



UNDERSTANDING STRIKES

It is your lawful right to choose to join a strike or come to work. All UAW-represented employees have the right to participate in a strike and have an equal right to not participate and continue to work.

IT'S YOUR DECISION

Everyone has a lawful right to choose to join a strike or choose to come to work. Our UAW-represented employees have the right to participate in a strike. They also have an equal right to not participate and continue to work. Through our contingency plan, we will be open for those employees who wish to work. The decision is yours to make, and Caterpillar will not interfere with your decision.

- If you choose to cross the picket line while remaining a member of the union, you are subject to its bylaws and internal procedures. The UAW may seek to fine you for exercising your right to work. By resigning your membership prior to returning to work, you may avoid this action by the UAW.
- Employees who are non-members or who have resigned their membership prior to returning to work are not subject to the union's bylaws and internal procedures.
- If Caterpillar and the UAW cannot reach an agreement during an economic strike, Caterpillar has the right to hire permanent replacement workers.
- The labor contract prohibits Morton and York from participating in a strike.

WHAT HAPPENS TO YOUR PAY AND BENEFITS DURING A STRIKE

- **Pay:** You will not receive any wages from Caterpillar. You may be eligible for a small strike stipend from the UAW provided you meet their eligibility requirements.
- **Unemployment:** In Illinois, you are not eligible for unemployment insurance benefits during a period of strike.
- **Incentives:** Like any absence, days missed due to a strike will reduce your Rewards payments.
- **Overtime:** In addition to losing wages for missed regular schedules, employees will miss the opportunity for overtime at premium pay.
- **Retirement:** 401K contributions – by you and Caterpillar – are stopped.
- **Paid Time Off:** You will not accrue earnings while on strike. Since vacation pay is based on prior year's earnings, you will have a lower vacation payout in 2024.
- **Healthcare:** Your healthcare benefits may be terminated.

WHAT A STRIKE MAY COST YOU

An employee at the top of Labor Grade 3, who is working 8 hours of overtime per week could lose nearly \$700 per week after strike pay in addition to the above benefit losses. A four-month strike could cost over \$10,500 in addition to impact to vacation, 401k match loss and potential healthcare loss.

Weekly Caterpillar Pay		Strike Pay		\$683 Loss Per Week of Strike
Regular Pay:	\$910			
Overtime Pay:	\$273			
Total Weekly Pay: \$1,183		—	\$500	=

**We aim to reach an agreement that positions Caterpillar, our facilities
and our employees to compete and succeed long into the future.**