



### HIGHLIGHTS

**Job Security and Investment -**  
New plant, 7,900 new jobs; \$9 billion total investment

- Product commitments obtained
- \$4.5 billion in new product investments
- \$4.5 billion in previously announced investments, including a new Detroit plant

#### Signing Bonus

- \$9,000 signing bonus for qualified seniority employees
- \$3,500 signing bonus for temps

**Health Care - Health Insurance**  
parity for all in-progression employees

- Health care protected from cost shifting
- In-progression employees (64% of all FCA employees) will have the same health care benefits as traditional seniority full-time employees, including dental and vision
- Prescription drug coverage for Supplemental Employees

**Skilled Trades - Two \$1,000 tool allowances**

**Wages - All full-time employees at top rate in four years**

- All current seniority production employees at top-wage parity by the end of the contract

**Profit Sharing - Cap removed; 12.5% increase to employees**

- Formula increased from \$800 per 1% of profit margin to \$900 per 1% of profit margin

**Supplemental Employees - Path to full-time; Path to full-time top-wage for all employees**

- Supplemental Employees will be promoted to full-time status hired by corporate service in labor market prior to hiring off the street

#### Retirement Packages

- \$60,000 for eligible hourly Belvidere, Marysville Axle, Mt. Elliott and Milwaukee PDC pre-2007 employees

## A Message to UAW Members at FCA

Dear Brothers and Sisters:

FCA has had a remarkable four-year run. Because of your hard work and dedication, sales are high, quality is up, and FCA's UAW-made products are among the most coveted on the market. As a result, over the last four years, FCA has added nearly 6,500 workers, promoted over 6,750 temporary workers to permanent status, and announced the building of a new plant here in the United States. This round of collective bargaining builds on those successes and provides you with a greater share of FCA's gains.

Your UAW FCA Bargaining Team has done tremendous work on your behalf and appreciates your patience and sacrifice during the General Motors strike and subsequent negotiations at Ford. Through pattern bargaining, we successfully negotiated pathways for all members to full-time, full-pay status; held the line on costs for quality health care; protected bonuses and increased profit sharing; and protected our job security and secured new investments for the future.

From the outset, your brothers and sisters, local leaders and fellow members identified key areas of concern to focus on throughout the bargaining process: Parity in salary and health care for all full-time employees; a defined pathway for temporary employees to full-time; holding the line on health care costs; enhanced profit-sharing formula; pattern on signing bonus; and product investments.

We are pleased to announce, thanks to your solidarity and sacrifice, we have achieved gains toward all of these bargaining priorities.

The contract presented to you today creates a template for continuing growth and prosperity for UAW FCA members and FCA.

We could not be prouder of you as you review these significant gains. This truly is a team effort for us all.

In solidarity,

**Rory L. Gamble**  
Acting President  
International Union, UAW

**Cindy Estrada**  
Vice President and Director  
UAW FCA Department

#### 'White Pages Books' on [uaw.org](http://uaw.org)

The "White Pages Books," which contains the recently negotiated proposed changes to the contract that the UAW and FCA tentatively agreed to, can be found at [uaw.org/uaw-auto-bargaining/fca-us/](http://uaw.org/uaw-auto-bargaining/fca-us/)

## Economic Gains p. 42-44

### Wage Increases, Bonuses Generate Gains of \$29,500 for Typical Production Worker

Production and skilled trades workers who are qualified at the effective date of the agreement will receive a \$9,000 up-front, lump-sum payment upon ratification. Additionally, the company agreed to provide an up-front, lump-sum payment of \$3,500 to active Supplemental Employees who have worked at least 90 days prior to the effective date of the agreement.

Production workers already earning top rate and skilled trades work-

ers will receive two 4% lump sum bonuses and two 3% general wage increases.

Production workers still growing into top rate will also receive the two 3% general wage increases in addition to their annual progression increases.

The wage increases combined with the lump sum bonuses, the ratification bonus and the quality bonuses will generate gains for a typical produc-

tion worker of \$29,500 over the term of the agreement.

All production workers currently on roll will be eligible to reach top production rate on or before September 3, 2023.

The lump-sum bonuses will be paid during the weeks ending on December 29, 2019, and September 19, 2021.

The general wage increases will take effect on September 14, 2020, and September 19, 2022.

GWI Date	Amount
Sept. 14, 2020	3%
Sept. 19, 2022	3%

Lump Sum Payable During Week Ending	Amount
Dec. 29, 2019	4%
Sept. 19, 2021	4%

## Performance Awards p. 282

Your bargaining committee won four, \$500 Performance Awards to be paid out over the course of the agreement for employees active with

seniority, including Mopar and Salaried, on temporary layoff status, on FMLA (Family Medical Leave Act) or on a leave of absence which

has not exceeded 90 days as of the eligibility date. The awards will be paid out in accordance with the following table:

Eligibility Date	Amount	Payable During Week Ending
May 15, 2020	\$500	June 14, 2020
May 15, 2021	\$500	June 13, 2021
May 15, 2022	\$500	June 12, 2022
May 15, 2023	\$500	June 11, 2023

## Quality Achievement Award p. 136

Your bargainers won a \$1,000 Quality Achievement Award for eligible employees, including Mopar

and Salaried, based on the plant's Quality and Customer Safety (QCS) pillar audit score at 3 or above. Locations that achieve the JD Powers

Initial Quality Survey (IQS) quartiles will have an additional \$250 applied to their Quality Achievement Award.

# New Grow-In Wage Schedule p. 200-206

One of the gains in this contract is the application of the General Wage Increases (GWIs) to the Grow-In Wage Schedule. These new wage schedules will provide higher wages to production workers who have not yet attained the top wage.

During the grow-in period, members will now

receive both step increases and 3% general wage increases.

The wage schedule will be changed upon ratification and will impact workers upon their first anniversary increase in the new agreement. It will also apply to all workers hired after the effective date of

the agreement.

Upon ratification, and with each 3% GWI, the Grow-In Wage Schedule that applies to all workers will be modified as shown below. After the second GWI in September of 2022, at each step, the wage will be over \$1 per hour higher than currently.

Wage increases for full-time employees hired prior to the effective date of 2019 CBA and not at top rate

Years of Service at Effective Date	Current Rate	2019 CBA		Pay Rate Effective 9/14/20	2019 CBA		Pay Rate Effective 9/19/2022	2019 CBA		Pay Rate Effective 9/19/2022	2019 CBA		Pay Rate Effective 9/19/2022	2019 CBA		Final Increase 9/4/23
		Year 1 Increase (Anniversary Date)	Effective Date to 9/13/20		Year 2 Increase (Anniversary Date)	9/14/20 to 9/13/21		Year 3 Increase (Anniversary Date)	9/14/21 to 9/18/22		Year 4 Increase (Anniversary Date)	9/19/22 to 9/3/23				
<1	\$17.00	\$18.00		\$18.54	\$20.09	\$23.69	\$24.40	\$25.46	Top Rate	\$24.40	\$25.46	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate
1<2	\$18.00	\$19.50		\$20.09	\$23.69	\$24.72	\$25.46	\$26.52	Top Rate	\$25.46	\$26.52	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate
2<3	\$19.50	\$23.00		\$23.69	\$24.72	\$25.75	\$26.52	\$27.58	Top Rate	\$26.52	\$27.58	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate
3<4	\$21.00	\$24.00	\$23.00	\$24.72	\$25.75	\$26.78	\$27.58	\$29.71	Top Rate	\$27.58	\$29.71	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate
4<5	\$22.50	\$25.00	\$24.00	\$25.75	\$26.78	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate
5<6	\$24.00	\$26.00	\$25.00	\$26.78	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate
6<7	\$26.00	Top Rate	\$28.00	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate
7<8	\$28.00	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate	Top Rate

Read from left to right

To address a temporary disparity created by the new wage scale, members who received their 3, 4 or 5 year annual increase in 2019, prior to the 2019 CBA going into effect will receive a personalized pay rate upon ratification until they progress to the next base wage as provided in the CBA.

# Profit Sharing p. 80-90

## UAW Members to Get Bigger Share of Company Profits

The profit-sharing formula has been significantly improved to \$900 per 1% of profit margin generated in North America. This represents a 12.5% increase to the current \$800 per 1% formula. In addition, the \$12,000 cap used for the base formula has been eliminated.

Current Formula	New Formula	Impact
\$800 for every 1% in profit margin generated by FCA in North America	\$900 for every 1% in profit margin generated by FCA in North America	12.5% increase in profit-sharing payout

The new profit-sharing plan will become effective 1/1/2020 (first payment in early 2021). The payout in early 2020 will be based on the current profit-sharing plan from the 2015 agreement.

# Grow-In Wage Adjustment p. 306

Special Wage Rate Adjustment		
Years	Rate earned in 2019	New Rate Upon Ratification
3	\$21.00	\$23.00
4	\$22.50	\$24.00
5	\$24.00	\$25.00

Members who received their 3, 4 or 5 year annual wage increase in 2019, prior to the 2019 CBA going into effect, will receive a personalized pay rate upon ratification until they progress to the next base wage as provided in the CBA.



## Supplemental Employees p. 213

Your bargaining team won language that gives the Local Union more control and input into the number of Supplemental Employees at their facilities. It also won important gains and protections for Supplemental Employees:

- Monday through Friday Supplemental Employees will be calculated quarterly on the following reason codes: Unexcused Absences, Interim FMLA, and Sick Leaves.
- Monday, Friday, Saturday, Sunday and Holiday Supplemental Employees will no longer be unlimited. The Local parties will review the historical use of Supplemental Employees for the same quarter in the previous year, and a baseline will be established and sent to the National Attendance Council from Local Parties for review and mutual agreement.
- Language was won for a new Supplemental Employee Coordinator at all U.S. assembly plants and one Supplemental Employee Coordinator

for Local Union 685 to track the number and need for Supplemental Employees above the three codes identified above.

- The Labor Market Area hire list will be developed and utilized for all hiring. Supplemental Employees will be canvassed for full-time positions in all open jobs in Labor Market Area based off most recent date of hire.
- Supplemental Employees hired prior to 2007 will receive a 3% increase to their base wages in September of 2020 and September 2022.
- Supplemental Employees hired prior to Oct. 26, 2015 have an improved wage schedule and an increase in top pay from \$19.28 to \$22.00.
- Supplemental employees hired Oct. 26, 2015 or after will not have their wages frozen and will continue to accrue pay raises based on months of service to a top rate of \$19.28.
- Supplemental Employees will be scheduled giving due consideration of their length of employment with the

company.

- When a Supplemental Employee is converted to full-time employee, they will be placed on the M-13 wage scale consistent with their Corporate Service Date.
- New language was won providing paid and unpaid time off for Supplemental Employees based off weeks worked: 16 hours paid and 24 hours unpaid after 120 working days. After 52 weeks worked, Supplemental Employees will be eligible for 40 hours paid and 24 hours unpaid.
- If a Seniority Employee displaces a Supplemental Employee, they retain recall rights to their plant, LMA and the ability to move to open positions outside of their LMA.
- Indefinitely laid-off Seniority Employees who displace a Supplemental Employee now have the ability to apply for SUB.
- Due to the collective bargaining process, your negotiators were able to secure prescription drug coverage for Supplemental Employees.

## Separation Packages

### Special Programs and Placement Opportunity – Belvidere Assembly Plant p. 302

To address the number of employees on layoff, negotiators successfully bargained an agreement with the company to offer an Incentive Program for Retirement (IPR) and a Voluntary Termination of Employment Program (VTEP) for hourly non-skilled employees at the Belvidere Assembly Plant.

The IPR will provide a lump-sum payment of \$60,000 to employees hired before October 29, 2007, who are eligible to retire as of December 31, 2019. Those employees must be on active payroll, on disability leave of absence and receiving Sickness and Accident Benefits, or on layoff at the time of the offering.

The VTEP will provide a lump-sum payment based on years of seniority per the Special Program #1 of Attachment A of the Memorandum of Understanding Sourcing and Job

Security (M-1). It will be offered to Belvidere employees who are on active payroll or layoff at the time of the offering.

In addition, members on indefinite layoff will receive placement opportunities per Letter 247-Placement and Workforce Utilization. Non-volunteer employees who are job offered to an Out of Labor Market Area will be provided relocation allowance options per the 2015 Relocation Plan (\$50,000).

### Incentive Program for Retirement – Milwaukee PDC and Mt. Elliott Tool & Die p. 300

Bargainers secured an agreement from the company to offer an IPR to hourly non-skilled and select skilled trades employees at Milwaukee PDC and the remaining skilled trades employees currently assigned to or on layoff at Mt. Elliott Tool & Die.

An IPR lump-sum payment of \$60,000 will be offered to those hired

prior to October 29, 2007, and who are eligible to retire as of Dec. 31, 2019. Eligible employees must be on active payroll, on a disability leave of absence and receiving Sickness and Accident Benefits, or on layoff at the time of the offering.

### Options for Marysville Axle Plant Employees

All current FCA employees at Marysville Axle Plant, including Supplemental Employees, will have the opportunity for continued employment with FCA in the Detroit Labor Market. A \$60,000 retirement incentive is available for employees who are retirement eligible as of Feb. 29, 2020. A Voluntary Termination of Employment Plan (VTEP) is available to employees with at least one year of seniority. VTEP payments range from \$15,000 to \$72,000 based on years of seniority.



# Product and Investment p. 294-298

## 7,900 New or Secured Jobs as a Result of \$9 Billion in Investments

During these negotiations, the UAW bargaining team at FCA set goals of improving job security and gaining more jobs through greater company investment. These goals were met through new and previously announced commitments by the company of future investments worth \$9 billion that will create 7,900 new or secured jobs. These investments are listed as follows:

Assembly Division (Potential Investment of \$7.8 Billion)	
Plant	Product Allocation Work Retention
<b>Belvidere Assembly Plant</b> \$55 million investment	<ul style="list-style-type: none"> <li>• Current Jeep Cherokee (KL) will continue</li> <li>• Next generation safety features added in 2020</li> <li>• Fresh models/features off of current (KL) platform</li> </ul>
<b>Detroit 2 Assembly Plant</b> \$1.5 billion investment	<ul style="list-style-type: none"> <li>• New 3-row Jeep SUV in 2020</li> <li>• Next generation Grand Cherokee (WL), including PHEV in 2021</li> <li>• Potential workforce increase of 3,850</li> </ul>
<b>Jefferson Assembly Plant</b> \$3 billion investment	<ul style="list-style-type: none"> <li>• Current Durango (WD) will continue</li> <li>• Introduction of Durango (WD) mHEV in 2020</li> <li>• Current Grand Cherokee (WK) build out in 2021</li> <li>• Next generation Grand Cherokee (WL), including PHEV in 2021</li> <li>• Potential workforce increase of 1,100</li> </ul>
<b>Toledo North Assembly Plant</b> \$160 million investment	<ul style="list-style-type: none"> <li>• Current Jeep Wrangler (JL) will continue</li> <li>• Introduction of Wrangler PHEV in 2020</li> <li>• Potential workforce increase of 100 related to PHEV build</li> </ul>
<b>Toledo South Assembly Plant</b> \$120 million investment	<ul style="list-style-type: none"> <li>• Current Jeep Gladiator (JT) will continue</li> </ul>
<b>Sterling Heights Assembly Plant</b> \$210 million investment	<ul style="list-style-type: none"> <li>• Current Ram 1500 (DT) will continue</li> <li>• New TRX launch in 2020</li> <li>• Potential workforce increase of 200 related to new TRX</li> </ul>
<b>Warren Truck Assembly Plant</b> \$2.8 billion investment	<ul style="list-style-type: none"> <li>• Current Ram 1500 (DS) will continue</li> <li>• New Wagoneer/Grand Wagoneer (WS), including PHEV in 2021</li> <li>• Potential workforce increase of 1,500</li> </ul>

### Mt. Elliott Tool & Die Future

The subject of Mt. Elliott Tool & Die's future was discussed with the Company. Bargainers secured an agreement with the Company not to sell or dispose of the facility at the present time and to engage in ongoing studies to develop a repurposing plan for the plant. In addition, the company intends to relocate existing die-making equipment to the stamping plants.

### Marysville Future

For approximately the past 10 years, FCA and ZF have jointly operated the Marysville Axle Plant (MAP) under an agreement that expired Jan. 1, 2019. FCA has agreed to continue the joint operation for two years during which time current employees will have the opportunity to choose from certain options.

As of Dec. 31, 2021, FCA will no longer employ any employees at MAP. We expect, however, that ZF will continue to operate MAP. The UAW has demanded that ZF bargain over the effects of the changes in the operational structure at MAP. Bargaining will include a discussion of future employment options for all bargaining unit employees at MAP who do not wish to transfer to other FCA locations.

**Powertrain Division  
(Potential Investment of \$615 Million)**

<b>Plant</b>	<b>Product Allocation/ Work Retention</b>
<b>Dundee North Engine Plant</b> \$5 million investment	<ul style="list-style-type: none"> <li>• World Gas 2.4L build out in 2020</li> <li>• Late 2020 Dundee will assume all Tigershark volumes</li> </ul>
<b>Dundee South Engine Plant</b> \$5 million investment	<ul style="list-style-type: none"> <li>• Newly capable of producing 3.0L &amp; 3.2L</li> <li>• Pentastar Classic; 3.6L Pentastar Upgrade</li> <li>• Pentastar Upgrade 3.6L will continue</li> </ul>
<b>Trenton North Engine Plant</b> \$30 million investment (for both Trenton plants)	<ul style="list-style-type: none"> <li>• Monitor Pentastar family &amp; GME T4 family to determine product required to run; recently converted to Pentastar Upgrade 3.6L</li> </ul>
<b>Trenton South Engine Plant</b>	<ul style="list-style-type: none"> <li>• Recently added capability of producing 3.2L and 3.6L Pentastar Classic</li> </ul>
<b>Toledo Machining Plant</b> \$5 million investment	<ul style="list-style-type: none"> <li>• Current torque converter will continue</li> <li>• Steering columns will continue</li> <li>• New Jeep Wrangler (JL) PHEV Super-Module in 2020</li> <li>• Potential workforce increase of 25 in 2020 related to (JL) PHEV</li> </ul>
<b>Kokomo Casting Plant</b> \$15 million investment	<ul style="list-style-type: none"> <li>• Manage mix as legacy products (40TES / 62TE) transition to current products (948TE / SI-EVT) through 2023</li> <li>• Adaptation of current products for next generation Grand Cherokee (WL) in 2021 and GME T4 in 2021</li> </ul>
<b>Kokomo Transmission Plant</b> \$15 million investment	<ul style="list-style-type: none"> <li>• Current products: 4 Speed build out in 2020; 6 Speed FWD will continue; 8 Speed assembly, 9 Speed block machining, SI-EVT Machining will continue</li> <li>• Adaptation of current 8 Speed transmission for next generation Grand Cherokee (WL) in 2021</li> </ul>
<b>Indiana Transmission Plant I</b> \$5 million investment	<ul style="list-style-type: none"> <li>• Current products (9 Speed, 6 Speed RWD) will continue</li> </ul>
<b>Indiana Transmission Plant II</b> \$450 million investment	<ul style="list-style-type: none"> <li>• New GME T4 expansion in 2021</li> <li>• Potential workforce increases of 120 in 2020; 920 in 2021</li> </ul>
<b>Tipton Transmission Plant</b> \$5 million investment	<ul style="list-style-type: none"> <li>• Current products (9 Speed, SI-EVT) will continue</li> </ul>
<b>Central Powertrain</b> \$80 million investment	<ul style="list-style-type: none"> <li>• Core electrification investments</li> </ul>

**Stamping Division  
(Potential Investment of \$495 Million)**

Plant	Product Allocation/ Work Retention
<b>Sterling Stamping Plant</b> \$190 million investment	<ul style="list-style-type: none"> <li>• Continue current products to support Jefferson North, Warren Truck, Belvidere, Toledo and Sterling Heights assembly facilities</li> <li>• New stampings, dies and gauges for next generation Grand Cherokee (WL) and new Wagoneer/Grand Wagoneer (WS), both in 2021</li> <li>• Various equipment upgrades to support WS / WL launch</li> <li>• Upgrades in crane technology (safety and reliability enhancements) 2020-2021</li> <li>• Potential workforce increase of 80 related to WS / WL</li> </ul>
<b>Warren Stamping Plant</b> \$305 million investment	<ul style="list-style-type: none"> <li>• Continue current products to support Jefferson North, Warren Truck, Belvidere, Toledo and Sterling Heights assembly facilities</li> <li>• New stampings, dies and gauges for next generation Grand Cherokee (WL) and new Wagoneer/Grand Wagoneer (WS), both in 2021</li> <li>• Upgrades in crane technology (safety and reliability enhancements), including a new crane with smart technology in 2020</li> <li>• New press in 2020</li> <li>• New de-stacker December 2019</li> <li>• State of the art component quality center in 2020</li> </ul>
<b>Belvidere Stamping Plant</b>	<ul style="list-style-type: none"> <li>• Continue current Jeep Cherokee (KL) stampings</li> </ul>

**Other  
(Estimated Investment of \$85 million)**

<b>CTC</b>	<ul style="list-style-type: none"> <li>• Wind Tunnel Upgrade</li> <li>• Upgrade to Electrified Powertrain development capability</li> <li>• Upgrade chillers</li> </ul>
<b>FCAT</b>	<ul style="list-style-type: none"> <li>• An estimated investment of \$600,000 in Fiat Chrysler Auto Transport (FCAT) Operations</li> </ul>



# Outsourcing Moratorium Extended p. 274-275

Your bargaining team was successful in negotiating an agreement with the company about the need for a moratorium on outsourcing. The committee bargained for an extension of the moratorium on outsourcing of existing core jobs through the term of the 2019 agreement. The company also agreed to maintain its manufacturing and industrial presence in the United States by committing to future investment opportunities worth \$9 billion.

## **Negotiators Win Stronger Sourcing Language to Protect Jobs** p. 258-259

The negotiating committee recognized the need to improve job security through better upfront sourcing discussions as well as improvements and updates to the Sourcing Administration Manual. The parties agreed on the need to improve transparency, the timely process of information sharing, and overall commitment to the administration of the Sourcing and Job Security Memorandum. Negotiators won language that requires an annual stamping meeting to review stamping long-range plans, a bi-annual Product Update Meeting to be held, a Program Overview Meeting to be held at Step B of the Vehicle development process, and a new quarterly Cost Optimization Meeting. The company will also provide pre-spend allocation amounts on a monthly basis. A review of appropriate changes to the Sourcing Manual will be made within 90 days of ratification.

## **New Letter on Make Buy Rationale Provides for Joint Discussions** p. 257

Negotiators discussed that Make Buy studies should not be allowed without joint discussions. The parties agreed to hold a Directional Make Buy meeting 30 days before Make Buy Studies are initiated.

## **Certain Laid-off Employees Win Seniority Dating Back to Closed Plant** p. 187

Language that had been in the 2011 National Agreement that credited laid-off employees of a plant that closed who now work at another company

plant with the seniority date they held at the closed plant has been restored. These employees will now be credited their closed plant seniority date. This language specifically applies to those employees who were impacted by the 2015 change to the Memorandum of Understanding on plant closings.

## **Out-of-Labor Market Rules Improved** p. 127

Indefinitely laid off employees will no longer be required to make a non-revocable election at the time of indefinite layoff for Out of Labor Market Placement.

Also volunteers for Out of Labor Market Placement will have 50 days from the date of the placement notification letter to report to the new location.

Those employees who do not volunteer and are later extended a job offer for out of market placement will have 14 days to make an election, and 50 days to report to the new location if the employee accepts the job offer.

## **Exhibit E -- Relocation Allowance** p. 77

Negotiators won a clarified timing schedule for relocation payments. Also, the Basic Relocation Allowance was increased from \$4,800 to \$6,000, to be paid within 30 days once the employee reports to the new location. The Enhanced Relocation Allowance amount remained at \$30,000 but the upfront signing bonus payment of \$6,000 was increased to \$8,000, paid within approximately two weeks of receiving the employee's relocation election. The second installment of \$16,000 will be paid within 30 days after the employee reports to the new

location so the employee will have more money upfront. The Modified Enhanced Relocation amount was reduced to \$30,000, but the UAW was able to negotiate return to home rights for those employees accepting the Modified Enhanced Relocation after six months at the new location, and the payout timeframe was reduced from two years to one year for all relocation money to be paid.

## **Mack Engine I Plant Closing Seniority** p. 305

The committee negotiated a letter granting seniority for former Mack Engine I employees working in other FCA locations. The parties agreed to declare Mack Engine I Plant a closed plant for the purposes of granting seniority.

## **National Parties to Meet to Discuss Technology** p. 91-94

The bargaining committee secured language that directs the National Sourcing Committee to meet bi-annually in the 1st and 3rd quarters to discuss and evaluate new technology and future technology such as electrification and autonomous inclusion.



# Health and Safety p. 156-186

The national negotiators' goal of having the company reaffirm its commitment to providing our employees with a safe, healthy and ergonomically efficient work environment was achieved during this round of negotiations. The committee won numerous health and safety enhancements for the term of this agreement.

## Personal Protective Equipment (PPE) p. 183

- The negotiators were successful in gaining company-paid prescription eyewear for supplemental employees.
- Employees will be allowed to wear PPE-approved apparel such as t-shirts, pullovers, sweaters etc., as long as those items are American National Standards Institute (ANSI) and company approved, for better comfort while remaining safe instead of wearing the heavier vests during the warmer months.
- The company will annually update the PPE listing to provide our employees with up-to-date equipment to ensure optimum safety.

## Training p. 157

- Annual Health, Safety and Ergonomics Conference with the ability to train approved employees from the National Joint Committee (NJC).
- The company agreed to overhaul and improve current training programs such as Hazardous Communication, Electrical Safety Work Practices, CPR Hands-On Training, and Union Representatives and Supervisors Safety Training. Additionally, the parties agree to create new training programs covering laser/radiation, web-based ergonomics training, and Resource Conservation and Recovery Act and Spill Prevention Containment Countermeasures (environmental) Awareness training.
- Our safety trainers will, for the first time, have the ability to be certified in Fall Protection Equipment Certification.

## Local Joint Committee Responsibility p. 156

- The Local Joint Health and Safety Committee will now begin meeting weekly rather than monthly to address safety concerns head on and in a timely manner.
- The company has established a safety "hotline" for employees to anonymously report safety concerns

that the company has failed to address. The union ensured that the National FCA Safety Department is made aware of these calls and the proposed action and resolution to the concerns.

- Serious Incident, Near Miss and Fatality reports were taken away from the union during the 2015 agreement. The negotiators won back the notification of ALL Serious Incidents, including Near Misses and Fatality reports to ALL local joint health and safety committees.
- There was an employee concern with the company changing computer database or content. For the term of this agreement, the company must receive agreement from NJC to make any changes to any safety database.

## Tools/Equipment p. 176

- Equipment to be provided for measuring vehicle speed.
- All Safety Reps have been granted the option to have company-paid laptops.
- Our Safety and Ergo Reps struggled to retrieve information from the internet during the term of the 2015 agreement. The Safety and Ergo reps will be afforded internet access within the facilities in order to retrieve pertinent safety information from various websites.
- Employees work long hours standing on their feet. During this negotiation, the union was successful in gaining back the ability to choose the standing support solution it feels is best for employees. Employees may choose between various wood composite floors and/or matting (in static work areas) to ease the stress standing puts on their feet, ankles, legs and hips.

## Research Funding p. 166

Protecting the health and safety of our bargaining units not only includes our efforts in implementing safety programs at our worksites, and creating a safety culture, but also includes occu-

pational health and safety research. These negotiations resulted in the UAW securing a commitment from FCA to fund and initiate research in breast cancer prevention and opioid use disorder intervention.

## Other Health and Safety Improvements p. 177

- Time-weighted noise average noise limits were improved from 80dba and now the company will attempt to ensure levels will not exceed 77dba.
- AED availability is growing in the workplace. The proper usage and, more importantly, timely response to an employee's heart failure is paramount to saving lives. Therefore, the company has agreed to monitor, with the union, response times and provide support from both the medical department and facility security.
- Our union sisters who are providing lactation support for their children demanded that the current lactation rooms are moved out of medical and to a more private area of the plant. The company agreed to provide these rooms within 90 days of ratification by meeting with the Local World Class Participation Council to determine location of the private rooms.
- The company will provide safety talks on safe take shelter procedures for internal facility emergencies.
- Skilled trades employees who work alone and feel there is a safety risk can now request to work with another skilled trade from the same skilled trade work group classification. Example, electrician with electrician or millwright with a millwright.
- Bargaining Representatives can now request the attendance of the local health and safety reps to assist with health and safety grievances to provide a stronger ability to resolve grievances for our workers.

# Health Care Maintained, Improved p. 200

Coming into this set of negotiations, the company proposed that employees pay 20 percent of their health care cost. The negotiating team successfully beat back that proposal and kept premiums where they are at for Traditional Employees. They also achieved significant improvements for In-Progression, Supplemental and Traditional Employees as detailed below:

### **Negotiators Win Huge Gain p. 206 for In-Progression Employees**

The negotiating team recognized the importance of fixing the inequality in health care coverage between In-Progression and Traditional Employees. For the first time, In-Progression Employees will now be afforded the same access to the medical plans and dental and vision plans that Traditional Employees have.

### **Supplemental Employees Will Now Have Prescription Coverage p. 220**

The huge financial burden of footing the bill for their own prescription medications has been removed for Supplemental Employees. The bargaining committee was successful in winning prescription medication coverage.

### **ER Co-pay Waived for Observation Care Exhibit B, p. 157**

Negotiators won language that waives the emergency room co-payment if admitted into the hospital and placed into observation care to receive covered services.

# SUB Fund Weeks Fully Replenished p. 42

Your bargaining committee was successful in restoring full SUB benefits for use during the next contract. Upon ratification of this agreement, any employee who used SUB during the life of the 2015 agreement will have their SUB weeks restored as follows:

<b>Traditional Employees</b>	
1 but fewer than 10 years	26 weeks SUB/26 weeks TA
10 but fewer than 20 years	39 weeks SUB/39 weeks TA
20 or more years	52 weeks SUB/52 weeks TA

<b>In-Progression Employees</b>	
1 but fewer than 3 years	13 weeks SUB
3 or more years	26 weeks SUB

The company has agreed to renew SUB cap maximum benefits liability during the term of the agreement.

# Other Benefits

## One-time 401(k) Contribution for Traditional Employees

p. 344

The parties agreed to provide a one-time contribution of \$1,000 to the FCA US LLC UAW Savings Plan accounts for Traditional Employees. In order to be eligible for this contribution, the employee must be one of the following, effective Jan. 6, 2020:

- Active with seniority.
- On temporary layoff status.
- On pre-retirement leave
- On leave pursuant to the Family Medical Leave Act.
- On vacation, receiving paid absence allowance, receiving bereavement pay, or on jury duty.
- On leave of absences beginning not earlier than 90 days prior to Jan. 6, 2020.

## Negotiators Expand Pension Overpayment Language to Provide Relief to Retirees

Negotiators were successful in strengthening current language which provides relief to retirees or surviving spouses caught in pension overpayment situations that are solely caused by a company or administrator error. The company is limited in its attempt to recover overpayments to the most recent 12 months of any such overpayment. The language does not cover Social Security Disability Income Benefits Award overpayments.

p. 283

## Optional Group Life Insurance Coverage Amount Increased

p. 202

Optional group life insurance plans improved for Seniority UAW members. The amount of group life insurance a member can purchase without evidence of insurability

has been increased from \$200,000 to \$300,000 effective Jan. 1, 2020. In addition, the levels of dependent coverage for eligible spouses was maintained at \$100,000, and for eligible children at \$80,000, without evidence of insurability.

## 401(k) Plan Changes Aim to Increase Participation

p. 321

Your bargaining committee set a goal of strengthening the UAW Savings Plan by encouraging more participation from new hires and by ensuring that higher paid members are able to defer as much to their 401(k) as legally possible. To provide for a strong 401(k) plan, it was determined to increase participation in new hires contributing to their savings. Effective Jan.1, 2020, the automatic enrollment of 1% will increase to 3%, with a 1% automatic annual increase. Members will continue to have the option to change, suspend or terminate the contribution at any time if they so choose.

## Members Can Send More Compensation to 401(k)

p. 323

The limitation on the percentage of compensation that can be deferred

has been lifted. Members can now contribute up to 100% of their compensation, including any profit-sharing payment, to the UAW Savings Plan. However, contributions are still subject to IRS limits.

## Disability Program Care Provider Eligibility, Time Frames Expanded

p. 146

The bargaining committee successfully negotiated to expand the eligibility criteria for the Sickness and Accident insurance language to include legally licensed nurse practitioners or physician's assistants in certifying disability for the first 14 days of disability.

For mental health and substance abuse issues, negotiators won language that includes psychiatrists, psychiatric nurse practitioners, licensed professional counselors with a master's degree, licensed clinical social workers with a master's degree, licensed master's social workers and doctorate level psychologists, in addition to physicians. The requirement to treat with a psychiatrist within 30 days of the first date of disability is now extended to 60 days.

# Legal Services

## Spouses Now Covered, Services Expanded

Your bargaining team went into these negotiations determined to expand Legal Services benefits to cover spouses of UAW active and retired members. As a result of these discussions, spouses are now eligible for the benefit.

The union also bargained an expansion of covered office work services to include:

- Traffic Matters – Tickets or other moving violations.
- Social Security – Plan attorneys will answer questions about Social Security benefits, including those related to retirement, disability, terminations or overpayments.
- Medicare and Medicaid – Plan attorneys will provide legal guidance on issues related to Medicare and Medicaid benefits.



# Skilled Trades

## **Letter 264 --Trenton, Dundee to Have Walbridge Work Insourced**

After multiple attempts, your 2019 National Bargaining Committee was victorious in eliminating Walbridge/Devon Facilities Management (DFM) at Trenton Engine and Dundee Engine plants. The company advised the UAW that it will insource this work during the term of the 2019 agreement. [p. 142](#)

## **Letter 253 Classifications Increased** [p. 132](#)

Negotiators fought hard to reinstate additional classifications into our Skilled Trade Structure. After many prolonged discussions with the Company, the Cutter Grinder Classification is reinstated as a stand-alone classification in Trenton Engine, Dundee Engine, Kokomo Transmission and Indiana Transmission plants. The sheet metal classification is also reinstated as a red-circled classification at the Sterling Stamping and Warren Stamping facilities only. The committee also prevailed in getting Welder Equipment Repair to be an existing and apprenticeable classification in the following locations: Belvidere Assembly Plant, Sterling Heights Stamping Plant, Warren Stamping Plant and Warren Truck Assembly Plant.

## **New Apprentice Forecasting Language Results in Adding 600 Apprentices** [p. 266](#)

The negotiators were successful in securing language on the method of forecasting future apprentices. This formula will produce approximately 600 additional apprentices through the life of the 2019 Agreement.

## **Tool Allowance – Skilled Trades**

The negotiating team was able to bargain two (2), \$1,000 lump-sum payments for tool allowance during the term of the 2019 National Agreement. The first payment will be made on March 27, 2020, and the second

payment will be made Dec. 17, 2021. Eligible Skilled Trades Journey-persons who are on the active rolls March 2, 2020, and Nov. 22, 2021, will receive the bonus. Those who are not active on rolls with the Company as of the eligibility dates, Nov. 25, 2019, and Nov. 22, 2021, will be eligible for payment upon their return to active status. In addition, the negotiating team resisted management's attempt to delete Letter 46, Skilled Trades - Broken or Damaged Tools.

## **Letter (64) Upgraders in Skilled Trades Classification** [p. 80](#)

The Bargaining Committee obtained language for Upgraders in all manufacturing and PDC locations, if they qualify, they will be eligible for any bonus or award their Skilled Trades Classification receives.

## **Seven-Day Operations Language Improved** [p. 28](#)

Your UAW Negotiating Team fought for language regarding our Seven-Day Operations and specifically improved paragraph (b) in Section (88) language: Skilled trades workers will be paid time and one-half for time worked on the sixth (6) consecutive scheduled day -- whether or not the sixth consecutive scheduled day falls in the same work week.

## **Alternative Work Schedules** [p. 268](#)

Alternative Work Schedules were negotiated. Under the contract, management must notify the local UAW President and the Skilled Trades Committeeperson of their intent to implement alternative work schedules. If management and the local agree to implement an alternative work schedule, they will identify any two patterns based on the locations' needs. The local employees will vote on which pattern they prefer. If an agreement is not reached, the matter will be sent to the UAW Vice President and FCA Vice President of

Employee Relations for resolution.

If the work patterns in the contract are not preferred, the local parties are encouraged to develop their own alternative work schedules to address their specific situations.

Shift and crew selection are based on seniority.

## **New Industrial Controls Classification** [p. 132](#)

The parties have agreed that a new Industrial Controls Classification will be implemented in manufacturing facilities. The national parties will meet to discuss and mutually develop a pilot for the implementation of this new classification. (D2)

## **Tools, Books and Supplies – Apprentices** [p. 61](#)

The negotiating team was successful in bargaining for tools, books and supplies for new apprentices. After being placed in the apprenticeship program, a new apprentice will be paid an allowance of \$500 for the purchase of tools, books and supplies. In addition, apprentices will be furnished an appropriate toolbox which will become the property of the apprentice upon graduation. Upon satisfactory completion of the first 916 hours of work they will be paid an additional allowance of \$500, and an additional \$100 for each of the succeeding six, 916-hour periods. Upon completion of all schedule of work processes, classroom-related training, instructions, requirements and graduation, the apprentice will receive the balance, if any, of the total allowance of \$1,800.

## **New Letter on Outside Contract Costing Methodology** [p. 260](#)

Negotiators were successful in winning language on outside contracting costing methodology. These gains will provide training for skilled trades committeepersons so that a consistent methodology will be used at all locations to determine the cost of skilled trades labor and complete internal business cases when assessing whether

# Skilled Trades Classification Structure

Electrical Work Group		Mechanical Work Group				Tool and Die Work Group				
TRAIN UP TO A LEVEL 3 WITHIN WORK GROUP		TRAIN UP TO A LEVEL 3 WITHIN WORK GROUP				TRAIN UP TO LEVEL 3 WITHIN WORK GROUP				
Electrician	Repairer Welder Equipment <sub>1</sub>	Industrial Controls	Pipefitter	Millwright	Machine Repair	Tool Maker	CNC	CMM <sub>32</sub>	Die Maker	Die Welder <sub>31</sub>
Electrician	Repairer Welder Equipment	Industrial Controls	Pipefitter Pipefitter – Plumber Pipefitter / Spray Gun Repair	Millwright Sheet Metal Worker <sub>4</sub> Millwright / Welder Welder Maintenance	Machine Repair	Tool Maker Tool Maker - Jig and Fixture Builder	CNC Machining Technician Keller Machine Operator	Layout Inspector Layout Metal and Wood Inspector Layout & Sample Check* Tool Maker - Tool & Gauge Inspection	Die Maker Die Maker - Die Cast	Welder - Tool & Die
Train to Level 4 consistent with WCM Principles within specific trade.										
<b>Eliminated / Protected Classification Alignment</b>										
Employees remaining in these classifications (placed prior to 1/1/12) require no additional STR Training and will not combine with any overtime Equalization Group.										
Recording Instrument Maint. & Repair	Repairer - Portable Pneumatic Tools HVAC		Carpenter / Painter Carpenter Painter and Glazier Maintenance Mechanic - Trailer Repair Brickmason and Cement Finisher Crane Operator - Locomotive Furnace Repair			Tool / Fixture / Machine Repair Tech Grinder - Cutter Cutter Grinder Inspector Gauge Surveillance Grinder - Tool Room Tool and Cutter Grinder Machine Operator - Tool, Die and Maint.	Inspector Form Cutters Pattern Maker - Wood Saw-Do-All Tool Room Only Pattern Repairer Foundry Patterns		Pattern Maker - Wood	
<p>1 - <del>Welder-Repair Classification will apply to FGA US LIG Stamping Plants only; attritional openings will be filled by the electrician-base trade.</del></p> <p>2.1 - A limited number of Die Makers may be trained up to a level four (4) in Die Welding.</p> <p>3 - Cutter Grinder will be a standalone classification only at DEP, ITP, KTP &amp; TEC facilities. Cutter Grinder will remain eliminated classification at all other locations.</p> <p>4 - Sheet Metal Worker remains within the Millwright classification. Former Sheet Metal Workers under the Mechanical Work Group at Sterling Stamping and Warren Stamping only will be given a one-time option to return to the Sheet Metal Classification at Sterling Stamping and Warren Stamping, respectively. Employees who elect to return to Sheet Metal Classification will remain in that classification until they attrit or are indefinitely laid off. Any future openings will be filled by the Millwright classification.</p>										
Boiler Repair	Repair - Compressor	Compressor Operator	Engineer - Steam	Boiler Operator	Sewage-Waste Water Treatment Operator	Cutter Grinder <sub>3</sub>	Energy Center Operator	Mechanic - Gas and Electric Jitney	Powerhouse and Maintenance	Mechanic - Refrigeration and A/C (CTC Only)
<b>Stand Alone Classifications</b>										



# Skilled Trades cont.'d

potential work may be performed in-house and on the scheduled timeline.

## Outside Contractors Language Strengthened p. 55

The negotiating team was successful in getting modification to section 11 (f). The language now reads as follows: It is the policy of the Company to fully utilize its own employees in maintenance skilled trades classifications in the performance of maintenance and construction work, as set forth in its letter, dated October 12, 2011, to the Union on this subject. In all cases, except in legitimate instances, such as emergencies, where time and circumstances prevent it, the Company will notify the Union in writing prior to letting a contract for the performance of maintenance and construction work in order to afford the Union an opportunity to hold advance discussion of the matter before the contract is let.

## IRCP Language Now in the Contract

Negotiators formalized language

that solidifies the practice of having hourly workers complete the Industrial Readiness Certificate Program (IRCP) prior to being placed on the Apprenticeship Program Labor Market Area Eligibility List.

## New Letter on Advancing Technology Usage

Your Skilled Trades Negotiators bargained to advance Skilled Trades Employees in newly and emerging technologies such as 3D printing. The company agreed to continue to provide advance written notification to the International Union and the impacted Local Union planning the introduction of advancing technology tools or equipment and to provide the Skilled Committee person:

- A description of the tool or equipment being introduced.
- A description of the technology involved.
- The new technology's intended use.
- The anticipated installation or acquisition date(s).
- A description of the extent, if

any, to which such technological changes may affect the work performed by the Skilled Trades at the location affected.

In addition, the work will remain in the bargaining unit and will continue to be done by the trade that has traditionally performed the work that is being done by the new technology.

## Letter 37 - Qualified Production Employees Win Greater Skilled Trades Opportunities p. 79

The "Utilization of In-Plant Journeyman" language was improved so that production employees who have the qualifications to be journeymen will be given, upon request, the chance to interview and be considered for hire when a permanent opening becomes available in their skilled trades classification in the Labor Market Area for which they apply.

## 'J-1' Language Strengthened

Your bargaining committee won language that gives the union an equal say in Return to Former Classification decisions. p. 48

# Mopar

## 420 Mopar Jobs Secured Through Conversion to Full-Time Status, Attritional Replacement

Language won by negotiators will convert 170 supplemental employees to full-time status within 90 days of ratification of the agreement. An additional 250 or more full-time employees will be hired over the course of the agreement after the committee succeeded in its goal to address the need for a commitment to replace attritional openings. p. 263-264

## Annual Mopar Meeting p. 232-233 to be Held in 1st Quarter

A new annual Mopar meeting will be held in the 1st quarter of every year of the contract. A specific agenda will be made so that Presidents and Shop Chairs will be able to bring employees' concerns to the attention of management.

## Dock Operation Secured; p. 365 Winchester to Add 6 Employees

Negotiators stood firm in maintaining the Memorandum of Understanding on Dedicated Delivery Service. The negotiators were also able to insource work into Winchester PDC for its dock operations. Winchester PDC will gain six full-time hourly unit employees for dock operations by June 2020.

## Mopar Equipment p. 365 Investment Secured

The committee pressed the company to make investment in new equipment across the Mopar division, and in doing so received a commitment of a one-time \$2 million investment for new equipment. There is also the potential for a \$28 million investment in a new PDC at a yet-to-be determined location.

## Upgrader Program p. 229 Commitment Secured for Skilled Trades

The bargaining committee won a commitment to review the upgrader program for non-apprenticeable trades within Mopar. Employees at all Mopar locations will also have the opportunity to take the Industrial Readiness Certificate Program (IRCP) test.

# Contract Administration

## **3 Plants to Have Additional Benefit Representatives** p. 99-100

The bargaining team negotiated one additional benefits representative at each of the following facilities: Jefferson North Assembly Plant, Sterling Heights Assembly Plant and the Toledo Assembly Complex.

## **30-Day Notification Required for Change in Starting Time** p. 87

Under language won by the committee, plants or parts depots that need to change starting times must, under normal circumstances, provide a minimum of 30 days' notice and consider the union's input. Should circumstances prevent 30 days' notice, the change is still subject to agreement by the union.

## **Transfer Process Between Plants Improved** p. 22

Negotiators improved the process for transferring employees who request a 67-b "hardship" transfer and added a resolution process if issues with the requests are raised by either party.

## **Mandatory Vacation Shutdown Weeks Reduced** p. 82

Negotiators won language that reduces plant shutdown weeks for vacation from two to one. Assembly plants that have an identified launch may schedule up to two plant vacation shutdown weeks.

Negotiators maintained language that states if your vacation is reduced due to Letter 69, employees

can request unpaid time off up to the amount that their vacation pay was reduced. The committee also negotiated the ability for employees without enough vacation pay based off their seniority to apply for unemployment benefits for weeks not covered by vacation hours.

The bargaining team also won new language to provide earlier notification of plants with a vacation shutdown from April 30 to the month of February, and stronger language to protect our unit members from hardships created by having the vacation shutdown schedule changed.

---

## **Alternative Work Patterns** p. 312

Your negotiators were successful in getting the company to listen to the concerns of the membership concerning Alternate Work Schedules and the hardships these schedules create. As a result of negotiations, the company agreed to change their plan of record

for both Jefferson North Assembly Plant and the new Detroit 2 Assembly and launch their new models utilizing a traditional 3-shift, 8-hour operation. In addition to these plans, the company agreed within 6 months following ratification of the 2019 Agreement,

to a joint review of Alternate Work Schedules in other locations throughout the company and will review the recommendations with International Union and Corporate Employee Relations.



# Attendance p. 193

Negotiators were successful in improving the Attendance Program by providing the membership a pathway to recover from every step of the procedure until Step 6. Upon reaching Step 6, the member will enter a Locked 12 Month Active On-Roll Period.

Example: An occurrence on June 22, 2019, will roll off on June 23, 2020, as long as the member has not been off roll anytime during this period. If a member advances to Step 2 before June 23, 2020, the member's Step 1 will roll off as of June 23, 2020, and subsequently put the member at Step 1.

The following chart illustrates the steps of the program:

Attendance Discipline Guideline		
Step Recovery	Action	Active On-Roll Employment
1 <sup>st</sup> Rolling	Verbal Warning	12 Months
2 <sup>nd</sup> Rolling	Verbal Warning	12 Months
3 <sup>rd</sup> Rolling	Written Warning	12 Months
4 <sup>th</sup> Rolling	Written Warning	12 Months
5 <sup>th</sup> Rolling	3-Day Disciplinary Layoff	12 Months
6 <sup>th</sup> Locked	10-Day Disciplinary Layoff	12 Months
7 <sup>th</sup>	Discharge	

Tardy Discipline Guideline		
Step Recovery	Action	Active On-Roll Employment
1 <sup>st</sup> Rolling	Verbal Warning	12 Months
2 <sup>nd</sup> Rolling	Verbal Warning	12 Months
3 <sup>rd</sup> Rolling	Written Warning	12 Months
4 <sup>th</sup> Rolling	Written Warning	12 Months
5 <sup>th</sup> Rolling	3-Day Disciplinary Layoff	12 Months
6 <sup>th</sup> Locked	10-Day Disciplinary Layoff	12 Months
7 <sup>th</sup>	Discharge	

### Good Record Criteria p. 139

Negotiators won language that rewards employees with good attendance records who will now be able to use two excused days for personal reasons within a rolling 12-month period based on eligibility.

### Bereavement Time Improved p. 23

When experiencing the loss of a loved one, having the ability to grieve and manage their affairs can be challenging. The negotiators understood the importance of having the ability to delay or split paid bereavement leave in two increments within a 30-day period.

### PAA Utilization p. 140

Paid Absence Allowance (PAA) language was enhanced to provide the company with an opportunity to plan when someone is unable to report to work. In order to protect the efficiency of operations, members are eligible for a non-counter day off without pay if they provide 24-hour call-in notice prior to scheduling their 40 hours of PAA. The 30-minute call-in requirement did not change.

# 66 Holidays Over Four Years p. 30-33

## Holiday Added

Your bargaining team won an additional paid holiday on Monday, July 3, 2023. All existing holidays are maintained. When a holiday falls on a Saturday it will be observed on the preceding Friday. When it falls on a Sunday it will be observed the following Monday.

### 2019-2020

Nov. 11, 2019	Veterans Day
Nov. 28, 2019	Thanksgiving
Nov. 29, 2019	Day after Thanksgiving
Dec. 23, 2019	} <b>Christmas Holiday Period</b>
Dec. 24, 2019	
Dec. 25, 2019	
Dec. 26, 2019	
Dec. 27, 2019	
Dec. 30, 2019	
Dec. 31, 2019	
Jan. 1, 2020	
Jan. 20, 2020	Martin Luther King Jr. Day
April 10, 2020	Good Friday
April 13, 2020	Day after Easter
May 25, 2020	Memorial Day
July 3, 2020	Independence Day
Sept. 7, 2020	Labor Day

### 2020-2021

Nov. 3, 2020	Federal Election Day
Nov. 11, 2020	Veterans Day
Nov. 26, 2020	Thanksgiving
Nov. 27, 2020	Day after Thanksgiving
Dec. 24, 2020	} <b>Christmas Holiday Period</b>
Dec. 25, 2020	
Dec. 28, 2020	
Dec. 29, 2020	
Dec. 30, 2020	
Dec. 31, 2020	
Jan. 1, 2021	
Jan. 18, 2021	Martin Luther King Jr. Day
April 2, 2021	Good Friday
April 5, 2021	Day after Easter
May 31, 2021	Memorial Day
July 5, 2021	Independence Day
Sept. 6, 2021	Labor Day

### 2021-2022

Nov. 11, 2021	Veterans Day
Nov. 25, 2021	Thanksgiving
Nov. 26, 2021	Day after Thanksgiving
Dec. 24, 2021	} <b>Christmas Holiday Period</b>
Dec. 27, 2021	
Dec. 28, 2021	
Dec. 29, 2021	
Dec. 30, 2021	
Dec. 31, 2021	
Jan. 17, 2022	
April 15, 2022	Good Friday
April 18, 2022	Day after Easter
May 30, 2022	Memorial Day
July 4, 2022	Independence Day
Sept. 5, 2022	Labor Day

### 2022-2023

Nov. 8, 2022	Federal Election Day
Nov. 11, 2022	Veterans Day
Nov. 24, 2022	Thanksgiving
Nov. 25, 2022	Day after Thanksgiving
Dec. 26, 2022	} <b>Christmas Holiday Period</b>
Dec. 27, 2022	
Dec. 28, 2022	
Dec. 29, 2022	
Dec. 30, 2022	
Jan. 2, 2023	
Jan. 16, 2023	
April 7, 2023	Good Friday
April 10, 2023	Day after Easter
May 29, 2023	Memorial Day
July 3, 2023	Independence Day
July 4, 2023	Independence Day
Sept. 4, 2023	Labor Day

# Miscellaneous

## UAW FCA Hourly Report

This report describes highlights of the agreement negotiated by the UAW 2019 National Negotiating Committee at FCA. This is a summary of the tentative agreement. In all cases, the actual contract language will apply.

## Sticker Reflecting Union Pride to be Developed for Vehicles

The bargaining team won the right to place a standardized sticker or decal on the vehicles that we build to demonstrate the pride we have in our work manufacturing World Class products. [p. 284](#)

## Joint Activities Continue

Your bargaining committee was successful in maintaining joint activities at both the local and national levels. Existing joint activities, including EAP/Diversity, New Hire Orientation, Health and Safety, World Class Manufacturing (WCM) and Technical Training, continue under the 2019 National Agreement. The Tuition Assistance Program and Dependent Scholarships were maintained. A new memorandum of understanding concerning joint activities provides for dissolving the National Training Center (NTC)

## Duration and Ratification

These proposed changes in the proposed agreement will not take effect until the tentative agreement is ratified by a majority of our respective members, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and will expire Sept. 14, 2023.

and operating/administering joint activities under two Taft-Hartley trust funds. The structural change will assist the union and the company in their continuing efforts at conducting joint activities with sound oversight and governance. [p. 289-293](#)

## In-Progression Employees Post-Employment Benefits

Negotiators won language that recognizes In-Progression employees who permanently separate from service and meet eligibility criteria for post-employment benefits. In-Progression employees who permanently separate from service as a quit or resignation, are at least age 55 and have 10 or more years of service, or have 30 or more years of service, will be eligible for any unused Vacation and Paid Absence Allowance payment, Profit-Sharing payment, vehicle and Mopar discounts. [p. 200](#)

## Dues: A Constitutional Matter

Dues are determined by UAW Constitution action and are not a subject of negotiations. Dues are based on the principle that they reflect each worker's cash income, normally 2.5 hours of straight-time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income, and are assessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight time pay per month.

## FCA Family Health and Wellness Center (FHWC) [p. 221](#)

With FCA's success in opening a Family Health and Wellness Center in Kokomo, FCA commits to opening two additional centers in Detroit and Belvidere, Illinois. The FHWC will provide employees with access to the centers at no cost to the employee and their eligible family members.



# The Negotiations Process

**UAW FCA Council:** Elected local leadership from UAW-represented FCA facilities represent members' interests on the National Council. (Presidents, Shop Chairpersons and Committeepersons)

**UAW FCA Sub-councils:** The FCA Council broken down into Sub-committees by divisions at the Council meetings to address issues specific to their respective divisions.

1 Assembly	2 Stamping	3 Engine/Axle	4 Skilled Trades	5 Miscellaneous	6 Parts	7 Office & Clerical	8 Engineering
---------------	---------------	------------------	---------------------	--------------------	------------	------------------------	------------------

**UAW National Negotiators:** The Local UAW leadership is elected within each Sub-council whose role is to negotiate the national contract representing that Sub-councils' issues.

Assembly	Venus Paul	Miscellaneous	Brian Cottingham
Stamping	Solo Richards	Parts	Mike Kalman
Engine/Axle	Lorenzo Jamison	Parts	John Markovski
Engine/Axle	Matt Jarvis	Office-Clerical	Tammy Wiser - Secretary
Skilled Trades	Terry Perrino	Engineering	Scott Moldenhauer
Engineering	Jerry Witt		

**Negotiations Sub-committee:** Made up of UAW National Negotiators and the UAW National FCA Department. Sub-committees are broken down by subject matter:

- |   |  |
|---|--|
| 1a Classifications/Vacations/Holidays/Pay Practice              | 5 Sourcing/New Technology                |
| 1b People Not at Work   | 5a Labor Control/Job Security/Relocation |
| 2 Contract Administration (including Temp. Employee Discussion) | 6 Miscellaneous                          |
| 3 Health Care   | 7 NTC/Joint Programs                     |
| 3a Disability/Group Insurance/Life Insurance                    | 8 Mopar                                  |
| 3b Pension & Savings/Legal Plan                                 | 9 Salaried Bargaining Unit               |
| 3c Supplemental Unemployment Benefits (SUB)                     | 10 Skilled Trades Administration         |
| 4 Health & Safety   |  |

**UAW National FCA Department:** International UAW Staff assigned to FCA.





# Timeline

- 10.04.2018** UAW FCA National Negotiators elected in Detroit.
- 10.17.2018** Letter sent to Local UAW Leadership from UAW National FCA Department requesting membership resolutions.
- 12.21.2018** Resolutions due to UAW National FCA Department.
- 2.28.2019** UAW FCA National Negotiating Committee meets in Detroit to review and organize demands from all UAW-FCA Locals to prepare for Sub-council.
- 3.11.2019** UAW Special Bargaining Convention held in Detroit.
- 4.09.2019** UAW National FCA Sub-councils meet in Detroit to discuss, review and approve membership resolutions from their facilities.
- 6.10.2019** Membership demands compiled by the UAW FCA National Negotiating Committee with UAW National FCA Department. Demands assigned to the appropriate Sub-committee.
- 6.11.2019** UAW FCA National Negotiating Committee meets in Detroit to organize the approved resolutions into the 2019 Collective Bargaining Proposals Book.
- 6.12.2019** UAW National FCA Council meets in Detroit and vote to approve the 2019 Collective Bargaining Proposals Book.
- 7.16.2019** Handshake Ceremony, FCA Technology Center in Auburn Hills, Michigan, – the official kick-off of the 2019 National Negotiations.
- 7.17.2019** Negotiations begin in Sub-committees. Each piece of language negotiated is reviewed, discussed and resolved by the UAW National Negotiators.
- 8.16.2019** Strike authorization voting begins at UAW Locals.
- 11.30.2019** Proposed tentative agreement reached.
- 12.04.2019** UAW National FCA Council meets in Detroit, reviews language and votes on whether to send tentative agreement to the membership for the ratification vote.
- 12.06.2019** If council approves, informational meetings begin at UAW locals, followed by voting by the membership for ratification of the agreement.

# Notes

# UAW National FCA Department Staff

## Cindy Estrada, Vice President and Director

### Bill King

Top Administrative Assistant

### Shawn Fain

Administrative Assistant

### Cathy Stoey

Administrative Assistant

### Lee Bainter

Assistant Director  
Servicing

### Pat Byers

Assistant Director  
Benefits

### Paul Caucci

Assistant Director, Skilled Trades  
Paid Educational Leave  
School-to-Work

### Troy Davis

Assistant Director  
Tuition Assistance  
Travel/Special Events

### Harvey Hawkins, Jr.

Assistant Director  
Health & Safety

### Cherylene Hough

Assistant Director  
Kokomo Training Center

### Stacie Steward

Assistant Director, WCM  
New Hire, EAP/Diversity

### Rebecca Suell

Assistant Director, Sourcing

### Nate Martin

Coordinator, WCM

### Mark Taylor

Coordinator, Servicing

### Andy Ackles

Servicing Representative

### Chuck Anderson

Servicing Representative

### LaTonya Baker

Servicing Representative

### Pat Cooper

Servicing Representative

### Mona Copeland

Servicing Representative

### Mark Dickow

Servicing Representative

### Joe Ferro

Servicing Representative

### Mike Godlewski

Servicing Representative

### DeMetria Gordon

Servicing Representative

### Frank Grace

Servicing Representative

### Jeff Jarema

Servicing Representative

### Loreese Lee

Servicing Representative

### Kenneth Morrast

Servicing Representative

### Gary Reid

Servicing Representative

### Doug Rice

Servicing Representative

### Sue Robles

Servicing Representative

### Leinda Schleicher

Servicing Representative

### Mike Spacil

Servicing Representative

### Steve Stahl

Servicing Representative

### Greg Stoey

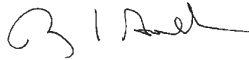
Servicing Representative

### Edgar Torres

Servicing Representative

A special "Thank You" to the UAW National FCA Department Clerical Staff:  
Carmen Gomez, DanNisha Reeder, Debbie Wallace

# UAW International Executive Board



**Rory L. Gamble**  
Acting President



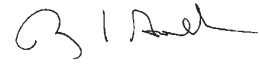
**Ray Curry**  
Secretary-Treasurer



**Terry Dittes**  
Vice President, GM Department



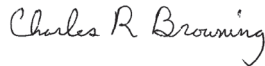
**Cindy Estrada**  
Vice President, FCA Department




**Rory L. Gamble**  
Vice President, Ford Department



**Frank Stuglin**  
Director, Region 1



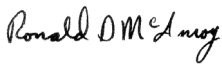
**Chuck Browning**  
Director, Region 1A



**Gerald Kariem**  
Director, Region 1D



**Rich Rankin**  
Director, Region 2B



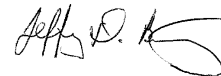
**Ron McInroy**  
Director, Region 4



**Jim Soldate**  
Assistant Director  
Region 5



**Mitchell Smith**  
Director, Region 8



**Jeff Binz**  
Director, Region 9



**Beverley Brakeman**  
Director, Region 9A

## UAW National FCA Hourly Negotiating Committee



**Tammy Wiser**  
Secretary-Treasurer  
Local 868  
Sub Council 7, Office/Clerical



**Solo Richards**  
Local 869  
Sub Council 2, Stamping



**Lorenzo Jamison Sr.**  
Local 723  
Sub Council 3, Engine/Axle



**Matt Jarvis**  
Local 685  
Sub Council 3, Engine/Axle



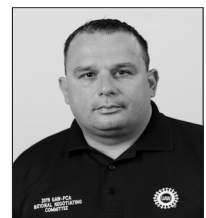
**Terry Perrino**  
Local 1264  
Sub Council 4, Skilled Trades



**Brian Cottingham**  
Local 1166  
Sub Council 5, Miscellaneous



**Mike Kalman**  
Local 573  
Sub Council 6, Parts



**John Markovski**  
Local 1248  
Sub Council 6, Parts



**Jerry Witt**  
Local 412  
Sub Council 8, Engineering



**Venus Paul**  
Local 7  
Sub Council 1, Assembly



**Scott Moldenhauer**  
Local 212  
Sub Council 8, Engineering