BEFORE YOU VOTE ON OCTOBER 15

Get it in writing.

The UAW has made promises during this campaign. If the union believes it can keep those promises, ask it to sign a written guarantee.

GUARANTEE AGREEMENT

between United Auto Workers Local 2406 and the employee named below

If UAW Local 2406 (the "Union") becomes the Employee's ***only*** bargaining representative after the NLRB election on October 15, 2026, the Union **makes the following promises to the employee named below and cannot take them back:**

1	**Earned Time Off (ETO):** The Employee will keep all of the ETO the Employee receives each year. None of it will be taken away.	☐
2	**Attendance Policy:** The Employee will keep following the current attendance policy. The Employee will not have to follow the policy that now applies to employees already in the Union.	☐
3	**Overtime:** The Employee will not lose any wages, overtime pay, or chances to work overtime.	☐
4	**Seniority:** If there is a layoff, job cut, or recall involving employees now represented by UAW Local 2406, the Employee will keep the same seniority and place in line. Neither will be reduced, moved below another employee's, or lost.	☐
5	**Strikes:** If there is a strike, work stoppage, or group refusal to work, the Employee will not lose wages, benefits, or other pay. The Employee will not be permanently replaced in an economic strike.	☐

If the Union breaks any of these promises, it must pay the Employee back for every loss caused by the broken promise.

UAW LOCAL 2406

Authorized representative (print name)

Signature

Date

EMPLOYEE

Employee (print name)

Signature

Date

Why ask?

Federal law allows all terms to be discussed and changed during bargaining. Wages, benefits, and rules could get better, stay the same, or change in other ways. No one—not the Union or Volvo—can promise what the final agreement will say. **If the UAW will not put its promises in writing, ask yourself why.**