



UAW
3922 VOLUNTEER DRIVE
CHATTANOOGA, TENNESSEE 37416

Dear Volkswagen Chattanooga Employee:

Back in April, I wrote to you to explain why the UAW was withdrawing the NLRB objections regarding outside interference in the union election. We knew that the dysfunctional NLRB process could drag on for months or even years, and we did not want to give the State of Tennessee any reason to delay offering the state and federal incentive funds necessary to make the economics work for a new product line.

Now, the announcement by Volkswagen that the new SUV will be built here in Chattanooga confirms we made the right decision. The stage is set for greater opportunities for many years to come.

As part of our consensus with Volkswagen, we have formed UAW Local 42 – a local union that will be run by, and for, the employees at Volkswagen in Chattanooga. We are confident that when a meaningful portion of the workforce joins together, the company will recognize Local 42 and deal with the union as the representative of its members.

A cornerstone of Volkswagen's business model is employee representation and participation in the company's Global Group Works Council. Until now, Chattanooga has been the only plant not represented on the Global Group Works Council. With the formation of UAW Local 42, Volkswagen's employees in Tennessee can join their fellow team members from around the world in securing a voice in the workplace.

When you sign up to become a member of UAW Local 42, you are affirming your support for the Volkswagen family and subscribing to Volkswagen's philosophy of co-determination. Local 42 will stand for three main principles:

1. Form the first works council in the United States;
2. Advocate for new products for the Chattanooga plant, securing the jobs of existing employees and providing future opportunities for others; and
3. Provide expert on-the-job representation for its members.

In the UAW, no one pays any dues until after a collective bargaining agreement has been negotiated and approved by the members. Eventually, when a first collective bargaining agreement is reached, you will have the opportunity to sign a separate card to authorize dues payments, should you choose at that time to continue your UAW membership.

We believe that the UAW and Volkswagen – working together – can open doors for Chattanooga globally, and allow our plant to thrive in the world market. That's why we invite you to join with us, and to continue our effort.

Sincerely,

A handwritten signature in black ink that reads "Gary Casteel". The signature is fluid and cursive.

GARY CASTEEL
Secretary-Treasurer/Organizing