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BULLETIN

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Traton SE Works Council Meeting Update: Last month I attended the annual Traton SE Works Council Meeting as a guest in Europe. Traton Works Council President, Michael Lyngsie, and fellow Board Member, Markus Wansch, guided the meeting. The meeting was loaded with content such as country and brand reports. There are four brands that are under Traton's umbrella - Scania, MAN, Volkswagen Truck & Bus, and Navistar. Michael Lyngsie gave the Scania report. He presented the financial situation and several issues that are relevant to Scania. However, the focus was on Scania's marketing and production, electrification and bus operations, the principles of collaboration of all brands, as well as the Traton transformation. Markus Wansch gave the MAN report. He presented the economic figures, spoke about the battery funding program and how Traton is getting involved in Europe. He shared that there is a lack of skilled workers and that the company should have a minimum standard for such and that the work of the union should not be hindered but seen as something positive for Traton. I gave an overview of Navistar/GM Trucks and GM vans we produce. The European Union leadership does not know a lot about how the UAW works in the US. I reported that many of the younger generation have realized that unions are important if you want to raise your salary and have good healthcare benefits. I also reported that Navistar has a medium duty truck plant in San Antonio, Texas, which suffers from high staff turnover. The company (Navistar) has refused to sign a neutrality agreement with the UAW that would allow the workforce in San Antonio to organize freely. I explained to the council that UAW Local 402 members and union representatives at the SAP have a better working relationship with a majority of the production management team however, there is a lot of room for improvement in the cooperation from the local HR team. I believe that for us to be successful and more productive in Springfield, in addition to boosting morale we need to have a better working relationship with our local HR team. With the new P&C and Traton core values collectively, I am hopeful that Navistar leadership will commit to become one team working toward the common goal – to build the best product on the market and make our plant successful for many years to come.

Traton CEO, Christian Levin, began with an overview of the Traton group containing the financial situation, sustainability as a core principle and where the over 100,000 employees are working worldwide. Traton is one of the largest global truck OEM's. The Traton vision was explained as categorized into three parts. First, making responsible behavior a top priority in everything done, for example – decarbonization, people and diversity, governance, and ethics. The second was to focus on sustainable value creation. Finally, "Traton accelerated" shaping the role in the future logistic ecosystem. E-mobility investment increase and high-performance charging network with Daimler Truck and Volvo is based on a joint venture agreement targeting over 1700 public charging points. With the Traton group values, the board would like to take cross-brand collaborations to a new level. Customer first, respect, team spirit, responsibility and elimination of waste are the key values for the Traton spirit. Other highlights from the meeting included that we need to work together and have work environments we would all like to work in across all plants. All CEOs present agreed that all production associates should be represented, working together with management to be the best company possible. No other competitors have what we have – 4 brands with 28 production sites worldwide. Traton is gaining market share in the US (Navistar) and becoming stronger. Since getting into the market, logistics are changing, and technology is evolving. They feel each of the four brands are iconic on their own and they want to keep all four within the Traton group.

Human rights were discussed and Traton wants all auto manufacturing plants to have fair work environments and fair rights for all colleagues. Traton is #2 overall in the world in truck manufacturing. Since taking over Navistar, they are now #1 in the US bus manufacturing, and are successfully integrating Navistar and the realization of its full potential.

In closing, this was a great first step for us in becoming a part of the Traton group network with European leadership and the corporate level executives. The CEO of the Navistar brand, Mathias Carlbaum, was unable to attend this meeting. In future meetings, I am hopeful to be able to have the opportunity to speak with him about how committed the union leadership and our membership is in preserving our future here in Springfield for many years to come. I specifically asked about our future and the CEO did not want to get into specifics about any of the individual facilities within the Traton Group.

Big 3 Negotiation Update: The UAW has reached tentative agreements with all three companies, Ford, Stellantis, and GM. For more information regarding the agreements, please visit UAW.org.

Line 2 Update: Please be sure to call Navistar Production Update Line: 937-390-2900 every Friday after 3:30 pm, for information on when Line 2 will be returning to work.

Navistar Monthly Membership Meeting: Reminder that our next monthly membership meeting will be Wednesday, November 8, 2023. Our December monthly membership meeting will be Saturday, December 9, 2023. Doors open at 8:00 am and the meeting will begin at 9:30 am. Food and beverages will be provided. This meeting is for **active members ONLY**. **No spouses or guests** will be permitted due to limited space. **NO EXCEPTIONS**.

Veteran's Day Celebration: Our Veteran's Day Celebration will be held on Friday, November 10, 2023. We will provide food and beverages for veterans, their family, friends, and supporters from 11:00 am, until 5:00 pm., at the UAW Local 402 Union Hall. Flag ceremony begins at 3:00 pm, by VFW Post 1031.

Children's Christmas Movie: Our annual children's Christmas party will be held on Saturday, December 16, 2023, at UEC Cinema 10. The featured film will be *Wonka*. Doors will open at 8:00 am, and the movie begins at 9:00 am, sharp. This event is open to all UAW Local 402 member's children and grandchildren (17 and under). An adult must accompany children. Each child attending will receive snacks during the movie and a special holiday treat upon leaving. Tickets will be available at UEC Cinema 10 on the morning of the event.

App: We will have a new app for Apple and Android soon. The company who hosts this app with the App Store and Play Store also hosts the larger locals and is a reputable IT source. You will need to download this new app from your App Store/Play Store when it becomes available. We are hopeful that this will happen by the end of November. Please keep an eye out for more information in the following weeks.

In Solidarity,

Chris Blizard
President, UAW Local 402