

# United States Senate

WASHINGTON, DC 20510

October 23, 2024

Carlos Tavares  
Chief Executive Officer  
Stellantis

Dear Mr. Tavares:

We are writing to express our growing concerns about the failure of Stellantis, under your leadership, to honor the commitments it made to the United Auto Workers (UAW) in last year's collective bargaining agreement.

In that contract, ratified by UAW members, Stellantis committed to “establish long-term stability and job security” for its workforce. The agreement includes nearly \$19 billion in new investment and product commitments in the United States, including promises to:

- Re-open the plant in Belvidere, Illinois that was “indefinitely idled” last year;
- Establish a parts and customer care Mega Hub in Belvidere;
- Continue to manufacture the Dodge Durango in Detroit through 2025; and
- Manufacture the next generation Dodge Durango in Detroit starting in 2026.

We are deeply concerned that Stellantis is not keeping the promises it made to strengthen and expand good-paying union jobs in America.

Specifically, Stellantis is now delaying planned investments to reopen and expand the Belvidere assembly plant, leaving behind thousands of American workers who built the company into the auto giant it is today. We are also concerned with reporting that Stellantis is planning to move production of the next generation Dodge Durango out of the United States, after previously announcing layoffs that threaten the economic security and well-being of thousands of autoworkers. Moreover, Stellantis has stated publicly that it plans to source 80 percent of supply from “low-cost countries” like Mexico.<sup>1</sup> By your own admission, Stellantis's growth plan hinges on shifting “industrial production into cost competitive countries” like Mexico, where workers are making substandard wages. These actions violate the obligations Stellantis made to the UAW. We urge Stellantis not to renege on the promises it made to American autoworkers and to provide details on the timelines for these investments.

This year, Stellantis has spent over \$8 billion on stock buybacks and dividends to benefit its wealthy executives and stockholders.<sup>2</sup> Last year, while blue collar auto workers in Belvidere were being laid off indefinitely, you were able to receive a 56 percent pay raise boosting your

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<sup>1</sup> Nora Eckert and Giulio Piovaccari, *Stellantis begins search for new CEO, lays out plan to improve US business*, Reuters (September 23, 2024) <https://www.reuters.com/business/autos-transportation/stellantis-aims-cut-north-america-inventories-by-100000-by-early-2025-cfo-says-2024-09-23/>

<sup>2</sup> Eric Lawrence, *Stellantis CEO lays out company vision at Investor Day*, Detroit Free Press (June 14, 2024) <https://www.freep.com/story/money/cars/chrysler/2024/06/14/stellantis-investor-day-tavares-wants-politicians-to-deliver-stability/74076867007/>

total compensation to \$39.5 million, which made you the highest paid executive among traditional auto companies.<sup>3</sup> During the first six months of this year, Stellantis has generated over \$6 billion in profits, making it one of the most profitable auto companies in the world.<sup>4</sup>

We believe that if Stellantis can afford to spend over \$8 billion this year on stock buybacks and dividends, it can live up to the contractual commitments it made to the UAW. This is especially true given the billions of dollars in financial assistance American taxpayers have spent to support your company and the enormous sacrifices autoworkers have been forced to make over many decades.

For example, the Department of Energy announced in July that nearly \$335 million in federal dollars would be going to supporting Belvidere Assembly Plant's conversion to electric vehicle production. With hundreds of millions of dollars of federal support going towards ensuring strong union jobs stay in the U.S., Stellantis must honor the promises it made to UAW workers and the Belvidere community.

We urge you to deliver on the commitments you made to the UAW in your 2023 national agreement without further delay.

Sincerely,



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Bernard Sanders  
United States Senator  
Chairman, Committee on  
Health, Education, Labor, and  
Pensions



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Gary C. Peters  
United States Senator



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Richard J. Durbin  
United States Senator



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Debbie Stabenow  
United States Senator

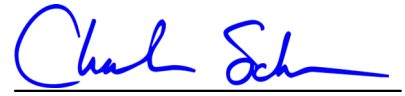
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<sup>3</sup> *Stellantis chief's annual pay package jumps 56% to \$39.5 mln*, Reuters (February 23, 2024), [https://www.reuters.com/business/autos-transportation/stellantis-ceo-received-365-million-euros-2023-total-compensation-2024-02-22/#:~:text=Feb%2022%20\(Reuters\)%20%2D%20Stellantis,Italian%20automaker%20said%20on%20Thursday](https://www.reuters.com/business/autos-transportation/stellantis-ceo-received-365-million-euros-2023-total-compensation-2024-02-22/#:~:text=Feb%2022%20(Reuters)%20%2D%20Stellantis,Italian%20automaker%20said%20on%20Thursday)

<sup>4</sup> Eric Lawrence, *Stellantis CEO lays out company vision at Investor Day*, Detroit Free Press (June 14, 2024) <https://www.freep.com/story/money/cars/chrysler/2024/06/14/stellantis-investor-day-tavares-wants-politicians-to-deliver-stability/74076867007/>



Tammy Duckworth  
United States Senator



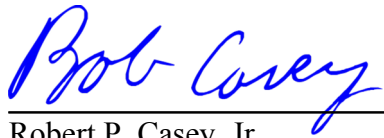
Charles E. Schumer  
United States Senator



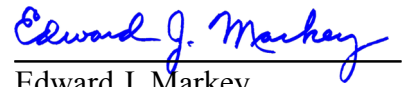
Sherrod Brown  
United States Senator



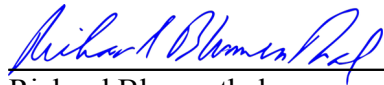
Caphonza Butler  
United States Senator



Robert P. Casey, Jr.  
United States Senator



Edward J. Markey  
United States Senator



Richard Blumenthal  
United States Senator



Chris Van Hollen  
United States Senator



Kirsten Gillibrand  
United States Senator



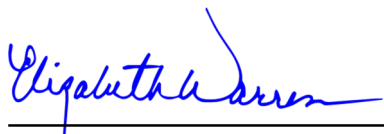
Tammy Baldwin  
United States Senator



Amy Klobuchar  
United States Senator




Mazie K. Hirono  
United States Senator



Elizabeth Warren  
United States Senator

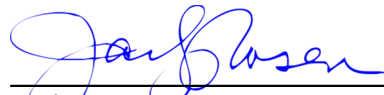


Jack Reed  
United States Senator



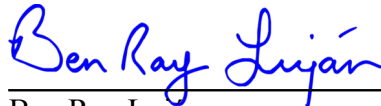
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Christopher S. Murphy  
United States Senator



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Jacky Rosen  
United States Senator




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Ben Ray Lujan  
United States Senator



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Tina Smith  
United States Senator



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Cory A. Booker  
United States Senator