



UAW FCA US LLC

OCTOBER 2015

Key Changes to Proposed Agreement

New Path to Traditional Wages – Current and future new hires now have a direct path to traditional wages during the proposed 4 year agreement.

Traditional members – first base wage increase in 9 years plus bonuses. Traditional members will receive \$20,000 over the term of the agreement.

Ratification Bonus – Traditional members get \$4,000 and In-progression members receive \$3,000

401(k) Improvements – Company will now contribute 6.4% for members hired after October 29, 2007.

New profit sharing formula- payouts based on uncapped compensated hours.

Health care benefits remain with no cost share toward health care premiums.

Vision and dental improvement for In-Progression Members.

Holidays – Monday after Easter Restored; Members now get 64 paid holidays.

Pension Funding – During the term of the proposed agreement, the company stated it's anticipated cash contribution of \$1.7 billion.

Dear Brothers and Sisters:

Your bargaining committee is pleased to present this report for your review, debate and vote.

From the beginning our goals were to bargain an agreement that would bridge the gap, provide wage increases to the most senior employees, maintain healthcare, secure product investment and protect jobs. We believed the first tentative agreement accomplished those goals.

After the tentative agreement was rejected we met with your local union leadership for a considerable amount of time to make sure we had a clear understanding of your issues and concerns. We took the feedback from your leadership as a charge to get an agreement with more job security, spelled out investment plans and a path to a higher standard of living.

Armed with a clear mandate from you we went back to the bargaining table confident that we could address many of your issues. The biggest challenge for your bargaining committee was the wage gap between new hire and traditional employees. They took a thoughtful and strategic approach to addressing this inequity and found a solution that closes the gap over time in a way that allows the company to continue investing in our plants, develop new product and keep our jobs secure. Figuring out how to balance these competing demands is one of our responsibilities as your bargaining representative. Not considering the give and take between job security, and good pay and benefits is irresponsible.

Another big challenge was health care. Our benefits are among the best in the country but these benefits carry a high price. Today, our health care costs about \$8 an hour and by 2019 we project it will reach \$13-\$14 an hour. The company's solution is for our members to pay more. Over the years we have protected you from premium sharing and have been successful in this set of bargaining, too. But, if we are going to maintain these benefits, we must be proactive and not wait for the problem to get worse. We must work together and figure out a solution that takes advantage of our collective knowledge and experience. This was the intention of the co-op. We never intended to create a VEBA or TAFT-Hartley. Although we remain committed to finding smart solutions to our health care problems, we listened to your concerns. We will tackle this issue by asking the companies to share data and support health care studies.

This has been a long process, but as we have said, we respect the process and the process does work. As a result we present to you this agreement that is one of the richest ever negotiated.

It was an honor to represent you at the bargaining table. We are proud of this total agreement and recommend its support.

In solidarity,

**Dennis Williams, President
International Union, UAW**

**Norwood Jewell, Vice President and Director
UAW Chrysler Department**

Significant Improvement in Wages, and Other Compensation for Union Members

Your bargaining committee negotiated significant pay increases.

Ratification Bonus

Your union bargainers won an up-front lump sum payment of \$4,000 for each eligible member hired prior to April 15, 2010 who is on the active roll on the effective date of this agreement. The payment is in recognition of services that will be performed over the contract period and as part of the wage increase secured in the tentative agreement.

General Wage Increases

Traditional members will receive two, 3% general wage increases. You will receive the first increase upon ratification, and the second increase in September 2017. Over the term of this agreement those wage increases will generate approximately \$11,000 in additional straight time earnings.

Lump Sums

In addition to general wage increases, traditional members will receive 4% lump sum bonuses in the second and fourth year of the agreement totaling approximately \$5,500 to \$7,400 depending on the grade.

Examples of Total Weekly Salary Increases			
	Grade 5	Grade 11	Grade 18
Base Rate-Contract End	\$1,280.31	\$1,457.92	\$1,702.35
2015 Base Salary Increase 3%	\$38.40	\$43.73	\$51.07
New Agreement Base Wage	\$1,318.72	\$1,501.66	\$1,753.42
2017 Base Salary Increase 3%	\$39.56	\$45.04	\$52.60
September 2017 Wage	\$1,358.28	\$1,546.71	\$1,806.02
*Based on the maximum wage rate for Grades 5, 11, 18 Traditional employee.			

Examples of Lump Sums			
	Grade 5	Grade 11	Grade 18
Settlement Bonus upon Ratification	\$4,000.00	\$4,000.00	\$4,000.00
September 2016 Performance Bonus 4%	\$2,742.92	\$3,123.43	\$3,647.11
September 2018 Performance Bonus 4%	\$2,825.20	\$3,217.11	\$3,756.52
	\$9,568.13	\$10,340.54	\$11,403.63
*Based on the maximum wage rate for Grades 5, 11, 18 Traditional employee.			

Traditional economics

(Employees hired prior to April 15, 2010)

CLERICAL-ENGINEERING-TECHNICAL

18-GRADE STRUCTURE

Effective 9/21/2015 thru 9/17/2017

Grade	Min. Rate	TOP	Max Rate
5	\$942.38	\$1,318.72	\$1,318.72
6	\$951.77	\$1,354.89	\$1,354.89
7	\$957.93	\$1,380.46	\$1,380.46
8	\$965.83	\$1,410.33	\$1,410.33
9	\$987.22	\$1,435.59	\$1,435.59
10	\$995.65	\$1,446.44	\$1,475.96
11	\$1,016.32	\$1,456.61	\$1,501.66
12	\$1,028.00	\$1,470.70	\$1,531.98
13	\$1,043.61	\$1,498.56	\$1,561.00
14	\$1,061.25	\$1,517.98	\$1,606.33
15	\$1,068.09	\$1,525.90	\$1,631.98
16	\$1,097.71	\$1,539.50	\$1,673.37
17	\$1,115.87	\$1,550.29	\$1,713.03
18	\$1,165.92	\$1,586.85	\$1,753.42

CLERICAL-ENGINEERING-TECHNICAL

18-GRADE STRUCTURE

Effective 9/18/2017 thru 9/16/2019

Grade	Min. Rate	TOP	Max Rate
5	\$970.66	\$1,358.28	\$1,358.28
6	\$980.32	\$1,395.54	\$1,395.54
7	\$986.67	\$1,421.87	\$1,421.87
8	\$994.80	\$1,452.64	\$1,452.64
9	\$1,016.84	\$1,478.66	\$1,478.66
10	\$1,025.52	\$1,489.83	\$1,520.24
11	\$1,046.81	\$1,500.31	\$1,546.71
12	\$1,055.55	\$1,514.82	\$1,577.94
13	\$1,074.92	\$1,543.52	\$1,607.83
14	\$1,093.09	\$1,563.52	\$1,654.52
15	\$1,100.14	\$1,571.68	\$1,680.94
16	\$1,130.64	\$1,585.69	\$1,723.57
17	\$1,149.35	\$1,596.80	\$1,764.42
18	\$1,200.90	\$1,634.45	\$1,806.02

In-Progression Economics for Members Hired Between April 15, 2010, and the Ratification of the 2015 National Agreement

In-Progression Workers Narrow the Gap in Wages

Since 2007, In-Progression employees have received lower starting wages for jobs in our facilities. In 2011 bargaining,

we raised wages for current and future employees. In 2015, your bargaining committee built on those gains and went even further towards narrowing the gap in wages and benefits. This contract

raises the starting rate for new hires and puts existing and future employees on a path to reach traditional employee rates.

Ratification Bonus

Bargainers won an up-front lump sum payment of \$3,000 to each eligible member hired on or after

April 15, 2010 who is on the active roll on the effective date of this agreement, in recognition of services that will be performed over the contract period and

as part of the wage increase secured in the tentative agreement.

Grades 05 through 12:

- All employees whose rates are currently below the new minimum rates, as identified in the rate structure in M-8 for employees hired on or after April 15, 2010 will receive increases to their weekly base rates in accordance with the chart below.
- All employees whose rates are currently above the new minimum rates for their respective grades will receive an increase to their weekly base rates in accordance with the chart below, not to exceed Top of Progression.
- Employees will continue to progress at the rate illustrated in the table below to the Top of Progression on their respective anniversary dates from their Corporate Service date, based on their years of service.

Years of Service	Wage upon ratification (Greater of Current Rate or New Minimum rate of Grade)	2015-2016	2016-2017	2017-2018	2018-2019
Less than 1	(As stated above)	\$40.00	\$60.00	\$60.00	\$60.00
1 - < 2	(As stated above) +\$40.00	\$60.00	\$60.00	\$60.00	\$60.00
2 - < 3	(As stated above) +\$100.00	\$60.00	\$60.00	\$60.00	\$80.00
3 - < 4	(As stated above) +\$160.00	\$60.00	\$60.00	\$80.00	\$80.00
4 - < 5	(As stated above) +\$220.00	\$60.00	\$80.00	\$80.00	\$77.60
5 - < 6	(As stated above) +\$280.00	\$80.00	\$80.00	\$77.60	\$0
6 - < 7	(As stated above) +\$360.00	\$80.00	\$77.60	\$0	\$0
7 - < 8	(As stated above) +\$440.00	\$42.80	\$34.80	\$0	\$0

- Attachment A shows illustrative examples of progression charts effective September 2015 through September 14, 2019 for grades 05 through 12 hired on or after April 15, 2010.
- A Top of Progression is established for grades 05 through 12 hired on or after the effective date of this agreement as follows:
 - ✓ Increase of \$40.00 per week after 12 months from date of hire
 - ✓ Increase of \$60.00 per week after 24 months from date of hire
 - ✓ Increase of \$60.00 per week after 36 months from date of hire
 - ✓ Increase of \$60.00 per week after 48 months from date of hire

Grades 13 through 18:

- All employees whose rates are currently below the new minimum rates will be increased to the new minimum rates.
- All employees whose rate increase to the new minimum rate results in less than 3% will have their increase adjusted to at least 3%.
- Top of progression established for grades 13 through 18 at a rate of 3% per 12 months.

Grades 05 through 18:

- All employees whose rates are above the TOP of Progression and below the maximum rates of their respective grades shall receive a 3% increase to their weekly base rates in 2015 and 2017, provided the increase does not take their rates above the maximum rates for their respective grades.
- All employees whose rates are above the Top of Progression and below the maximum rates of their respective grades shall receive a 4% Performance Bonus payment in 2016 and 2018, in accordance with Letter (198) Performance Bonus. For this purpose, eligible employees will be defined as employees hired on or after April 15, 2010, in grades 05 through 18.
- All employees whose rates are above the new maximum rates of their respective grades shall receive a 4% Performance Bonus payment in 2016 and 2018, in accordance with Letter (198) Performance Bonus. For this purpose, eligible employees will be defined as employees hired on or after April 15, 2010 in grades 05 through 18.



The 2015 UAW FCA National Bargaining Committee



UP-70 Attachment A (Illustrative Examples) Grade 5 In-Progression

		Upon Employee's Anniversary Date in Each Year of the Contract			
Years of Service at Ratification	Wage upon Ratification	2015-2016	2016-2017	2017-2018	2018-2019
Less than 1	\$680.00	\$720.00	\$780.00	\$840.00	\$900.00
1 - < 2	\$720.00	\$780.00	\$840.00	\$900.00	\$960.00
2 - < 3	\$780.00	\$840.00	\$900.00	\$960.00	\$1,040.00
3 - < 4	\$840.00	\$900.00	\$960.00	\$1,040.00	\$1,120.00
4 - < 5	\$900.00	\$960.00	\$1,040.00	\$1,120.00	\$1,197.60
5 - < 6	\$960.00	\$1,040.00	\$1,120.00	\$1,197.60	\$1,197.60
6 - < 7	\$1,040.00	\$1,120.00	\$1,197.60	\$1,197.60	\$1,197.60
7 - < 8	\$1,120.00	\$1,162.80	\$1,197.60	\$1,197.60	\$1,197.60

Grade 6 In-Progression

		Upon Employee's Anniversary Date in Each Year of the Contract			
Years of Service at Ratification	Wage upon Ratification	2015-2016	2016-2017	2017-2018	2018-2019
Less than 1	\$690.71	\$730.71	\$790.71	\$850.71	\$910.71
1 - < 2	\$730.71	\$790.71	\$850.71	\$910.71	\$970.71
2 - < 3	\$790.71	\$850.71	\$910.71	\$970.71	\$1,050.71
3 - < 4	\$850.71	\$910.71	\$970.71	\$1,050.71	\$1,130.71
4 - < 5	\$910.71	\$970.71	\$1,050.71	\$1,130.71	\$1,208.31
5 - < 6	\$970.71	\$1,050.71	\$1,130.71	\$1,208.31	\$1,208.31
6 - < 7	\$1,050.71	\$1,130.71	\$1,208.31	\$1,208.31	\$1,208.31
7 - < 8	\$1,130.71	\$1,173.51	\$1,208.31	\$1,208.31	\$1,208.31

Grade 7 In-Progression

		Upon Employee's Anniversary Date in Each Year of the Contract			
Years of Service at Ratification	Wage upon Ratification	2015-2016	2016-2017	2017-2018	2018-2019
Less than 1	\$778.30	\$818.30	\$878.30	\$938.30	\$998.30
1 - < 2	\$818.30	\$878.30	\$938.30	\$998.30	\$1,058.30
2 - < 3	\$878.30	\$938.30	\$998.30	\$1,058.30	\$1,138.30
3 - < 4	\$938.30	\$998.30	\$1,058.30	\$1,138.30	\$1,218.30
4 - < 5	\$998.30	\$1,058.30	\$1,138.30	\$1,218.30	\$1,295.90
5 - < 6	\$1,058.30	\$1,138.30	\$1,218.30	\$1,295.90	\$1,295.90
6 - < 7	\$1,138.30	\$1,218.30	\$1,295.90	\$1,295.90	\$1,295.90
7 - < 8	\$1,218.30	\$1,261.10	\$1,295.90	\$1,295.90	\$1,295.90

UP-70 Attachment A

Grade 8 In-Progression

		Upon Employee's Anniversary Date in Each Year of the Contract			
Years of Service at Ratification	Wage upon Ratification	2015-2016	2016-2017	2017-2018	2018-2019
Less than 1	\$865.90	\$905.90	\$965.90	\$1,025.90	\$1,085.90
1 - < 2	\$905.90	\$965.90	\$1,025.90	\$1,085.90	\$1,145.90
2 - < 3	\$965.90	\$1,025.90	\$1,085.90	\$1,145.90	\$1,225.90
3 - < 4	\$1,025.90	\$1,085.90	\$1,145.90	\$1,225.90	\$1,305.90
4 - < 5	\$1,085.90	\$1,145.90	\$1,225.90	\$1,305.90	\$1,383.50
5 - < 6	\$1,145.90	\$1,225.90	\$1,305.90	\$1,383.50	\$1,383.50
6 - < 7	\$1,225.90	\$1,305.90	\$1,383.50	\$1,383.50	\$1,383.50
7 - < 8	\$1,305.90	\$1,348.70	\$1,383.50	\$1,383.50	\$1,383.50

Grade 9 In-Progression

		Upon Employee's Anniversary Date in Each Year of the Contract			
Years of Service at Ratification	Wage upon Ratification	2015-2016	2016-2017	2017-2018	2018-2019
Less than 1	\$915.45	\$955.45	\$1,015.45	\$1,075.45	\$1,135.45
1 - < 2	\$955.45	\$1,015.45	\$1,075.45	\$1,135.45	\$1,195.45
2 - < 3	\$1,015.45	\$1,075.45	\$1,135.45	\$1,195.45	\$1,275.45
3 - < 4	\$1,075.45	\$1,135.45	\$1,195.45	\$1,275.45	\$1,355.45
4 - < 5	\$1,135.45	\$1,195.45	\$1,275.45	\$1,355.45	\$1,433.05
5 - < 6	\$1,195.45	\$1,275.45	\$1,355.45	\$1,433.05	\$1,433.05
6 - < 7	\$1,275.45	\$1,355.45	\$1,433.05	\$1,433.05	\$1,433.05
7 - < 8	\$1,355.45	\$1,398.25	\$1,433.05	\$1,433.05	\$1,433.05

Grade 10 In-Progression

		Upon Employee's Anniversary Date in Each Year of the Contract			
Years of Service at Ratification	Wage upon Ratification	2015-2016	2016-2017	2017-2018	2018-2019
Less than 1	\$969.30	\$1,009.30	\$1,069.30	\$1,129.30	\$1,189.30
1 - < 2	\$1,009.30	\$1,069.30	\$1,129.30	\$1,189.30	\$1,249.30
2 - < 3	\$1,069.30	\$1,129.30	\$1,189.30	\$1,249.30	\$1,329.30
3 - < 4	\$1,129.30	\$1,189.30	\$1,249.30	\$1,329.30	\$1,409.30
4 - < 5	\$1,189.30	\$1,249.30	\$1,329.30	\$1,409.30	\$1,446.44
5 - < 6	\$1,249.30	\$1,329.30	\$1,409.30	\$1,446.44	\$1,446.44
6 - < 7	\$1,329.30	\$1,409.30	\$1,446.44	\$1,446.44	\$1,446.44
7 - < 8	\$1,409.30	\$1,446.44	\$1,446.44	\$1,446.44	\$1,446.44

UP-70 Attachment A

Grade 11 In-Progression

		Upon Employee's Anniversary Date in Each Year of the Contract			
Years of Service at Ratification	Wage upon Ratification	2015-2016	2016-2017	2017-2018	2018-2019
Less than 1	\$1,012.38	\$1,052.38	\$1,112.38	\$1,172.38	\$1,232.38
1 - < 2	\$1,052.38	\$1,112.38	\$1,172.38	\$1,232.38	\$1,292.38
2 - < 3	\$1,112.38	\$1,172.38	\$1,232.38	\$1,292.38	\$1,372.38
3 - < 4	\$1,172.38	\$1,232.38	\$1,292.38	\$1,372.38	\$1,452.38
4 - < 5	\$1,232.38	\$1,292.38	\$1,372.38	\$1,452.38	\$1,456.61
5 - < 6	\$1,292.38	\$1,372.38	\$1,452.38	\$1,456.61	\$1,456.61
6 - < 7	\$1,372.38	\$1,452.38	\$1,456.61	\$1,456.61	\$1,456.61
7 - < 8	\$1,452.38	\$1,456.61	\$1,456.61	\$1,456.61	\$1,456.61

Grade 12 In-Progression

		Upon Employee's Anniversary Date in Each Year of the Contract			
Years of Service at Ratification	Wage upon Ratification	2015-2016	2016-2017	2017-2018	2018-2019
Less than 1	\$1,028.00	\$1,068.00	\$1,128.00	\$1,188.00	\$1,248.00
1 - < 2	\$1,068.00	\$1,128.00	\$1,188.00	\$1,248.00	\$1,308.00
2 - < 3	\$1,128.00	\$1,188.00	\$1,248.00	\$1,308.00	\$1,388.00
3 - < 4	\$1,188.00	\$1,248.00	\$1,308.00	\$1,388.00	\$1,468.00
4 - < 5	\$1,248.00	\$1,308.00	\$1,388.00	\$1,468.00	\$1,470.70
5 - < 6	\$1,308.00	\$1,388.00	\$1,468.00	\$1,470.70	\$1,470.70
6 - < 7	\$1,388.00	\$1,468.00	\$1,470.70	\$1,470.70	\$1,470.70
7 - < 8	\$1,468.00	\$1,470.70	\$1,470.70	\$1,470.70	\$1,470.70

CLERICAL-ENGINEERING-TECHNICAL 18-GRADE STRUCTURE

Effective 09/21/2015 thru 09/17/2017

(Employees hired on or after April 15, 2010)

Grade	Min. Rate	TOP	Max Rate
5	\$680.00	\$1,197.60	\$1,197.60
6	\$690.71	\$1,208.31	\$1,208.31
7	\$778.30	\$1,295.90	\$1,295.50
8	\$865.90	\$1,383.50	\$1,383.50
9	\$915.45	\$1,433.05	\$1,433.05
10	\$965.30	\$1,446.44	\$1,475.96
11	\$1,012.38	\$1,456.61	\$1,501.66
12	\$1,028.00	\$1,470.70	\$1,531.98
13	\$1,043.61	\$1,498.56	\$1,561.00
14	\$1,061.25	\$1,517.98	\$1,606.33
15	\$1,068.09	\$1,525.90	\$1,631.98
16	\$1,097.71	\$1,539.50	\$1,673.37
17	\$1,115.87	\$1,550.29	\$1,713.03
18	\$1,165.92	\$1,586.85	\$1,753.42

CLERICAL-ENGINEERING-TECHNICAL 18-GRADE STRUCTURE

Effective 09/18/2017 thru 09/16/2019

(Employees hired on or after April 10, 2010)

Grade	Min. Rate	TOP	Max Rate
5	\$680.00	\$1,197.60	\$1,233.53
6	\$690.71	\$1,208.31	\$1,244.66
7	\$778.30	\$1,295.90	\$1,334.78
8	\$865.90	\$1,383.50	\$1,425.00
9	\$915.45	\$1,433.05	\$1,476.04
10	\$969.30	\$1,489.83	\$1,520.24
11	\$1,012.38	\$1,500.31	\$1,456.61
12	\$1,028.00	\$1,514.82	\$1,577.94
13	\$1,043.61	\$1,543.52	\$1,607.83
14	\$1,061.25	\$1,563.52	\$1,654.52
15	\$1,068.10	\$1,571.68	\$1,680.94
16	\$1,097.71	\$1,585.69	\$1,723.57
17	\$1,115.87	\$1,596.80	\$1,764.42
18	\$1,165.92	\$1,634.45	\$1,806.02

Profit Sharing Plan; Formula and Payout Distribution Method Improved

New Improved Formula

Profit margin is one of the most important metrics that FCA utilizes to measure its financial performance and the company is poised to make significant increases in its North American profit margin levels over the next few years. Therefore, it only

makes sense to align our profit sharing plan with this potential growth and truly share in the upside with the improved formula of \$800 per 1%.

Payouts Based on Uncapped Compensated Hours

The new formula will fund a profit sharing pool that will be distributed

based on each member's compensated hours for the plan year. Payouts under the new plan will no longer be capped at 1,850 compensated hours. In other words, we will return to a method where the more hours you work, the bigger your share of the profit sharing pool will be.

New Profit Sharing Formula

\$800 for every 1.0% in profit margin generated by the Company in North America*

*Once 2.0% margin is achieved

New Payment Distribution Method

Based on individual compensated hours, with NO 1,850 hours Cap on Payout

The new profit sharing plan will become effective 1/1/2016 (first payment in early 2017). The payout in early 2016 will be based on the current profit sharing plan from the 2011 agreement.

Additional Economic Gains

Additional Earning Opportunities

Beyond the guaranteed wage increases and bonus payments, there are additional opportunities for earnings for both Traditional and In-Progression members. These bonuses are tied to quality metrics, WCM and productivity

audit scores. Although they are not guaranteed, the potential payout range is from \$4,000 to \$13,000 per member over the life of the agreement.

Quality Achievement Award

Your negotiating committee won payments of up to \$1,500 for each member based on the Quality Control Pillar Audit Score. Quality is a vital part

of World Class Manufacturing, and we recognize significant efforts made by UAW members. The UAW has gained a commitment for a Quality Achievement Award payment based on the Quality Control (QC) audit score at their locations.

WCM Quality Control Pillar Audit Score	Quality Achievement Award Payment
1	\$0
2	\$500.00
3	\$750.00
4	\$1,000.00
5	\$1,500.00

Potential Financial Awards for Achieving J.D. Power Rankings

Members at locations that achieve one (1) or more J.D. Power IQS Rankings will receive an additional \$250 to \$500 payment toward their Quality

Achievement Award amount according to their most recent J.D. Power IQS thirty (30) days prior to payment date.

*The company will finalize the Quality Achievement Award metric

definitions for non-manufacturing locations within 90 days of the effective date of the agreement.

J.D. Power Payout*	
<i>Assembly</i>	
JD Power IQS 2 nd Quartile or better	\$250
JD Power IQS "Top Ranked"	Additional \$250
<i>Stamping and Power Train</i>	
JD Power IQS Company Avg 2 nd Quartile or better	\$250
JD Power IQS Company Avg 1st Quartile	Additional \$250

WCM Award Increases

During the 2015 negotiations, the UAW gained an increase in the World Class Manufacturing Award. WCM

award payments will be made to eligible employees assigned to those locations in the year in which they achieve Bronze, Silver, Gold or World Class

status. These awards will be based upon the location of the WCM Level Audit Score. These payments will be made in accordance with the following table:

WCM Audit Level Score	WCM Award Payment
Bronze	\$1,000
Silver	\$2,000
Gold	\$3,000
World Class	\$5,000

Additional Gains

Transfer Process to New Plants Improved

After raising concerns about the untimely release of members from their home plant, the union worked to ensure provisions were added to the agreement that would allow for employees to be released within thirty (30) days of when their transfer to a new plant is approved.

Merit Award Program

The parties agree that merit awards will be tied to a modified version of the company's performance, leadership and development process, currently known as the Performance Leadership Management (PLM) System. The parties will meet no later than the second quarter of 2016 to discuss how certain aspects of the program will function including a funding formula and anticipate that the program will be launched on or around September 2016.

No Plans to Idle Any Plants; Successor Must Assume Collective Bargaining Agreement

The company has notified the union there are no plans to idle any plants over the term of this agreement. Should economic conditions or sales declines affect schedules at a location, management will meet with the UAW to review the situation and explore options and alternatives to idling a facility. The company also agreed not to engage in a merger unless the new entity honors this agreement.

Volunteers for Out of Labor Market Openings to be Done by Seniority

Those who volunteer for out of labor market openings will now be placed on a list in seniority order. An employee on indefinite layoff who is extended a job offer at an out of labor market facility will have 60 days to make a decision. If the employee accepts the job offer, they must report to work no later than seven days after the 60-day period is up.



Bargaining Committee Wins \$5.3 Billion in New Investment Commitment Over the Life of the Contract

During these negotiations FCA committed to approximately \$5.3 billion in investments over the course of this agreement that are designed to ensure optimal utilization of all of the company's U.S. facilities and provide job growth. The investments are contingent on consumer demand and the company's ability to generate sustainable and profitable vehicle volumes for all of its U.S. facilities.

The investment commitments are:

- Assembly Division: \$3.4 billion.
- Powertrain Division: \$1.5 billion.
- Stamping Division: \$315 million.

- Mopar Parts Distribution Center Operations: \$34 million.

Restoration of Historical Sunday Double-time Pay

The bargaining committee was successful in its fight to restore double-time pay for time worked on Sundays. Members will now be compensated double time for time worked on Sunday regardless of number of hours worked.

Bereavement Pay Qualifications Expanded

Acknowledging the unfortunate nature and inevitable grief associated with the death of a loved one, the parties have

agreed to no longer mandate that an employee attend the funeral service of a loved one to qualify for bereavement pay. Under the terms of the 2015 Agreement, employees will only be required to submit documentation of a loved one's passing and their respective relation.

When funeral services are delayed, employees may request to schedule their bereavement leave to correspond with the date of the funeral service.

Engineering, Office and Clerical Win Significant Improvements, Including Language on Contractors, Training and Promotions

Union, Company to Discuss Product Design Concept Work

In order to address the union's concern regarding opportunities to further engage in concept and show car work and capture the component and detail work related to them, the negotiators were able to enhance existing language. The Product Design Office (PDO) and the Prototype Build Engineering (PBE) organization will engage the union in discussions regarding the performance concept and show car work. The company also committed to schedule overtime to meet timing provided competitiveness, efficiencies and quality, while maintaining priorities.

Bargainers Win Path to Promotion for Designers

Your bargaining committee discussed proposals related to the competitiveness and sustainability of the Salaried Bargaining Unit Designers. The parties have agreed that the company, as necessary to meet business needs, will emphasize the hiring of staff to address the need to support the continuation of core competencies of the workforce and improve developmental opportunities. The company will provide a path for designers to pursue a promotion to Design Specialist by furthering their education. In recognition of this commitment, within ninety (90) days from ratification of the 2015 National Agreement the parties will establish the educational and job-related qualifications required for promotional consideration.

Union Will Receive On-site Contractor Notification

Our negotiators were successful in obtaining language pertaining to Contract Designers. The company committed that the use of on-site

contractors will be based on specialized expertise and an incremental resource not intended to affect Salaried Bargaining Unit head count. Advanced notice of on-site contractor utilization will be provided to the Unit Chairperson.

Office and Clerical Consolidation to be Monitored

The Office and Clerical classification consolidation is being initiated at the Sterling Heights Assembly Plant within the Material Logistics Management Group. The company will continue to monitor the economic viability of the program. Provided the consolidation achieves the anticipated benefits of this initiative, the company will continue with the consolidation efforts at other locations.

Out-of-state PDC Training Needs Will Be Discussed

Office and Clerical employees located in out-of-state PDC's are impacted by new technology. In an effort to ensure that these employees are appropriately trained, the Unit Chairperson/ Local President will participate in a quarterly conference call with the Human Resource Manager for Mopar to discuss whether training needs exist for bargaining unit employees.

311 Engineers to be Assigned to Launch Teams

In the 2015 negotiations the union and the company discussed the subject of SBU engineers assigned to project and product launch teams at the plant level to help ensure a successful launch. When needed to support manufacturing requirements, the company will assign the appropriate 311 engineer(s) to the launch team for the start of the

vehicle builds commonly referred to as VP (Verification Process build). If the project dictates a need for more engineering support, local management will seek to provide the appropriate plant support to ensure the goals of the project are met.

311 Engineer Training Needs Will Be Audited

Both sides engaged in much discussion regarding the need for 311 training to be in line with WCM principles and to train 311 Engineers based upon need. The union and the company agreed that cross-training within a 311 specialty allows the flexibility the company requires to maintain the efficiencies of the operation, and for the union to continue to improve their competitiveness. However, the union and the company agreed that there are many instances in which it is not efficient for the business or the individual employees to be fully trained in all aspects of a 311 specialty area. The union also raised concern that there may be 311 Engineers who are not classified correctly in their specialties (311E, 311M, 311D). Upon ratification of the 2015 National Agreement, the company agrees to conduct an audit to ensure that the 311 Engineers are properly coded in their appropriate 311 specialty.

AMEPT Operations to Discuss 3D Tools, Current Work

Throughout the 2015 negotiations there were extensive discussions regarding the Advanced Manufacturing Powertrain Operations and the role of the Salaried Bargaining Unit Engineers. The union expressed concern about 3D tools being used by a third party and the Strategic Planning Group. Within (30) days of the ratification of the

2015 National Agreement, Powertrain Management will hold a review at CTC with the Local 412 Unit 25 Chairperson to discuss the 3D tools and the current work being performed by the Strategic Planning Group.

Those Without College Degrees May Be Considered for Promotion

During these negotiations, the union expressed concerns about members who have not been considered for a promotion within the salaried bargaining unit because they don't have a college degree. The parties recognize that circumstances may arise where an employee who wishes to be considered for an open position may possess specialized training that makes him or her uniquely qualified. Depending on the position in question, the member may be a viable candidate for the open position. Accordingly, the company agrees to consider a member without a degree who meets all other qualifications, provided he or she has significant service with the company and has satisfactorily performed work in the same or similar classification.

Nurses Leading Training to Receive "E" Leader Pay

The parties agreed that nurses assigned the task of training other nurses will receive an "E" Leader pay rate for all hours spent serving as a Nurse Preceptor.

Conferences, Fees Addressed for Nurses

Your bargaining committee discussed issues related to the nursing staff being strongly encouraged to remain current in their professional knowledge by joining or subscribing to state and local medical societies and journals, including the American Association of Occupational Health Nurses. Specifically, the issue raised involved the appropriate membership fees associated with professional groups. Bargaining units of 20, or more, full-time occupational nurses will be allocated one attendee

annually for every 20 full-time occupational nurses on roll. Similarly, the union discussed concerns regarding the requirement that the nursing staff remain current with state licensing. The parties agree that all fees required as a condition of employment will be reimbursed.

Per-Diem Nurses to Get Hiring Consideration

Union bargainers expressed concerns that per-diem nurses currently working for the company were not considered as potential candidates to fill open positions. As the company pursues the most qualified candidates who have posted for open positions, the company agrees to give consideration to current per-diem nurses who are qualified, and who have expressed interest in being considered for an open full-time position.

Broken or Damaged Tools Procedure to Be Set

During the 2015 negotiations, the company reaffirmed its commitment to the replacement of personal tools of SBU Skilled Trades members broken or damaged on the job. The company informed the union that the practice will continue during the term of the 2015 National Agreement whereby the company will repair or replace tools broken on the job by SBU Skilled Trades employees provided there is no evidence of employee negligence, abuse or improper usage, with a few limitations. The local plant will be required to establish a repair or replacement of broken tool procedure whereby the Maintenance Center Manager (or designee) and SBU Skilled Trades employees may arrange for the repair or replacement of broken tools.

SBU Workers to Accompany Supplier Warranty Visits

There was discussion regarding the subject of warranty and service agreements at the Proving Grounds. The union expressed serious concern relative to warranty arrangements

that extend beyond those customarily provided by suppliers and certain service contracts. Any time a supplier visits a facility to perform warranty or service agreement work, as provided in the purchase agreement between the parties, the union will be notified and a member on that shift with the appropriate salaried heavy equipment mechanic will be assigned with the supplier. Additionally, if other employees from the same supplier are performing different warranty or service agreement work in other areas of the plant, an employee with the appropriate salaried classification will be assigned with the supplier. The purpose of this assignment is for the member to receive training, become familiar with the new equipment, and to help ensure a smooth transition of responsibilities to our salaried skilled trades upon expiration of the warranty and/or service arrangements.

Bargainers Address Uneven Discipline

Your bargaining team raised the issue of discipline not being administered fairly and consistently for violations of the company's Standards of Conduct. The company acknowledged that discipline is intended to be corrective and not punitive in nature. As a result, language was won to ensure Standard of Conduct violations are dealt with collectively through a defined, progressive disciplinary process. Disputes regarding disciplinary matters may be addressed through the grievance procedure.

Improvements Made in Disciplinary Process

Negotiators won changes in the disciplinary process that are designed to make it standardized, progressive and administered impartially throughout all FCA facilities. The company agrees to abide by the progressive discipline guideline outlined in Section (33) of the O, C & E Agreement. The company may repeat prior disciplinary steps in appropriate cases instead.

Suspensions Limited to Serious Issues

The bargaining committee addressed the issue of management suspending members for violations that it did not deem serious enough to warrant an immediate suspension. The parties agree that suspensions pending further investigation should only be considered in cases involving serious standards of conduct violations. Should a member be suspended pending further investigation, the company will advise the union and work to have a final disposition rendered in a timely manner.

Parties to Further Discuss Resident/Quality Engineers

There were extensive discussions regarding resident/quality engineers and the SBU Engineers in the

company's manufacturing facilities. Within 30 days of ratification, the union and the company will meet to discuss the roles, responsibilities and the relationship between the resident/quality engineers and SBU engineers at manufacturing facilities. Current language addresses the subject of resident and quality engineers in the plants performing work that has historically been SBU work. Within 60 days of ratification, the parties will meet to develop a document that will describe the relationship between resident/quality engineers and SBU engineers at each facility. The document will be distributed to the plant manager, the SBU engineers and all salaried members at each facility.

Workloads May Be Assigned Across Locals

Bargainers addressed fluctuating workloads and won language from the company to discuss opportunities to limit work across locals, provided there is mutual agreement and a positive business case for keeping the work in house.

Unit Chair to Be Compensated for Work Away From Facility

Local unit chairpersons who leave the facility during their scheduled hours to perform services for the benefit of the company will be compensated for their time away from the facility up to eight hours per month.



Salary Bargaining Unit Negotiators

Benefits

Health Care

Your bargaining team understands the importance of having good health care benefits and was successful in maintaining high-level health care benefits that our membership deserves. Emergency room copay of \$100 and an urgent care copay of \$50 have been added to the In-Progression benefit plan. These copays were added to the Traditional benefits in 2011. The emergency room copay is waived if the patient is admitted.

The health care benefits remain at a high level with a benefit design that exceeds the national average of health care benefits sponsored by large employers. On average, American workers who are employed by large employers pay a premium share of approximately 18% for single coverage and 25% for family coverage. This would result in a premium of approximately \$1,648 annually for single coverage and \$5,388 for family coverage for our members. The ability to keep our benefits without the premium share keeps wages in our members' pockets.

In addition to premium share, there is cost sharing associated with health care coverage. These costs are commonly referred to as a plan's actuarial value. The actuarial value provides an estimation of what an insurance plan pays for health care benefits during the year and what the insured person pays for the benefits during the year. We have been able to maintain health care coverage with actuarial values above the national averages.

Excise Tax Implications

The parties also discussed the excise tax imposed under the Affordable Care Act on high-cost, employer-sponsored health care plans. In the case where a plan is expected to be impacted by this tax, the company and the UAW will discuss changes to the health care plan to bring the cost under the tax threshold, similar to the process identified in the

existing C-14 letter. If the health care plan will be subject to the tax, members in the plan can only be subject to a maximum deductible of \$400 for single coverage and \$800 for family coverage, (annually) if they voluntarily elect to remain in that plan.

Lasik Surgery Coverage Added

In a continuous effort to enhance negotiated health care benefits for our members, there will now be a \$295 contribution made for the cost of Lasik vision surgery.

Disability/Life Insurance Improvements

The UAW bargaining committee understands the importance of financial security for members and their families. Bargainers negotiated gains in optional group life insurance plans for active UAW members that will result in premium decreases through 2019.

Coverage limits have been enhanced for optional life insurance. The member's coverage amount, without providing evidence of insurability, has increased to \$200,000. In addition, the level of dependent coverage for eligible spouses will increase from \$40,000 to \$100,000, and from \$40,000 to \$80,000 for eligible children, without evidence of insurability. There will now be a noticeable separation in coverage between spouse and children for optional coverage for dependent group life insurance.

Legal Services Plan Benefits are Back

Your bargaining committee succeeded in negotiating a new Taft-Hartley plan jointly administered by union and company plan trustees. The benefit will start immediately upon regulatory approvals. Eligible participants include all UAW active members, retirees and surviving spouses. The company's annual funding obligation will be \$2.2 million. Benefits covered under the new

plan include a variety of legal services handled as "office benefits" (meaning no court appearances) such as preparing wills and handling residential real estate matters, including deed filings, credit reporting, uncontested legal matters, document preparation. In addition, the plan covers assistance with filing for Social Security Disability benefits. The Social Security Disability program has been expanded to include UAW-represented retirees.

Supplemental Unemployment Benefits (SUB) Benefit Improvements

Your bargaining team was successful in improving SUB benefits. The company has agreed to pay the full SUB benefits provided under the plan, even if they exceed the cap limits. The Short Work Week benefits have been improved. Seniority members will be entitled to the Short Work Week Benefit if they work in a manufacturing facility in a 3/2/120 or Four Day Work Week Flexible Operating Program, and such facility is impacted by qualifying lost time from short shifting due to a part shortage, a supplier issue or mechanical breakdown.

The Short Work Week Benefit has also been enhanced to provide for special severe weather benefit. Consideration associated with Short Work Week Benefits will take effect on any day and shift for which plant management gives notification by public announcement, or other method, of a shutdown of operations due to severe weather prior to the start of such shift. Such consideration will only apply to employees working or scheduled to work on the shift/crew and on the date at the specific location that has been shut down due to severe weather conditions. This agreement will not apply to facilities that may be in the same general vicinity, but have not canceled operations.

Other SUB benefit improvements, including Non-Qualified/Non-Counter

Layoffs, will not count toward credits used for non-volume related layoffs such as reallocation of product, transfer of operations, sourcing of work or product or closed plant status.

Every member who has used SUB credits will have those credits regenerated under the new agreement.

SUB Fund Replenished to Reinforce Job Security

Job security was a major focus during negotiations. Your bargaining team fought hard on this issue and was successful in replenishing and maintaining the SUB fund.

They also gained acceptance by the company that any employee who used SUB credits during the life of the 2011 contract will have SUB credits replenished, and the SUB calculation and waiting weeks will remain the same. Bargainers also won the addition of enhanced job security language for members facing non-qualified, non-counter layoffs, and for members affected by non-volume related layoffs.

Payroll Visa Card Without Fees Now an Option

Members who do not subscribe to direct deposit will be issued a Prepaid Payroll Visa Card that does not incur fees.

Vacation Time Eligibility for New Hires

Vacation is now available for In-Progression employees.

Salaried Bargaining Unit Temporary Employees

During negotiations the parties discussed circumstances where business needs may exist that require the utilization of temporary salaried bargaining unit hires beyond the scope provided for in Letter 13 Temporary Hires, as contained in the 2015 O C & E Agreement. A few of the modifications are as follows: In no case will a seniority employee be indefinitely laid off from a plant if the plant is regularly scheduling temporary employees Monday through Friday. A temporary employee shall be eligible for a profit-sharing payment consistent with Exhibit F – Supplemental Agreement (Profit Sharing Plan) on a pro-rated basis. Also, a temporary employee shall receive payment at the employee’s straight-time salary rate for any of the holidays enumerated under Section (71) of the 2015 FCA US regular workday on the employee’s work week.

Equal Treatment for All

During this round of bargaining the union expressed the importance of the parties both maintaining and strengthening policies that ensure the equal treatment of all employees. The union secured language that ensures that employees are not discriminated against because of their gender identity, expression or preference.

Rideshare Program

The union and FCA agree that helping employees find ride-sharing opportunities will enhance the quality of life for our members. Promoting and providing information on rideshare transportation services will help reduce commuter stress and expense, alleviate parking congestion, and promote fuel conservation measures.

UAW FCA Report

This is a summary of the tentative agreement. In all cases, the actual contract language will apply.

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 membership, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and will expire at midnight Sept. 14, 2019.

Dues: A Constitutional Matter

Dues are determined by UAW Constitutional 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.

Health and Safety

Working Alone Procedures Enhanced

Significant improvements were incorporated into the language on working alone. New language will require the company to provide written procedures for situations where someone is concerned about their safety when working alone. If written procedures are not currently available, joint leadership will determine the appropriate safety measures to implement until procedures have been completed.

Fall Protection Process Improved

Given the fact that falls continue to be one of the leading causes of workplace fatalities, your negotiating team worked with the company to draft new language regarding the implementation of a comprehensive managed fall protection program. This new language would require each location to conduct a fall hazard survey for every activity where a worker may be exposed to a fall hazard. Once the survey is completed, the identified activities will have fall protection procedures put in place.

Joint Review of Company Policies Established

Updated language regarding company safety policies will require a joint review of any proposed changes to any policy. The most significant component of the language would require this review to take place prior to policy implementation. The gain for our members is preventing the company from reducing workplace safety and health protections through policy changes.

Emergency Response Teams

The UAW and the company discussed new language regarding Emergency Response Teams. Upon ratification, each facility will select volunteers willing to take an active role in responding to workplace emergencies. Corporate Medical Operations and Corporate Security Services will train team members so they'll have a better understanding of the potential emergencies that can impact the workplace and can take the right steps to lessen the effects of these emergencies. If an incident occurs, team members can apply the training learned in the classroom and during exercises to give critical support to co-workers in their immediate area until help arrives. When help does arrive, they can provide useful information to responders and support their efforts, as directed, at the incident site.

Health and Safety Review Boards

Your bargaining team discussed communication as an important part of an effective health and safety program. The team identified three review boards critical in improving the communication process. There is a board at each plant level to address local safety issues, a board at each division level to address unresolved issues from the plant level, and one special board to address serious injuries and fatalities. The individuals identified as part of these boards bring a broad range of expertise and experience to assist with identifying hazards and finding solutions. The improved communication will reduce accidents, benefit production and contribute to the sense of teamwork in our facilities.

Ergonomics Process Improved

Members expressed concerns regarding continuous modifications to workstation procedures affecting ergonomics and union negotiators were listening. With ratification of this agreement, your ergonomics team will now have the opportunity to review workstation changes prior to implementation. This review process will give your team the ability to work with engineers and jointly address potential ergonomic risks before an injury occurs.

Alternate Health and Safety Representative

Bargainers recognized the importance of having your UAW health and safety representative on the job for your protection. Your bargaining committee won agreement from the company to allow the alternate health and safety representative to fill in for the safety representative after just one day of absence. This is a significant improvement to the previous agreement that required a full week of absence before allowing the replacement.

Specialized Safety Training Enhanced

Training was once again a priority during negotiations. Due to constant changes in our industry, specialized training is required to stay current with the latest developments, skills and new technologies. Specialized training is a way for your safety representatives to keep abreast of their fields. With the new contract provisions, your appointed safety representatives will receive specialized training in Safety, Ergonomics and Industrial Hygiene to better prepare them to address workplace safety conditions.

Work/Family

Improving Member Health Through New Wellness Program

The health care of our membership is always a priority. Your bargaining committee negotiated the introduction of a new Wellness Program that will be piloted to provide members with a foundation for better health. The introduction of a new Wellness Program will give members an opportunity to have better managed care and more resources to manage chronic conditions.

Reinstatement of Chrysler Scholarship Program for Dependent Children

In order to advance our children's opportunities in today's competitive job market, it's our duty to assure higher

education is made affordable to all students. During these negotiations the UAW-Chrysler NTC Scholarship Program for Dependent Children was successfully reinstated for active UAW-represented FCA members. The annual amount will be up to \$1,500 per eligible dependent.

Alternates Established for EAP Representatives

Significant improvements to EAP services were gained in the 2015 negotiations. The UAW will continue to provide a high level of quality assistance to our members. To support and serve our members, the Vice President and Director of the UAW Chrysler Department will appoint an alternate EAP Representative in each facility to perform the duties of the full-time EAP Representative in their absence.

Modified Enhanced Relocation Allowance Plan Amounts Increased

Your negotiating team secured new language that will provide an additional \$20,000 to indefinitely laid-off employees transferred involuntarily to an out of labor market area placement under the provisions of Letter 247 Placement and Workforce Utilization.

Members will now receive up to a maximum of \$50,000, of which \$10,000 will be provided as a signing bonus for miscellaneous up-front expenses. An additional \$20,000 will be paid to the member at the new location, with the possibility of another \$10,000 after one year, and an additional \$10,000 after the second year.

UAW Members Honor Veterans

Preferential Hiring

Your negotiating team was able to obtain a commitment from the company to give our veterans preferential hiring opportunities.

Short-Term Military Duty

UAW members who serve in the armed forces and work an alternative work schedule will now be paid for their normally scheduled work day (Saturday

and Sunday). Those on short-term active military duty will now be compensated for up to 30 scheduled working days in cases of a public emergency. This is an increase of 15 days from previous agreement.

Armed Services Vacation Eligibility

The union recognizes and appreciates our members who serve in the armed forces and it is our belief that they should not be adversely affected while serving our country. To this end, we negotiated language that ensures that a member who enters into or returns to work in a U.S. plant from military service, and would have at least one year of seniority on May 1 of the vacation eligibility year in which their military service begins or ends, shall receive credit for each pay period he would have otherwise been at work.

Additional Gains for Salaried Members

Vacation One Day at a Time Won

During bargaining, the UAW adamantly communicated its displeasure with the membership's inability to schedule earned vacation entitlement

hours one day at a time. After much debate, the union was successful in securing contractual language that will allow all members to be able to schedule vacations one day at a time if a member so desires.

Holiday Pay Eligibility Clarification

Stronger language was negotiated to clarify that disciplinary layoff will not adversely impact an employee's eligibility for holiday pay.

Holidays

Monday after Easter brought back as a holiday, and the UAW will now honor our nation's veterans on Veterans Day as observed nationally

Your bargaining committee worked hard to restore a key holiday that creates a potential four-day holiday weekend for the Easter celebration, with the Monday after Easter off. Bargainers also won the observance of

the day we honor our nation's veterans, who have put their lives on the line for their country, on the day of national observance for Veterans Day. When Veterans Day falls on a Saturday, the holiday will be observed the Friday

before. When it falls on a Sunday, the holiday will be observed on Monday. In all, UAW members will have 64 holidays to celebrate with family and friends over the life of this tentative agreement.

2015-2016

Nov. 11, 2015	Veterans Day
Nov. 26, 2015	Thanksgiving
Nov. 27, 2015	Day after Thanksgiving
Dec. 24, 2015	} Christmas Holiday Period
Dec. 25, 2015	
Dec. 28, 2015	
Dec. 29, 2015	
Dec. 30, 2015	
Dec. 31, 2015	
Jan. 1, 2016	
Jan. 18, 2016	Martin Luther King Jr. Day
Mar. 25, 2016	Good Friday
Mar. 28, 2016	Day after Easter
May 30, 2016	Memorial Day
July 4, 2016	Independence Day
Sept. 5, 2016	Labor Day

2016-2017

Nov. 8, 2016	Federal Election Day
Nov. 11, 2016	Veterans Day
Nov. 24, 2016	Thanksgiving
Nov. 25, 2016	Day after Thanksgiving
Dec. 26, 2016	} Christmas Holiday Period
Dec. 27, 2016	
Dec. 28, 2016	
Dec. 29, 2016	
Dec. 30, 2016	
Jan. 2, 2017	
Jan. 16, 2017	Martin Luther King Jr. Day
April 14, 2017	Good Friday
April 17, 2017	Day after Easter
May 29, 2017	Memorial Day
July 4, 2017	Independence Day
Sept. 4, 2017	Labor Day

2017-2018

Nov. 10, 2017	Veterans Day (Observed)
Nov. 23, 2017	Thanksgiving
Nov. 24, 2017	Day after Thanksgiving
Dec. 25, 2017	} Christmas Holiday Period
Dec. 26, 2017	
Dec. 27, 2017	
Dec. 28, 2017	
Dec. 29, 2017	
Jan. 1, 2018	
Jan. 15, 2018	Martin Luther King Jr. Day
Mar. 30, 2018	Good Friday
April 2, 2018	Day after Easter
May 28, 2018	Memorial Day
July 4, 2018	Independence Day
Sept. 3, 2018	Labor Day

2018-2019

Nov. 6, 2018	Federal Election Day
Nov. 12, 2018	Veterans Day (Observed)
Nov. 22, 2018	Thanksgiving
Nov. 23, 2018	Day after Thanksgiving
Dec. 24, 2018	} Christmas Holiday Period
Dec. 25, 2018	
Dec. 26, 2018	
Dec. 27, 2018	
Dec. 28, 2018	
Dec. 31, 2018	
Jan. 1, 2019	
Jan. 21, 2019	Martin Luther King Jr. Day
April 19, 2019	Good Friday
April 22, 2019	Day after Easter
May 27, 2019	Memorial Day
July 4, 2019	Independence Day
Sept. 2, 2019	Labor Day

Notes

Notes

2015 UAW National Negotiating Committee at FCA US LLC



Browning



Williams



Jewell



Adams Johnson

Chuck Browning, Executive Administrative Assistant to Williams
Dennis Williams, President, International Union, UAW
Norwood Jewell, Vice President/Director, UAW Chrysler Dept.
Nancy Adams Johnson, Top Administrative Assistant to Jewell



Loasching



Foster



Davis



King

Amy Loasching, Administrative Assistant to Williams
Miguel Foster, Administrative Assistant to Jewell
Troy Davis, Assistant Director, UAW Chrysler Dept.
Virdell King, Assistant Director, UAW Chrysler Dept.



Ganatra



Kelly



Mitchell



Dickow

Niraj Ganatra, General Counsel, UAW Legal Dept.
Jennifer Kelly, Director, UAW Research Dept.
Susanne Mitchell, Director, UAW Social Security Dept.
Mark Dickow, Local 140, President, Bargaining Chair, Subcouncil 1



Roe



English



Guinan



Ferro

Jim Roe, Local 12, Vice Unit Chair, Subcouncil 1
LaShawn English, Local 1264, President, Subcouncil 2
William Guinan, Local 685, Committeeman, Subcouncil 3
Joe Ferro, Local 212, Skilled Trades, Subcouncil 4



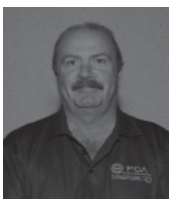
Jarema



Godlewski



Brenner



Hagler

Jeff Jarema, Local 212, President, Subcouncil 5
Mike Godlewski, Local 75, President, Subcouncil 6
Tom Brenner, Local 889, President, Subcouncil 7
Jeff Hagler, Local 412, President, Subcouncil 8