proudly feature the UAW wheel, and employee feedback will shape future selections and improvements to the program.

UAW New Hire Orientation

- Every new hire will now participate in a union-led orientation to learn about grievance rights, representation, and the full scope of support and protections offered by the UAW.

Water and Ice Station Maintenance

- The company will conduct a comprehensive review of all water and ice stations throughout the plant.
- A better maintenance and reporting system will be introduced to ensure issues are addressed promptly, and these essential resources stay clean and functional.

Fan Installation & Ventilation Improvements

- The company is required to develop an improvement plan and present it to the union with an ongoing process to address ventilation and airflow concerns, creating a clear path toward improved comfort and air quality.

Badge Deactivation Process

- Employees returning from illness, injury, or medical leave will now have their badges reactivated by Medical before their return, ensuring smoother transitions back to work without unnecessary delays.

UAW Flag Display

- The UAW flag will fly alongside the American flag at Volkswagen Chattanooga—symbolizing the union's permanent presence, unity, and strength.

MISCELLANEOUS LETTERS/LEASED VEHICLE PROGRAM (CON'T)

Supervision/Management Work Limits

- Supervisors and managers will be prohibited from performing bargaining unit work except in emergency situations, preserving union work, and protecting job security.

Loyalty & Disability Parking Enhancements

- Loyalty parking has been expanded at Gate 3 as a reward for long-term dedication to the brand.
- Disability, light duty, and maternity parking procedures have been simplified and improved to better accommodate team members in need.

Refusal of Non-Bargaining Unit Work

- Employees who choose not to perform non-bargaining unit tasks, especially involving community volunteer events, will no longer face financial penalties.

- This protection takes effect immediately upon ratification of the Agreement, ensuring clarity and enforcement from Day One.

Mobile Device Policy Reform

- Workers may now use one earbud (or OSHA-approved hearing protection) while working, where safe.
- Phones may be checked during line stoppages once work is complete, including 5s responsibilities.

These improvements send a clear message: our daily experience matters. Whether it's cleaner break rooms, better food, fairer policies, or proper ventilation, our union is fighting for a workplace that values our well-being—not just our labor.

Drug Testing

We eliminated random drug testing.

COMMITMENT TO CONTRACT IMPLEMENTATION

Weekly meetings to address contract implementation issues with an escalation process directly involving VWGoA and the International UAW.



NOTES

UAW NEGOTIATING TEAM

PRESIDENT'S OFFICE

Shawn Fain
President

Brandon Keatts
Chief of Staff

Chuck Browning
Lead Bargainer and Assistant to the President

UAW REGION 8

Tim Smith
Director

George Palmer
Assistant Director

Jim Bledsoe
Servicing Representative

UAW INTERNATIONAL STAFF

Sean Coughlin
Skilled Trades, Director

Frankie Serra
Social Security, Director

Gregory Poet
Ford Department, Administrative Assistant

Tom Weber
Agricultural Implement Department,
Administrative Assistant

Matt Uptmor
Health & Safety, Director

Mike Morrison
Organizing and Bargaining Strategies,
Director

Jorge Rodriguez
Organizing and Bargaining Strategies,
Deputy Director

Alan Hanson
Organizing and Bargaining Strategies,
Assistant Organizing Director

Jim Holton
Assistant Director, Health & Safety

Pam Licari
Secretary to Vice President
Laura Dickerson

Kaitlyn Perry
Secretary, Office of the President

Joyce Wisniewski
Secretary, Ag Imp Department

Ben Dictor
Outside Counsel for the UAW

UAW LOCAL 42 - VOLKSWAGEN

Billy Quigg
Assembly - 1st Shift

Yogi Peoples
Assembly - 1st Shift

Michael Bromley
Assembly - 2nd Shift

Lisa Elliott (Ms Lisa)
Assembly - 3rd Shift

Josh Epperson
Assembly - 3rd Shift

Antonius "Tony" Bodewes
Battery - All Shifts

Brooke Benoit
Body - 1st Shift

Vicky Holloway
Body - 1st Shift

Angel Gomez
Body - Body 2nd Shift

John Rout
Body - 2nd Shift

Matthew D. Wallace
Body - 3rd Shift

J.R. Hudson
Finish and Repair - All Shifts

Jeremy Bowman
Logistics - All Shifts

Caleb Michalski
Logistics - All Shifts

Jimmy Key
Paint - 1st Shift

Kelcey Smith
Paint - 2nd Shift

Drew Hall
Paint - 3rd Shift

Steve Cochran
Maintenance - All Shifts

Chris Brown
QA - All Shifts

