

MERCEDES-BENZ & LABOR RIGHTS

*What's happening in the United States
and why it matters for Germany*



THE UAW: WHO WE ARE

400,000+

Active members
across US manufacturing

~1 Million

Total members
including retirees

88 Years

Fighting for fair wages
and worker dignity

- We represent autoworkers at Ford, GM, Stellantis and Volkswagen USA, and we're organizing at German-owned plants across the US.
- Tuscaloosa, Alabama is a priority case; it reveals about how Mercedes-Benz operates when no one is watching.
- With IndustriALL Global Union and IG Metall as our partners, we are taking this fight to Germany



MERCEDES BENZ “COMMITMENT TO NEUTRALITY”

“

We acknowledge the right of our employees to form representative bodies and the right of trade unions to engage in collective bargaining. In the event of organizational campaigns, companies and their executives remain neutral.

— Mercedes-Benz Group AG · Principles of Social Responsibility

Principles of Social Responsibility
and Human Rights



Mercedes-Benz



SO WHAT DOES THAT LOOK LIKE IN PRACTICE?



THE REALITY FOR TUSCALOOSA

01

**WORKERS — FIRED
OR DISCIPLINED**



02

**"WE'LL MOVE THE
PLANT TO MEXICO"**



03

**\$650,000 ON UNION-
BUSTING AGITATORS**



THIS IS NOT A COMPLIANCE FAILURE. THIS IS A STRATEGY.

WHY THIS MATTERS FOR GERMANY



1

FORMAL ACCOUNTABILITY

MB leadership owns what happens in Tuscaloosa.



2

GLOBAL BRAND RISK

What's exposed in Alabama lands in Stuttgart.

GERMAN WORKERS ARE NEXT

3

The same playbook is coming for Rastatt, Sindelfingen and Bremen.



THE COST ARGUMENT DOES NOT HOLD

€100B

**Operating Profit
since 2019**

*Consistently among the most
profitable automakers globally*



€33.5B

**Returned to
shareholders
since 2019**

*Further €5bn planned
for 2026 alone*



€32B

**Net Cash Position
end of 2025**

*Källenius: "rock-solid
balance sheet"*

*UBS: "Mercedes is a cash-
machine"*



€251M

**Total compensation
top 8 executives since
2019**

Avg. €36m per year —

*At the same time, 40,000
employees in Germany
accepted buy-out packages*



WE ARE HERE TO WARN YOU

01

WE'VE SEEN THIS BEFORE



UAW's US Experience:

Management's mistakes + corporate greed = consequences for employees

02

GERMAN SOCIAL PARTNERSHIP AT RISK



Källenius sees future elsewhere:

"We need to become more Chinese,"
"Politics has been a burden in Europe"

03

GERMANY'S INDUSTRIAL BASE AT STAKE



Industry as an identity:

What is a German premium brand without jobs in Germany?



WHAT WE'RE ASKING YOU TO DO



**SEEK
CONNECTIONS**



**ACT AS
MULTIPLIERS**



**USE OUR CASE
AS EVIDENCE**

