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FIAT CHRYSLER AUTOMOBILES

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(000) Index of Units

PRODUCTION AND MAINTENANCE

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Warren Truck Assembly – Local 140
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Kokomo Transmission – Local 685
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Sept. 13, 2015
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TDL 7/12/15

PARTS DISTRIBUTION CENTERS

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8. Portland - Local 492
9. Denver - Local 186
10. Los Angeles - Local 230
11. Orlando - Local 1649
12. Milwaukee - Local 75
13. Dallas - Local 2360
14. Atlanta - Local 868

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FIAT CHRYSLER AUTOMOBILES

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(000) Agreement Date / Union List

Agreement Entered into on This

~~Twelfth~~ xx Day of
September ~~October~~, 2015

Between ~~Chrysler Group LLC~~ FCA US LLC

(Hereinafter referred to as the "Company")
and the following Local Unions

United Automobile, Aerospace and Agricultural Implement Workers of America

PRODUCTION AND MAINTENANCE

7	212	723	1264
12	372	869	1268
51	412	961	1435
140	685	1166	1700

PARTS DISTRIBUTION CENTERS

75	230	492	1178	2360
125	375	573	1248	3039
186	422	868	1649	

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and the
International Union,
United Automobile, Aerospace and Agricultural Implement Workers of America

(The said Local Unions and the International
Union being hereinafter referred to
collectively as the "Union.")

(Note: The headings used in this Agreement and
Exhibits neither add to nor subtract from the meaning but are for reference only.)

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

(000) Purpose and Intent

The general purpose of this Agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Company, the employees and the Union. The parties agree that whenever masculine nouns or pronouns are used in the Agreement, such references are intended to be gender neutral.

The parties recognize that the success of the Company and the job security of the employees depends upon the Company's success in building a quality product and its ability to sell such product.

To these ends the Company and the Union encourage to the fullest degree friendly and cooperative relations between their respective representatives at all levels and among all employees.

M.A.S. 9-9-15
L.D. 9.9.15

MB 9/9/15
ny 9.9.15

Modified Sections



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

(004) Equal Application of Agreement

It is the policy of ~~Chrysler Group LLC~~ FCA US LLC and the UAW that the provisions of this Agreement be applied to all employees covered by this Agreement without discrimination because of race, color, religion, age, national origin, status as a qualified person with a disability, sex, including sexual harassment, sexual orientation, gender identity/expression, union activity and membership in any legally protected class.

In order to assure full knowledge and understanding of the foregoing principle on the part of employees and all agents and representatives of the Company and the Union, the parties hereby incorporate the same in this Agreement. Any employee who claims that, in violation of said principle, he has been denied rights guaranteed by this Agreement may complain as provided in the grievance procedure. Any such claim, when presented in writing, pursuant to Step 1 (d) of the grievance procedure, must contain a full statement of the facts giving rise to the claim and the reasons why the employee believes he has been discriminated against. If appealed to Step 2, the Plant Shop Committee of the Local Union, before deciding whether to take the grievance up with the Labor Relations Supervisor or his designated representative, may refer the claim to the Chairman of the Civil Rights Committee of the Local Union for a factual investigation and report. The Member of the Civil Rights Committee designated by the Chairman to investigate the claim shall not receive pay from the Company for time spent on such activity.

The grievance and arbitration procedure shall be the exclusive contractual procedure for remedying such claims.

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n.a.s. 9-9-15

MA 9/9/15
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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

(039) Maintenance of Discipline

It is agreed that the maintenance of discipline is essential to the satisfactory operation of the plant. During the course of negotiations, the Union raised the concern regarding discipline not being administered fairly and consistently for violations of the Company's Standards of Conduct. The Company acknowledged that the issuance of discipline is intended to be corrective and not punitive in nature.

As a result of these discussions, the following guidelines have been established to ensure Standard of Conduct violations are dealt with collectively through the progressive disciplinary process:

- 1st Violation - Verbal Warning
- 2nd Violation - Written Warning
- 3rd Violation - Written Warning with Counseling
- 4th Violation - 3 Working Day Disciplinary Layoff
- 5th Violation - 30 Calendar Day Disciplinary Layoff
- 6th Violation - Discharge

Circumstances will arise which necessitate corrective disciplinary action that may not follow the standard progression guideline. Disputes regarding disciplinary matters may be addressed through the grievance procedure.

MHG 10-6-15

N.A.S. 10-6-15

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JB 10/6/15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

(045) Probationary Employee

(a)--New employees of the plant shall be considered as probationary employees for the first ninety (90) days of their employment except as provided in subsection (b) below. The ninety days' probationary period shall be accumulated within not more than one (1) year. After employees have finished the probationary period, they shall be entered on the seniority list of their department or division and shall rank for seniority from the day ninety (90) days prior to the day they completed the probationary period.

(b)--New employees of the plant hired as temporary or vacation replacements shall be considered as probationary employees for the first one hundred twenty (120) days of their employment. They shall not accumulate time toward the fulfillment of the probationary period unless and until their employment status is changed from that of a temporary or vacation replacement to that of a new employee under Subsection (a).

(c)--There shall be no seniority among probationary employees.

~~(d)--An employee with seniority in one plant of the Company covered by this Agreement or the National Parts Depots Agreement, who is hired as a new employee at another plant of the Company covered by this Agreement or the National Parts Depots Agreement, shall not be required to serve another probationary period but shall rank for seniority at the new plant as of his date of entry into the new plant.~~

(ed)--The Union shall represent probationary employees for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth in Section (1) of this Agreement, but the Union shall not represent probationary employees who have been laid off or discharged and who have worked for the plant less than thirty-one (31) days since the date of their last hiring except in case the layoff or discharge is for discrimination for Union activities. The Union may represent probationary employees who have worked at the plant more than thirty (30) days, however, any claim made by a probationary employee after thirty (30) days of employment that his layoff or discharge is not for cause, or discriminatory under Sec. (4), may be taken up as a grievance; provided, however, that the employee shall be deemed to have continued to be on probation, and therefore the Company shall not be held to the same standards as in the case of seniority employees. The Appeal Board shall have jurisdiction over such cases. A probationary employee who is discharged and later reinstated shall not be deemed to have served any part of his probationary period between

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the date of his discharge and his reinstatement unless otherwise agreed upon at the Appeal Board.

(fe)--An employee who is separated during his probationary period for an occupational disability arising out of his employment by the Company and who is subsequently reinstated shall be required to complete his probationary period, and upon doing so shall have a seniority date which includes the time he was separated due to such disability, plus ninety (90) days.

(f)--Management will endeavor to evaluate and provide feedback to probationary employees during the probationary period. When performance related deficiencies are identified, the probationary employee may request a Union Representative be present when such performance feedback is communicated.

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FIAT CHRYSLER AUTOMOBILES

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(049) Loss of Seniority

An employee shall lose his seniority for the following reasons only:

(a)--He quits.

(b)--He is discharged and the discharge is not reversed through the grievance procedure.

(c)--He is absent for five (5) scheduled work days or forty (40) scheduled work hours without notifying the plant in accordance with its procedure established pursuant to Sec. (94) of the Agreement unless, for a reason beyond his control, he is unable to comply with such notice requirements. After such absence, management will send written notification to the employee at his last known address that he has lost his seniority. Such notice will include the name of the person he is to contact at the plant in the event he has evidence to establish a claim that he did in fact notify the plant of his absence or evidence that his is a proper case in which an exception should be made. Such notice will also advise him of his right to Union representation, at his request, while he is in the employment office. If the disposition made of any such case is not satisfactory, the matter may be referred to Step 2 of the grievance procedure.

(d)--If he does not return to work when called, in proper cases, exceptions shall be made if the employee can satisfactorily substantiate and had promptly informed the plant that for a reason beyond his control he was unable to comply with such call to return. If the disposition made of any such case is not satisfactory, the matter may be referred to Step 2 of the grievance procedure.

(e)--He is terminated in accordance with the Memorandum of Understanding on Absenteeism and the termination is not reversed by the National Attendance Council or the Impartial Chairman.

(f)--If he is laid off during the term of this agreement for a continuous period equal to the seniority he had acquired at the time of such layoff period, or for five (5) years, whichever is longer; provided, however, an employee who is laid off or who is not recalled and reinstated from layoff in line with his seniority because of his continuing physical inability to perform the available work will not be considered as laid off for the purposes of this Subsection unless and until an employee in the same seniority department or division with the same or greater seniority is on layoff as defined in Section (58).

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(g)--He receives permanent total disability benefits under a group insurance policy held by the Company. If he ceases to receive such benefits and is re-employed, his seniority, including that which he otherwise would have acquired during the period of his disability, shall be restored.

(h)--He retires or receives a pension under the Pension Plan of this Agreement. If he receives a pension for permanent total disability and recovers and has his pension discontinued, his seniority including that which he otherwise would have acquired during the period of his disability, shall be restored, provided, however, if the period of his disability retirement was for a period longer than the seniority he had on the date his pension for permanent total disability began, he shall, upon the discontinuance of his permanent total disability pension, be given seniority equal to the amount of seniority he had on the date such pension began.

(i)--He elects to opt out of Transitional Assistance Benefits and receive a lump-sum cash payment as outlined in the Supplemental Unemployment Benefit Plan.



FIAT CHRYSLER AUTOMOBILES

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(064) Work Opportunity for Laid-Off Employees

The plant agrees that in employing new people in any department it will give work opportunity to qualified laid off employees in the following order:

(a)--To employees of other departments of the plant.

(b)--To employees of other plants of the Company covered by this Agreement or the Parts Depots Agreement, in the same labor market area, established under the Supplemental Unemployment Benefit Plan, Exhibit "D". Such employees placed under this Subsection (b) prior to the date of this Agreement, shall continue to rank for seniority as of the date of entry in the current plant. Such employees placed under this Subsection (b), on or after the date of this Agreement, shall rank for seniority based on the seniority date held at the former plant. Employees who, on or after the date of this Agreement, start work on the same day shall rank on the seniority list ~~for layoff~~ based on the seniority date held at the former plant. Where two or more such employees have the same seniority date from the former plant, their rank shall be determined by the receiving plant practice.

(c)--To employees of other plants of the Company covered by this Agreement or the Parts Agreement, outside of the labor market area, established under the Supplemental Unemployment Benefit Plan, Exhibit "D". Such employees placed under this Subsection (c), prior to the date of this Agreement, shall continue to rank for seniority as of the date of entry in the current plant. Such employees placed under Subsection (c), on or after the date of this Agreement, shall rank for seniority based on the seniority date held at the former plant. Employees who, on or after the date of this Agreement, start work on the same day shall rank on the seniority list based on the seniority date held at the former plant. Where two or more such employees have the same seniority date from the former plant, their rank shall be determined by the receiving plant practice.

(d)--For the purpose of defining the seniority date held at the former plant as stated in (b) and (c) above, employees governed by Letter 150 - Kenosha Engine/Milwaukee Parts Depot/Toledo Assembly Chrysler Agreement will be assigned a seniority date as outlined in the aforementioned letter.

The separation of an employee from the new plant for a reason other than specified in this Paragraph shall result in the termination of an employees seniority in all Company plants; provided, however, that the separation of an employee accepting work under this Subsection (b) for inability to perform the assigned work shall terminate his seniority at the plant from which he is separated but shall not affect his seniority at any other plant. An employee accepting work under this Subsection (b) shall retain any rights accrued for purposes of holiday pay, payment in lieu of vacations, pensions, insurance and the Supplemental Unemployment Benefit Plan.

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

(065) Offer to Work Under S.U.B.P.

(a)--Any provision of this agreement to the contrary notwithstanding the Company shall have the right to offer a laid off employee available work in any plant of the Company in the same labor market area as established under the Supplemental Unemployment Benefit Plan, Exhibit "D". For the purposes of this Section only, available work includes open jobs and work being performed by probationary employees who may be displaced. A seniority employee who accepts available work at another plant shall rank for seniority in accordance with Section (64).

~~(b) A seniority employee who accepts available work at another plant as hereinbefore set forth shall rank for seniority as of the date of entry in the plant in which he accepts such work.~~

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

(066) Transfer of Employees within the Plant

(a)--Employees who are transferred from one department to another department within the plant, shall carry their full seniority to the new department, except when transferred to a skilled trade.

(b)--When operations are transferred from one department to another department, within the plant, the employees who are engaged on such operations may, if they so desire, be transferred with their operations with their full seniority.

(c)--1. Employees with seniority who wish to transfer to another department of the plant may designate up to six (6) departments on a single application. Employees will be furnished a copy of their application.

2. Such applications (i) shall be valid for a period of one (1) year, (ii) may be renewed by the employee within ten (10) days of the end of each one (1) year period and (iii) may be revoked by the employee at any time provided, however, once the employee is notified he is to transfer, the application may not be revoked.

3. When hiring or transferring to fill open jobs in a department, the Human Resources Department will review and consider the applications of employees requesting transfer to that department that have been on file at least five (5) calendar days. Where reasonably practicable, employees will be given preference over new hires and will be transferred in order of their seniority. A job opening created by such transfer will not be filled by the transfer of another employee under this Subsection (c). However, under certain circumstances, the local parties agree to review and consider the application of seniority employees consistent with the needs of the business.

4. An employee transferred pursuant hereto may not make another application for six (6) months from the date of the employee's last transfer under this section unless the employee so transferred is displaced as a direct result of a reduction in the work force.

(d)--1. Employees with seniority who wish to transfer to a different classification of equal or lesser pay within the department may make a single application in writing in the department.

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2. Such applications (i) shall be valid for a period of one (1) year, (ii) may be renewed by the employee within ten (10) days of the end of each one (1) year period and (iii) may be revoked by the employee at any time provided, however, once the employee is notified he is to transfer, the application may not be revoked.

3. When reasonably practicable, an employee who has had an application on file for at least five (5) calendar days pursuant to this Subsection (d) will be considered for transfer to a permanent opening within the department provided (i) he has the ability to perform the available work, (ii) he has greater seniority than other employees who have made such application and greater seniority than the employee for whom the opening would be a promotion pursuant to Section (71) and (iii) that the reduction of employees in a classification at any given time does not adversely affect orderly and efficient operations. A job opening created by such transfer or as a result of such transfer will not be filled by the transfer of another employee under this Subsection (d).

4. An employee transferred pursuant hereto may not make another application pursuant to this Subsection (d) for six (6) months from the date of such transfer.

5. The provisions of this Subsection (d) shall not require a change in any prior mutually satisfactory written local agreement relating to the filling of job openings, however, any changes in such local agreement and any new local agreement that hereafter may be negotiated on this matter must conform with this Subsection (d).

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(067) Transfer of Employees Between Plants

(a)--An employee who is transferred by the Company from one plant to another plant of the Company shall rank for seniority as of his date of entry in the other plant, except as provided in Section (68) referring to the transfer of operations or departments from one plant to another plant of the Company. If the necessity to transfer arises from the need for the special skills or abilities of employees, the Company shall, prior to transferring employees, canvass the qualified employees in the department from which the transfer will be made and shall give preference to the senior qualified employee, if any, who volunteers for such assignment. An employee transferring pursuant hereto shall retain his seniority in the plant from which he was transferred and shall be returned to his former plant when his services are no longer required at the new plant, at which time his seniority at the new plant shall be terminated.

(b)--If, for other reasons, an employee is transferred at his own request from one plant to another plant of the Company, where circumstances permit the transfer shall be completed within thirty (30) days. He shall retain his seniority in the plant from which he was transferred for a period of twelve (12) months from the date he last worked in the plant and shall rank for seniority as of his date of entry in the other plant.

(c)--An employee transferring under this Section (67) shall retain any rights accrued for purposes of holiday pay, payment in lieu of vacations, pensions, insurance and the Supplemental Unemployment Benefit Plan.

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(070) Job Security and Outside Contracting

Employees of an outside contractor will not be utilized in a plant covered by this Agreement to replace seniority employees on production assembly or manufacturing work or fabrication of tools, dies, jigs and fixtures, or construction work normally and historically performed by them when performance of such work involves the use of Company-owned machines, tools or equipment maintained by employees.

The foregoing shall not affect the right of the Company to continue arrangements currently in effect; nor shall it limit the fulfillment of warranty obligations by vendors nor limit work which a vendor must perform to prove out equipment.

In all cases, except where time and circumstances prevent it, the plant management will hold advance discussion with local Union representatives prior to letting such a contract. In this discussion local management is expected to review its plans or prospects for letting a particular contract. The Local Union should be advised of the nature, scope, costs and approximate dates of the work to be performed and the reasons (equipment, manpower, etc.) why management is contemplating contracting out the work. At such times Company representatives are expected to afford the Union an opportunity to comment on the Company's plans and to give appropriate weight to those comments in the light of all attendant circumstances.

In no event shall any seniority employee who customarily performs the work in question be laid off as a direct and immediate result of work being performed by any outside contractor on the plant premises.

Notwithstanding the foregoing, the notice provisions of Section (11)(f) of the Supplemental Agreement, Special Provisions Pertaining to Skilled Trades employees, shall apply when plant maintenance and construction work is let to outside contractors.

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(079) Vacation Leave of Absence

(a)--The Company recognizes the desirability of providing leaves of absence time off for vacation purposes and will implement Section (45)(b) providing for the employment of vacation replacements for 120 days in an attempt to provide additional vacation leaves of absence time off during the summer months. It also recognizes that the preferences of individual employees and variances in operating conditions, such as model change, the need for particular skills, etc., will affect the scheduling of vacations.

(b)--Management recognizes the desirability of providing vacation time off with pay, up to the vacation entitlement to which the employee's seniority will entitle him on May 1 of the current year, in a manner that preserves the maintenance of efficient operations while giving consideration to the desires of the employee.

(bc)--The Company will provide a formal procedure whereby employees prior to March 1 of each year may request the period during the succeeding vacation payment year commencing May 1 in which they would prefer to take a vacation time off leave of absence. Each employee will be furnished a copy of his vacation leave request at the time it is made. For vacation time off requested for the months of May or June, the employee will and will be advised not less than sixty (60) days before the day on which he wishes to start his vacation whether or not his request can be granted, and if the employee presents his vacation leave request to management the approval or disapproval will be made thereon. For vacation time off requests made on or after May 1, the employee will be advised not less than thirty (30) days after submitting his request whether or not his request can be granted. In the scheduling of vacation leaves of absence time off, employees will be given preference in order of their seniority either in their department or in their department by shift as determined by local negotiation. The leave will not exceed the number of hours represented by the employee's vacation payment rounded out to periods of full weeks. An employee may use the hours credited as Payment in Lieu of Vacation balance in pre-approved units of no less than the employee's regularly scheduled work day. Vacation time reserved for plant shutdowns in accordance with Letter (69) Plant Vacation Shutdown U.S. Plants will continue to remain allocated to those periods. A vacation leave of absence Vacation time off once approved will not be changed without the consent of the employee.

(d)--It is understood that when scheduling of vacation time off and Paid Absence Allowance (PAA) absences during the week beginning May 1 in those years in which this week falls between vacation eligibility years, as defined in Section (104) of the Agreement, employees will be permitted to request vacation time off, or use hours credited to Paid Absence Allowance, for the week beginning May 1. Employees who use vacation or PAA this week shall have their remaining vacation or PAA entitlement for the year otherwise beginning May 8 reduced accordingly.

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(e)--It is understood that if an employee makes a request for a leave of absence for additional time off without pay up to the number of hours of the basic payment in lieu of vacation schedule as provided in Section (104)(a), consideration for such request shall be made on an individual basis, considering the wishes of the employee and the efficient operation of the department, provided the request does not adversely impact the vacation schedules of other employees.

(ef)--Employees returning to work from a vacation leave shall not be subject to a medical examination.

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(081) Bereavement Pay

(a)--When death occurs in an employee's immediate family, i.e., spouse, parent, stepparent, grandparent or great grandparent, parent, stepparent, grandparent or great grandparent of current spouse, child or stepchild, grandchild, brother, sister, stepbrother, step-sister, half-brother or half-sister, a seniority employee, on request, will be excused, and after making written application therefore, receive payment for up to three (3) normally scheduled eight (8) hour days of work or up to five (5) normally scheduled eight (8) hour days of work in the case of the death of an employee's current spouse, parent, child, or stepchild, (excluding Saturdays, Sundays and holidays, or, in the case of seven-day operations, excluding regular off days and holidays, or as negotiated for an Alternative Work Schedule (AWS)) during the period commencing with the date of death and ending with the tenth normally scheduled work day after the date of the death, provided the employee attends the funeral, employee submits acceptable evidence of death and established relationship.

(b)--The employee shall receive Bereavement Pay for three (3) full working days, or five (5) full working days in the case of the death of an employee's current spouse, parent, child, or stepchild, on which the employee is absent during the period established in Subsection (a).

(c)--An employee who returns to work on or after the date of the funeral or memorial service will not be eligible for Bereavement Pay for any subsequent absence in connection with that bereavement. In the event a member of an employee's immediate family dies and the funeral or memorial service is delayed, the employee may have the National Parties review reallocating the total excused bereavement absence from work delayed until the employee's normally scheduled working days that include the date of the funeral or memorial service.

(d)--Payment shall be made at the employee's straight-time hourly rate on the last day worked ~~(or, in the case of incentive employees, the employee's average straight-time earned hourly rate, including day work earnings, in his last four (4) pay periods worked)~~ exclusive of overtime premiums but including applicable shift and seven-day operations premium and the amount of any cost of living allowance then in effect. Time thus paid will not be counted as hours worked for purposes of overtime.

(e)--In the event an employee is granted a leave of absence because of the illness of a member of the employee's immediate family and such family member dies within the first seven (7) calendar days of the leave, the requirement that the employee otherwise would have been scheduled to work will be waived.

(f)--In determining whether an employee on layoff or leave of absence may qualify for bereavement pay on the occasion of the death of a member of the employee's immediate family.

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the count for the three (3) day bereavement period shall begin with the day immediately following the date of death.

(g)--In conjunction with an approved absence due to bereavement, a seniority employee who requests additional time off for the disposition of financial, administrative or legal matters associated with the death of an immediate family member as defined above, should be given consideration for additional time off (up to three (3) days) as unpaid personal time or utilization of unused available Paid Absence Allowance. It is further understood that the request must be in advance and the time off should not negatively impact operations.

(h)--An employee who is notified of the death of an immediate family member and meets the eligibility criteria for bereavement pay during a week(s) in which the employee was previously scheduled and approved for vacation leave, may request equivalent hours of Paid Absence Allowance for each (eight (8) hours) up to three (3) (or five (5) in the case of the death of an employee's current spouse, parent, child or stepchild) total (or as negotiated for AWS) in lieu of bereavement pay for which the employee otherwise would be eligible except for the employee's non-work status during such vacation week(s). Such requested hours will be in addition to those Paid Absence Allowance hours which the employee is otherwise eligible and are to be scheduled under the terms of Section (104) (e).

(i)--Notwithstanding the bereavement pay eligibility requirements of this section, this will confirm our understanding that representatives of the UAW National Chrysler Department and representatives of Union Relations Staff of the Employee Relations Office, may discuss unique circumstances associated with the death of an immediate family member to determine on a case-by-case basis the possibility of providing bereavement pay to otherwise ineligible employees.

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(082) Jury Duty

Any employee with seniority who is called to and reports to jury duty (including Coroner's Juries) shall be paid an amount equal to the employee's straight-time hourly rate, ~~(or in the case of incentive employees, the employee's earned average straight time rate including day work earnings)~~ including applicable shift premium but exclusive of overtime, and any other premiums, on the last day worked ~~(or in the case of incentive employees, the last four (4) pay periods worked)~~ multiplied by an amount equal to their regularly scheduled hours for work days spent on jury duty eight (8) or the number of hours less than eight (8) that the employee otherwise would have been scheduled to work for the Company on the day for which the payment is to be made less the daily jury duty fee (not including travel allowances or reimbursement of expenses) paid the employee by the court in which he serves.

In order to receive payment under this Section, an employee must give the Company prior notice that he has been summoned for jury duty and must furnish satisfactory evidence that jury duty was performed on the days for which he claims such payment. Any employee who is called to and reports for an interview or an examination to qualify him for selection to a jury shall be considered to have performed jury duty and shall qualify for jury duty pay if otherwise eligible as provided herein.

This Section (82) is not applicable to an employee who, without being summoned, volunteers for jury duty.

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(083) Short-Term Military Duty

(a)-- An employee with seniority who is called to and attends an annual training encampment or is called to and performs active duty because of a local or national emergency as a member of the United States Armed Forces Reserve or National Guard shall be paid an amount equal to the employee's straight-time hourly rate ~~(or in the case of incentive employees, the employee's earned average straight-time rate including day work earnings)~~ including applicable shift premium but exclusive of overtime, and any other premiums, on the last day worked ~~(or, in the case of incentive employees, the last four (4) pay periods worked)~~ multiplied by ~~eight (8)~~ or the number of hours less than eight (8) that the employee otherwise would have been scheduled to work, less his daily military earnings (including all allowances except rations, subsistence and travel).

(b)--Payment shall be made for normally scheduled work days ~~(excluding Saturdays and Sundays, or, in the case of seven-day operations excluding regular days off)~~ that the employee performs short-term military duty and otherwise would have been scheduled to work, or, but for his short-term military duty, would have been eligible for holiday pay.

(c)--Except for short-term active duty of thirty (30) days or less performed by employees called to active service in the National Guard by state or federal authorities in case of public emergency, the Company's obligation to pay an employee for performance of military duty under this Section shall be limited to a maximum of ~~fifteen (15)~~ thirty (30) scheduled working days in any calendar year. In order to receive payment under this Section the following conditions shall be met:

(i) the period of short-term military or National Guard duty shall not exceed thirty (30) calendar days;

(ii) the employee shall be called to military or National Guard duty and shall furnish the Company with a copy of his military orders in advance of his military duty; and

(iii) upon his return to work the employee shall furnish the Company with a statement of his military pay while on such duty.

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(084) Call-in and Call-back Pay

An employee reporting for work on his foreman's or management's instructions but for whom no work at his regular job is available will be offered at least four (4) hours employment, or fifty percent (50%) of the normally scheduled shift for employees assigned to an Alternative Work Schedule, at some other work at his regular hourly rate. This provision shall not apply when the lack of work is due to a labor dispute, fire, flood or other cause beyond the control of the management.

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(086) Time and One-Half

Time and one-half will be paid as follows, except as provided in Section (88):

Time and one-half will be paid after forty (40) compensated hours in the work week. Credit towards the forty (40) compensated hours will be provided for verified hours on an approved Union Leave of Absence. Premium payments in accordance with Sections (86) and (87) will be paid for time worked on Saturday ~~or Sunday~~ provided the employee has otherwise worked at least forty (40) compensated hours during the work which the Saturday ~~and/or Sunday~~ occurs.

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(087) Double Time

Double time will be paid as follows, except as provided in Section (88):

(a)--For time worked on the calendar Sunday. ~~Time and one-half will be paid after forty (40) compensated hours in the work week. Credit towards the forty (40) compensated hours will be provided for verified hours on an approved Union Leave of Absence. Premium payments in accordance with Sections (86) and (87) will be paid for time worked on Saturday or Sunday provided the employee has otherwise worked at least forty (40) compensated hours during the work week in which the Saturday and/or Sunday occurs.~~

(b)--For time worked on the calendar holidays designated in Section (95).

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(088) Seven-Day Operations

Employees working on what are normally classified as seven-day operations will not be paid over-time or premium pay in accordance with Sections (86) and (87) above, but will be paid as follows:

(a)--Time and one-half for hours worked in excess of eight (8) hours in any continuous twenty-four (24) hour period beginning with the starting time of the employee's shift or in excess of forty (40) hours per week.

(b)--Time and one-half for time worked on the sixth (6th) day of the employee's scheduled work-week.

(c)--Double time for time worked on the seventh (7th) consecutive scheduled day whether or not the seven consecutive scheduled days fall in the same workweek.

(d)--For the purposes of Subsections (b) and (c), a holiday specified in Section (95) for which an employee receives holiday pay or on which he performs work will be considered as a day worked. Notwithstanding the provisions of Section (90), a holiday counted in determining an employee's eligibility for payment pursuant to Subsection (b) may also be counted in determining the same employee's eligibility for payment pursuant to Subsection (c).

(e)--Double time ~~and one-half for time worked on any days on which any of the designated holidays isare observed unless the holiday falls on one of the employee's regularly scheduled days off in which event the employee, in addition to his holiday pay under Section (101), will be paid double time for time worked.~~

(f)--Time and one-quarter for time worked on a Sunday that is not compensable at a higher overtime rate under any other provision of this Agreement.

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(095) Holidays Designated

(a)--The holidays are designated as:

November 14, 2011	11, 2015	Veterans Day (observed)
November 24, 2011	26, 2015	Thanksgiving Day
November 25, 2011	27, 2015	Day After Thanksgiving
December 26, 2011	24, 2015	Christmas
December 27, 2011	25, 2015	
December 28, 2011	28, 2015	Holiday
December 29, 2011	29, 2015	
December 30, 2011	30, 2015	
January 2, 2012	December 31, 2015	
January 1, 2016		Period (observed)
January 16, 2012	18, 2016	Martin Luther King, Jr. Day
April 6, 2012	March 25, 2016	Good Friday
March 28, 2016		Day After Easter
May 28, 2012	30, 2016	Memorial Day
July 4, 2012	2016	Independence Day
September 3, 2012	5, 2016	Labor Day
November 6, 2012	8, 2016	Federal Election Day
November 16, 2012	11, 2016	Veterans Day (observed)
November 22, 2012	24, 2016	Thanksgiving Day
November 23, 2012	25, 2016	Day After Thanksgiving
December 24, 2012	26, 2016	Christmas
December 25, 2012	27, 2016	
December 26, 2012	28, 2016	
December 27, 2012	29, 2016	Holiday
December 28, 2012	30, 2016	
December 31, 2012		
January 1, 2013	2, 2017	Period
January 21, 2013	16, 2017	Martin Luther King, Jr. Day
March 29, 2013	April 14, 2017	Good Friday
April 17, 2017		Day After Easter
May 27, 2013	29, 2017	Memorial Day
July 4, 2013	2017	Independence Day
September 2, 2013	4, 2017	Labor Day
November 15, 2013	10, 2017	Veterans Day (observed)
November 28, 2013	23, 2017	Thanksgiving Day
November 29, 2013	24, 2017	Day After Thanksgiving

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~~December 23, 2013~~ 25, 2017 Christmas
~~December 24, 2013~~ 26, 2017
~~December 25, 2013~~ 27, 2017
~~December 26, 2013~~ 28, 2017
~~December 27, 2013~~ 29, 2017 Holiday
~~December 30, 2013~~
~~December 31, 2013~~
 January 1, 2014 2018 Period
 January 20, 2014 15, 2018 Martin Luther King, Jr. Day
~~April 18, 2014~~ March 30, 2018 Good Friday
~~April 2, 2018~~ Day After Easter
 May 26, 2014 28, 2018 Memorial Day
 July 4, 2014 2018 Independence Day
 September 1, 2014 3, 2018 Labor Day
 November 6, 2018 Federal Election Day
 November 14, 2014 12, 2018 Veterans Day (observed)
 November 27, 2014 22, 2018 Thanksgiving Day
 November 28, 2014 23, 2018 Day After Thanksgiving
 December 24, 2014 2018 Christmas
 December 25, 2014 2018
 December 26, 2014 2018
 December 29, 2014 27, 2018 Holiday
 December 30, 2014 28, 2018
 December 31, 2014 31, 2018
 January 1, 2015 2019 Period
 January 19, 2015 21, 2019 Martin Luther King, Jr. Day
 April 3, 2015 19, 2019 Good Friday
 April 22, 2019 Day After Easter
 May 25, 2015 27, 2019 Memorial Day
 July 3, 2015 4, 2019 Independence Day (observed)
 September 7, 2015 2, 2019 Labor Day

(b)--In the event that a state or subdivision thereof either by law or declaration having the force of law requires a plant closing in observance of a holiday: (i) which is not a designated holiday in this Section, such state or local holiday shall be observed by the affected plant in lieu of whichever one of the holidays designated herein the parties to the Agreement shall select; or (ii) on a date other than the date specified herein for such holiday, the holiday shall be observed by the affected plant on the date the plant is required to close in lieu of the date specified herein.

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(096) Eligibility

Employees will be paid for eight (8) hours at their regular straight-time hourly rate inclusive of shift premium, but exclusive of overtime premium for the designated holidays provided they meet all of the following eligibility rules unless otherwise provided herein:

(a)--the employee has seniority as of the date of the holiday,

(b)--the employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday, and

(c)--the employee must have worked the last scheduled working day prior to and the next scheduled working day after such holiday within the scheduled workweek. An employee excused by management from work on the last scheduled working day prior to or on the next scheduled working day after such holiday within the scheduled workweek shall be deemed to have met the requirements of this Paragraph (c); except that in the case of holidays which fall in the holiday period starting December 24 through the following January 1, the employee must have worked the last scheduled working day prior to, and the next scheduled working day after, such holiday period, regardless of the workweek in which the scheduled working days fall.

(d)--Employees will be called in to work only in emergencies on the following days which are not paid holidays under this Agreement:

Saturday, December 24, 2011-26, 2015
Sunday, December 25, 2011-27, 2015
Saturday, December 31, 2011-24, 2016
Sunday, January 1, 2012-December 25, 2016
Saturday, December 22, 2012-31, 2016
Sunday, December 23, 2012-January 1, 2017
Saturday, December 29, 2012-23, 2017
Sunday, December 30, 2012-24, 2017
Saturday, December 21, 2013-30, 2017
Sunday, December 22, 2013-31, 2017
Saturday, December 28, 2013-22, 2018
Sunday, December 29, 2013-23, 2018
Saturday, December 27, 2014-29, 2018

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Sunday, December ~~28, 2014~~ 30, 2018
Saturday, January 3, 2015
Sunday, January 4, 2015

Employees shall not be disqualified for holiday pay, if otherwise eligible for such pay, if they decline a work assignment on one or more of the above days.

The foregoing provisions shall not apply to employees assigned to (1) seven-day operations; (2) third shift Sunday night start operations; and (3) a shift which starts on Friday and continues into Saturday.

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(101) Seven-Day Operations

Employees working on operations which are normally classified as seven-day operations shall receive holiday pay in the event the holiday falls on one of their regularly scheduled days off and they meet the other eligibility requirements of this procedure for paid holiday time; ~~provided, however, that additionally~~ if such employees work on a holiday which falls on their scheduled day of work when such employees are scheduled to work on a holiday and do work, they shall ~~not~~ receive holiday pay ~~under this procedure but shall be paid for time worked in accordance with Section (88).~~

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(104) Payment Schedules

(a)--On May 1 of each year the Company will establish basic payment in lieu of vacation with pay and payment in lieu of paid absence allowance with pay ~~provide a paid absence allowance~~ to eligible hourly employees who have worked for at least 26 pay periods in the vacation eligibility year (the year including the pay period in which April 30 occurs and the preceding 51 periods) as follows:

Seniority on May 1 of the Vacation Eligibility Year	Basic Payment In Lieu of Vacation With Pay	<u>Basic Payment In Lieu of Paid Absence Allowance With Pay</u>
<u>0 but less than 1 years</u>	<u>40 hours</u>	<u>24 hours</u>
1 but less than 3 years	40 hours	40 hours
3 but less than 5 years	60 hours	40 hours
5 but less than 10 years	80 hours	40 hours
10 but less than 15 years	100 hours	40 hours
15 but less than 20 years	120 hours	40 hours
20 or more years	160 hours	40 hours

The number of hours of the basic payment in lieu of vacation with pay and payment in lieu of paid absence allowance with pay to which an eligible employee shall be entitled shall be based on the employee's seniority on May 1 of the vacation eligibility year and the number of pay periods during which he worked during the eligibility year.

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(b)--An eligible employee shall be entitled to a percentage of the above basic payment in lieu of vacation with pay and of the above paid absence allowance with pay as follows:

Pay Periods Worked in the Vacation Eligibility Year	Percentage of Payment
26 or more	100%
25	96%
24	92%
23	88%
22	84%
21	80%
20	76%
19	73%
18	69%
17	65%
16	61%
15	57%
14	53%
13	50%

~~(c) A seniority employee with less than one (1) year of seniority on May 1 of the vacation eligibility year who has worked for at least 26 pay periods in the vacation eligibility year will be eligible for a forty (40) hour basic payment in lieu of vacation with pay and twenty-four (24) hours of paid absence allowance.~~

(c) A seniority employee with less than one (1) year seniority on May 1 of the vacation eligibility year who has worked at least 13 but less than 26 pay periods shall be entitled to a basic payment in lieu of vacation with pay and payment in lieu of paid absence allowance with pay according to the following tables:

Basic Payment in Lieu of Vacation with Pay

Pay Periods Worked in the Vacation Eligibility Year	Percentage of Payment
26	100%
25	96%
24	92%
23	88%
22	84%
21	80%
20	76%
19	73%
18	69%
17	65%
16	61%
15	57%
14	53%
13	50%

Paid Absence Allowance

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Pay Periods Worked in the Vacation Eligibility Year	<u>Basic Payment in Lieu of Paid Absence Allowance with Pay</u>
	Hours of Allowance
26	24 hours
19 but less than 26	16 hours
13 but less than 19	8 hours

(d)--(i) The above basic payments in lieu of vacation with pay shall be computed at the employee's straight-time hourly rate on his last day worked prior to May 1 of the vacation eligibility year exclusive of overtime premium, but including shift and seven-day operations premiums.

Shift premium shall be computed based upon the average shift the employee worked during the vacation eligibility year and not on the last day worked prior to May 1.

Basic payment in lieu of vacation with pay and paid absence allowance with pay entitlement shall be paid made available to eligible employees in May of each year, ~~provided, however, that an~~ An employee may elect to be paid all or part of his basic payment in lieu of vacation and/or paid absence allowance with pay during the periods detailed below; at the time he takes his vacation leave of absence, computed as set forth above, by indicating this election on his vacation request form.

<u>Vacation and Paid Absence Allowance Eligibility Year</u>	<u>Payment in Lieu of Vacation and Paid Absence Allowance Payment Year</u>
<u>May 2, 2016 - April 30, 2017</u>	<u>May 13, 2016 - May 5, 2017</u>
<u>May 1, 2017 - May 6, 2018</u>	<u>May 12, 2017 - May 11, 2018</u>
<u>May 7, 2018 - May 5, 2019</u>	<u>May 18, 2018 - May 10, 2019</u>
<u>May 6, 2019 - May 3, 2020</u>	<u>May 17, 2019 - September 14, 2019</u>

An employee may also elect to be paid all or part of the basic payment in lieu of vacation with pay or paid absence allowance with pay at the time he takes the vacation or paid absence allowance time off.

Eligible employees must indicate elections to request vacation pay and paid absence allowance pay throughout the payment year by utilizing the Kiosk or Dashboard Anywhere, computed as set forth below:

(ii) Payments from an employee's Paid Absence Allowance because of absence or because of termination of his employment by death, retirement or otherwise, shall be computed at the employee's straight-time hourly rate on his last day worked exclusive of overtime premium, but including shift and seven-day operations premiums.

(iii) Payment of the unused portion of the Paid Absence Allowance shall be computed in the same manner and at the same time as the employee's basic payment in lieu of vacation with pay for the next vacation year.

(e)--(i) An employee may use the hours credited to his Paid Absence Allowance in units of no less than one-half (1/2) day periods for: excused absence because of illness when not receiving Sickness and Accident Insurance; or absence that his supervisor has excused because of personal business; or as payment for a vacation leave of absence as specified in Section (79). A request for Paid Absence Allowance by an eligible employee made subsequent to such absence will be approved for payment, but such payment shall not make such absence an excused absence or

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preclude the Management from considering such absence as the basis, in whole or in part, for disciplinary action.

(ii) Any portion of an employee's Paid Absence Allowance that the employee does not use in the form of paid absences during the vacation payment year (the pay period following the pay period in which April 30 occurs and the next 51 pay periods) will be paid to him (computed pursuant to Sub-section (d)), ~~on the second Friday of the new vacation eligibility year at the time the Company makes its payment in lieu of vacation with pay in the following payment year.~~ An employee permanently separated or promoted to a salaried classification shall receive any remaining unused Paid Absence Allowance within thirty (30) days after the Company receives notification of his separation or promotion.

(f)--An employee disabled from work by compensable injury or legal occupational disease shall accrue credit toward pay periods worked for pay periods he would otherwise have been scheduled to work during the period of compensable disability provided such employee works at least three (3) days in a pay period in the eligibility year.

(g)--An employee who receives pay for one or more of the designated holidays which fall in work weeks commencing December 26~~8~~, 2014~~5~~, December 24~~6~~, 2012~~6~~, December 23~~5~~, 2013~~7~~ or December 29~~4~~, 2014~~8~~ shall receive credit for a pay period worked for purpose of computation of entitlement under Section (104), Payment Schedules.

(h)--A laid off employee who receives pay for a designated holiday shall receive credit for the pay period in which the holiday falls as a pay period worked for the purpose of computation of entitlement under Section (104), Payment Schedules.

(i)--An employee who qualifies for pay during a pay period pursuant to Section (82) Jury Duty or Section (83) Short-Term Military Duty shall receive credit for a pay period worked for purpose of computation of entitlement under Section (104) Payment Schedules.

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(105) Eligibility

(a)--An employee will be considered eligible for payments under Section (104) if he has worked for the Company for at least 13 pay periods in the vacation eligibility year and:

(1)--is on the active hourly payroll on May 1 of the vacation eligibility year. If he has been promoted to a salaried classification subsequent to May 1 of the vacation eligibility year but prior to the established date for distribution of basic payment in lieu of vacation checks, he may be granted a vacation under the appropriate salaried vacation plan rather than the hourly basic payment in lieu of vacation with pay; or

(2)--is not on the active hourly payroll. on May 1 of the vacation eligibility year because of sickness or injury, layoff, or leave of absence (including military leave of absence); or

(3)--is not on the active hourly roll on May 1 of the vacation eligibility year, but the employee's seniority is subsequently reinstated by a grievance settlement.

(b)--A salaried employee transferred to an hourly job or laid off from a salaried position and reinstated to an hourly job, who is otherwise eligible, shall receive payments under Section (104) based on his Company service and the total number of pay periods worked in the vacation eligibility year, less any payment previously received for a salaried vacation earned in the current and/or preceding calendar year.

(c)--(i) Employees who prior to May 1 of the vacation eligibility year have died or have retired under the Pension Plan or were automatically retired at age seventy (70) without pension benefits, or their estates, or estates of deceased retired employees shall receive basic payments under Section (104) that the employees were otherwise eligible to receive, computed as set forth in Subsection (c)(ii) below; provided, however, that an employee who retires or is retired under the provisions of the Pension Plan and who, but for his retirement, would have at least one year's seniority as of May 1 of the vacation eligibility year but who has not worked in at least thirteen (13) pay periods in the vacation eligibility year shall receive for each of the pay periods he worked during such year one twenty-sixth (1/26) of the maximum basic payments to which his seniority as of May 1 of the vacation eligibility year would otherwise have entitled him under Section (104), computed as set forth below.

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(c)—(ii) The basic payments set forth in Sub-section (c)(1) above shall be computed at the employee's straight-time hourly rate exclusive of overtime premium but including shift and seven-day operations premium in effect on the last day worked.

(d)--An eligible employee who enters into or returns to work in a U.S. plant from military service pursuant to Section (72) and would have at least one (1) year of seniority on May 1 of the vacation eligibility year but who has not worked in at least thirteen (13) pay periods in the vacation eligibility year in which his military service begins or ends shall receive credit for each pay period he would have otherwise been at work ~~worked~~ in such year ~~one twenty-sixth (1/26) of the maximum payments to which his seniority as of May 1~~ of the vacation eligibility year would otherwise have entitled him under Section (104).

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FIGHTER VEHICLE EQUIPMENT

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(N-32) Wage Rate Increases

NEW SECTION (109) Wage Rate Increases

(A) Wage Changes for Team Members Hired Prior to October 29, 2007

(i) Effective the Monday following ratification, each employee who was hired prior to October 29, 2007 shall receive a three percent (3%) increase added to the base wage rate, exclusive of shift premium, seven-day operations premium, and any other premiums.

(ii) Effective the pay period ending September 17, 2017, each employee who was hired prior to October 29, 2007 shall receive an additional three percent (3%) increase added to the base wage rate, exclusive of shift premium, seven-day operations premium, and any other premiums.

(B) Wage Changes for Skilled Trades Classifications

(i) Effective the Monday following ratification, each employee in a Skilled Trades classification shall receive a three percent (3%) increase added to the base wage rate, exclusive of shift premium, seven-day operations premium, and any other premiums.

(ii) Effective the pay period ending September 17, 2017, each employee in a Skilled Trades Classification shall receive an additional three percent (3%) increase added to the base wage rate, exclusive of shift premium, seven-day operations premium, and any other premiums.

(C) (1) Wage Rates for Employees Hired Prior to October 29, 2007

(a) Team Members hired prior to October 29, 2007:

(i) Dundee Engine Plant employees who hold a red-circled rate as of September 14, 2015, will be maintained above the powertrain team member maximum rate and will not receive an increase. Notwithstanding the aforementioned, in those situations in which the red-circle rate is below the new maximum base wage rate of their respective classification, as referenced above in Sections (a)(i) and (a)(ii), rates for those employees shall be increased to the maximum base wage rate accordingly.

(b) Team Leaders hired prior to October 29, 2007:

Team Leaders will receive a one dollar (\$1.00) add-on to the base rate of pay not to exceed the Established Team Leader rate of pay.

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(c) Employees Hired Prior to October 29, 2007 In Progression, Section (114)(a)

(i) Active employees who were in progression under Section (114)(a) of the 2011 Agreement will be progressed to the maximum rate of their classification effective the Monday following ratification.

(ii) For those inactive employees hired prior to October 29, 2007 who were in progression at the time their status became inactive, their records will be jointly reviewed by Wage and Salary Administration and the International UAW to determine the appropriate Team Member rate upon their reinstatement.

(C) (2) Wage Rates for Team Members hired on or after October 29, 2007:

(a) Team Member hourly rates will be paid in accordance with M- 13 Memorandum of Understanding UAW FCA US LLC Employees hired on or after October 29, 2007 - Wage & Benefit Agreement.

(b) Employees who were Team Leaders hired on or after October 29, 2007

Team Leaders will receive a one dollar (\$1.00) add-on to the base rate of pay not to exceed the Established Team Leader rate of pay.

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(110) Performance Bonus

(a)--Performance Bonus payments will be made to each eligible employee in accordance with the following table:

Eligibility Date	Eligibility Year	Amount	Payable During the Week Ending
<u>May 14, 2012</u> <u>September 5, 2016</u>	<u>May 16, 2011 through</u> <u>May 13, 2012</u> <u>September 7, 2015</u> <u>through September</u> <u>4, 2016</u>	<u>\$500.00</u> <u>4% of Qualified</u> <u>Earnings</u>	<u>June 10, 2012</u> <u>September 18,</u> <u>2016</u>
<u>May 13, 2013</u> <u>September 3, 2018</u>	<u>May 14, 2012 through</u> <u>May 12, 2013</u> <u>September 4, 2017</u> <u>through September</u> <u>2, 2018</u>	<u>\$500.00</u> <u>4% of Qualified</u> <u>Earnings</u>	<u>June 9, 2013</u> <u>September 16,</u> <u>2018</u>
<u>May 12, 2014</u>	<u>May 13, 2013</u> <u>through</u> <u>May 11, 2014</u>	<u>\$500.00</u>	<u>June 8, 2014</u>
<u>May 11, 2015</u>	<u>May 12, 2014</u> <u>through May 10,</u> <u>2015</u>	<u>\$500.00</u>	<u>June 7, 2015</u>

An employee shall become eligible for the Performance Bonus payments provided herein, if the employee has seniority as of each designated eligibility date set forth above.

An employee's Performance Bonus will be based on the qualified earnings during the fifty-two (52) consecutive pay periods immediately preceeding the pay period in which the designated eligibility date falls.

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Qualified earnings, as used herein, are defined as income received by an eligible employee from the Company during the Performance Bonus eligibility year resulting from the following:

Hourly Base Wages*

Shift Premium*

Payment in Lieu of Vacation and Paid Absence Allowance

Holiday Pay

Seven-Day Operations Premium

Bereavement Pay

Jury Duty Pay

Apprentice Pay

Call-In Pay

Short-Term Military Duty Pay

* Including Overtime, Saturday, Sunday and Holiday Premium Payments

(b)--Eligible employees are defined as follows:

(i) Non-skilled classifications for employees hired prior to October 29, 2007

(ii) Skilled trades classified employees

~~as those whose status with the Company as of the eligibility date is one of the following:~~

~~Active with seniority;~~

~~On temporary layoff status;~~

~~On leave pursuant to Family and Medical Leave Act;~~

~~On pre-retirement leave;~~

~~On vacation, receiving paid absence allowance, receiving bereavement pay, on jury duty;~~

~~On leave of absence which has not exceeded ninety (90) days as of the eligibility date~~

An employee who retires during the Performance Bonus Eligibility Year beginning May 16, 2011, May 14, 2012, May 13, 2013 or May 12, 2014 September 7, 2015 or September 4, 2017 and who, but for such retirement, would have had seniority as of the designated respective eligibility date, shall qualify for the Performance Bonus as defined in this Section.

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In the case of an employee who dies during the Performance Bonus Eligibility Year beginning ~~May 16, 2011, May 14, 2012, May 13, 2013 or May 12, 2014~~ September 7, 2015 or September 4, 2017, a Performance Bonus shall become payable as if the employee were a seniority employee on the designated eligibility date, calculated based on the employee's qualified earnings during the eligibility year as defined above. Such Performance Bonus shall be paid to the employee's duly appointed legal representative, if there be one, and, if not, to the spouse, parents, children, or other relative or dependents of such person as the Company, in its discretion, may determine, ~~adjusted per the Audit Score Adjustment Factor as defined in Section (c) below.~~

~~(c) Additionally, for employees at locations that have achieved or maintained the Bronze, Silver, Gold, or World Class status as of their most recent audit (30 or more days prior to payment date), an Audit Score Adjustment Factor shall be applied to their Performance Bonus payment. For example:~~

~~———— The audit score adjustment factor for locations that attain Bronze is 125%~~

~~———— The audit score adjustment factor for locations that attain Silver is 150%~~

~~———— The audit score adjustment factor for locations that attain Gold is 175%~~

~~———— The audit score adjustment factor for locations that attain World Class is 200%~~

Location Status	Audit Score Adjustment Factor		Potential Quality Award	Adjusted Quality Award*
Bronze	125%	x	\$500	\$625
Silver	150%	x	\$500	\$750
Gold	175%	x	\$500	\$875
World-Class	200%	x	\$500	\$1,000

* The Company will finalize the Audit Score Adjustment Factor definition for non-manufacturing locations within 90 days of the effective date of the Agreement.

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(111) Rates Unchanged During Agreement

During the term of this agreement, the base hourly rate for each classification covered by this agreement will ~~remain unchanged for those employees hired prior to October 29, 2007~~ be changed only in accordance with the provisions of Section (109) above.

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(114) Wage Progression

~~_____ (a) Employees This Section (114)(a) applies only to hourly employees hired prior to October 29, 2007 who are on non-skilled trades classifications to which the seventy percent (70%) plan of wage advancement is applicable.~~

~~_____ (i) Employees shall be paid at a rate equal to seventy percent (70%) of the full base rate of the job classification.~~

~~_____ (ii) Employees who have worked twenty-six (26) weeks shall receive an increase to seventy-five percent (75%) of the full base rate of the job classification.~~

~~_____ (iii) Employees who have worked fifty-two (52) weeks shall receive an increase to eighty percent (80%) of the full base rate of the job classification.~~

~~_____ (iv) Employees who have worked seventy-eight (78) weeks shall receive an increase to eighty-five percent (85%) of the full base rate of the job classification.~~

~~_____ (v) Employees who have worked one hundred and four (104) weeks shall receive an increase to ninety percent (90%) of the full base rate of the job classification.~~

~~_____ (vi) Employees who have worked one hundred and thirty (130) weeks shall receive an increase to ninety-five percent (95%) of the full base rate of the job classification.~~

~~_____ (vii) Employees who have worked one hundred and fifty-six (156) weeks shall be paid the full base rate of the job classification.~~

(ba) Seniority Employees Hired At Another Plant

When a seniority employee who formerly worked in one plant of the Company is hired as an employee in another plant of the Company, the employee shall be given credit for weeks worked at the former plant for wage progression purposes and shall be paid in accordance with Subsection (a) above, or in accordance with M-13 Memorandum of Understanding UAW-Chrysler Group FCA US LLC Employees Hired on or after October 29, 2007 Wage & Benefit Agreement Section IV, 1. If an employee was paid the full base rate at the former plant, the employee shall be paid the full base rate at the new plant.

(cb) Effective Date of Increase

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Each increase shall be effective at the beginning of the first pay period following the completion of the required number of weeks worked.

(dc)--Transfer to Other Classifications

An employee who is transferred to a higher, lower, or equally paid classification shall be given credit for weeks worked prior to the transfer and shall be paid in accordance with ~~Subsection (a) above with a corporate service date prior to October 29, 2007, or in~~ accordance with M-13 Memorandum of Understanding ~~UAW-Chrysler Group FCA US LLC~~ Employees Hired on or after October 29, 2007 Wage & Benefit Agreement Section IV, 1 if hired on or after October 29, 2007. If the employee was paid the full base rate of the former classification, the employee shall be paid the full base rate of the new classification.

(ed)--An employee will receive credit for weeks worked for wage progression purposes for:

- (i) the full week of holidays within the Christmas Holiday Period,
- (ii) periods of disability due to compensable injury or legal occupational disease,
- (iii) full weeks of Family and Medical Leave Act (FMLA) leaves of absence, and
- (iv) full weeks of vacation leaves of absence, provided the employee would otherwise have been scheduled to work.

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Special Provisions Pertaining to Skilled Trades Employees



FCA Chrysler Group LLC

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(S-002) Definitions

When used in this Agreement:

(a)--The term "Journeyman" or "Journey person" means an employee in an apprenticeable skilled trades classification who has acquired the right to exercise his seniority in one or more of such classifications, as hereinafter provided. A Journeyman may also acquire the right to exercise his seniority in a non-apprenticeable skilled trades classification after he has accumulated ~~four (4)~~ three (3) years experience in that classification;

(b)--The term "Permanent Employee" means an employee, other than a Journeyman described in Subsection (a), who has acquired the right to exercise his seniority in one or more of the non-apprenticeable skilled trades classifications, as hereinafter provided;

(c)--The term "Temporary Employee" means an employee who has not acquired the right to exercise his seniority in any of the skilled trades classifications, whether apprenticeable or non-apprenticeable;

(d)--The term "Temporary Employee - With Seniority" means a Temporary Employee who has acquired the right to exercise his seniority in one of the apprenticeable skilled trades classifications as hereinafter provided;

(e)--The term "Apprenticeable Skilled Trades Classification" means a classification in or related to a trade which is apprenticed in one or more Chrysler Group LLC plants covered by the Agreement.

SP 8-29-15 BB 8-28-15
JOT 8-29-15 RBW 8-28-15
DPR 8-29-15 JMB 8/28/15
PAC 8-29-15 CA 8/28/15
ALA 8/28/15

(S-003) Journeyman

A graduate apprentice shall become a Journeyman in each related apprenticeable skilled trades classification for which he became fully qualified during his apprenticeship.

(c)--A Journeyman in one classification who is assigned to work in another related classification (J-1) shall not exercise his seniority against a Journeyman in the other classification unless and until he has also become a Journeyman in that classification by accumulating three (3) years' experience in it. Further, an eligible seniority skilled trades employee, who was laid-off and assigned to such a J-1 status may, prior to attaining exercisable seniority in his current classification, request a transfer back to his former skilled trades classification provided that:

- an open position in that employee's former skilled trades classification exists at his current work location or at his home location from which he was most recently transferred to his current position, and
- the skilled trades opening is in a base and non-eliminated skilled trade classification, and
- there are no seniority employees in that trade currently on layoff, and
- there are no other employees with superseding contractual rights to that open position, and
- the transferring employee has sufficient skills to perform the duties of the open position, and
- Local Management and Corporate Employee Relations approve the transfer, and
- such transfer does not adversely affect the efficient operations in any of the affected work areas.

(d)--A Journeyman shall not be laid off in his department while there is work he can do and Temporary Employees are retained on such work. An apprentice shall not be laid off while Temporary Employees are retained in his trade. When there is an increase in force after a layoff, apprentices shall be recalled before Temporary Employees up to the ratio agreed upon prior to the layoff provided the available work is expected to continue for four (4) or more weeks.

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(e)--As expeditiously as possible, consistent with continued efficient and orderly operation of the plant, but in any event within thirty (30) days, a Journeyman laid off from a department shall be transferred with his full seniority to a job in a classification in which he is a Journeyman held by a Temporary Employee or a Journeyman with lesser seniority in other departments of the plant.

(f)--As expeditiously as possible, consistent with the efficient and orderly operation of the plant, but in any event within thirty (30) days, a Journeyman laid off from the plant, who prior to becoming a Journeyman was a Permanent Employee in a non-apprenticeable skilled classification, may exercise in the non-apprenticeable classification the seniority he acquired as a Journeyman.

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BB 9.9.15

JAT 9/9/15



UAW - FCA US LLC Skilled Trades Handbook

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(S-006) List of Apprenticeable and Related Classifications

Appendix I, which includes Part A., List of Apprenticeable Skilled Trades and Related Classifications and Schedules of Work Processes for certain of these classifications, has been agreed upon and signed by the parties hereto. The Company and the International Union, by agreement, may modify, add to or otherwise revise said Lists and Schedules. This information will be maintained, updated and made available to employees through the online UAW - FCA US LLC Skilled Trades Handbook.

DPR 9-3-15
RKC 9-3-15
SP 9-3-15
JAT 9-3-15

B B 9-3-15
CD 9-3-15
Aug 9/3/15
SLB 9/3/15
Des 9/3/15
RBW 9/3/15



For more information, visit www.fca.org

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(S-007) Permanent Employees in the Non-Apprenticeable Skilled Trades

(a)--A permanent employee in one classification, who is assigned to work in another classification, shall not exercise his seniority against a Permanent Employee in the other classification unless and until he has also become a permanent employee in that classification by accumulating ~~four (4)~~ three (3) years' experience in it.

(b)--A Permanent Employee in one classification who is assigned to work in another related classification shall not exercise his seniority against a Permanent Employee in the other classification unless and until he has also become a Permanent Employee in that classification by accumulating two (2) years' experience in it.

(c)--A Permanent Employee shall not be laid off in his department while there is work in his department he can do and Temporary Employees are retained on such work.

(d)--As expeditiously as possible, consistent with continued efficient and orderly operation of the plant but in any event within thirty (30) days, a Permanent Employee laid off from a department shall be transferred with his full seniority to a job in a classification in which he is a Permanent Employee held by a Temporary Employee or a Permanent Employee with lesser seniority in other departments of the plant.

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DPR 8-29-15
PPC 8-29-15
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ALB 8/28/15



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(S-010) List of Non-Apprenticeable Classifications

Appendix I, which includes Part B., List of Non-Apprenticeable Skilled Trades Classifications and Schedules of Work Processes for certain of these classifications, has been agreed upon and signed by the parties hereto. The Company and the Union, by agreement, may modify, add to or otherwise revise said Appendix I. This information will be maintained, updated and made available to employees through the online UAW - FCA US LLC Skilled Trades Handbook.

DPR 9-3-15
PFC 9-3-15
SP 9-3-15
JAF 9-3-15

BOS 9-3-15
CD 9-3-15
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SLB 9/3/15
Bos 9/3/15
RBO 9/3/15

Provisions Pertaining to Apprentices



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(A-003) Apprentice Qualifications

Apprentices shall be selected in accordance with the Uniform Apprenticeship Application and Selection Procedure, and:

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QAT 9-8-15
PPC 9-8-15

BB 9-5-15
JBT 9/2/15



FCA US LLC - UAW National Apprenticeship Committee

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(A-004) Applications

Applications for apprenticeship training, at plants At locations where the Chrysler FCA US LLC - UAW National Apprenticeship Committee deems it necessary, the application process for apprenticeship training shall be made available for received by the Plant Human Resources Departments from individuals who wish to prepare for their future as a skilled Journeyman person through apprenticeship training. The Plant Human Resources Department shall maintain the original copy of all applications for apprenticeship training and shall forward a copy of each application to the Chrysler FCA US LLC- UAW National Apprenticeship Committee will determine the distribution of such applications.

SP 9-4-15
RF 9-4-15
R/C 9-4-15

BB 9-4-15
R/W 9/4/15
M/R 9/4/15
R/L 9/4/15
W/S 9/4/15
C/D 9/4/15



FLORIDA CREDIT ASSOCIATION

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(A-007) Discipline

Apprentice Performance

An apprentice may be put on probation or his apprenticeship may be cancelled or terminated and the apprentice dismissed ~~disciplined~~ for such causes as inability to learn, unsatisfactory work, inability to perform or other causes related to his apprenticeship. He may be placed on probation or his apprenticeship may be cancelled or terminated and the apprentice dismissed for such causes. Any disciplinary layoff given an apprentice or any cancellation or termination of aAn apprentice's apprenticeship who is addressed for such causes related to his apprenticeship may be reviewed as specified in Sections (14) and (15) of this Supplemental Agreement.

Spl 9-4-15 JB 9-4-15
Q179-4-15 RBW 9/4/15
DPC 9-4-15 QWB 9/4/15
KLB 9/4/15
JES 9/4/15
CD 9/4/15



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(A-018) Shop Schedules

The apprentice shall serve through a series of operations as indicated in the shop schedule. This Schedule, which is included in Appendix I, Part C, is set up as a guide and if apprentices are employed in a trade for which a schedule of work processes is specifically set forth in the aforementioned Appendix I, Part C, the schedule of work processes shall be adhered to unless local conditions and/or progress of the apprentice requires rearrangement in which case the Chrysler-UAW National Apprentice Committee may make such rearrangement. The Company and the International Union may agree to revise Appendix I, Part C or agree to Schedules of Work Processes for other classifications. This information will be maintained, updated and made available to employees through the online UAW - FCA US LLC Skilled Trades Handbook.

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S/L 9-3-15

JTF 9-3-15

BB 9-3-15

CD 9-3-15

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S/L 9/3/15

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(A-019) Related Training

The Company shall provide the required related training set forth in the Schedule of Work Processes during the apprenticeship. Apprentices shall be paid at their regular hourly or salary rates for actual school attendance, except for repeated courses, provided, however, the total number of class hours for which an apprentice shall be compensated shall not exceed the required number of hours required in the Schedule of Work Processes.

Time spent in actual school attendance by apprentices who enter into Apprenticeship Agreements shall not be subject to overtime or premium pay under Sections (86) and (87) of the National Production and Maintenance Agreement and corresponding Sections of other Agreements, and such time shall not be considered as time worked in computing overtime or premium pay as defined in such sections or as work performed for the Company under the SUB Plan. Time spent in actual school attendance during the week's regularly scheduled work hours, will be considered as compensated hours in the calculation of overtime pay when the employee works the sixth and/or seventh day of the workweek and has not experienced lost time. On a daily basis, when the apprentice works and attends related training, the related training hours and worked hours combined, not to exceed work hours scheduled, will be used for overtime calculation purposes.

Notwithstanding the above, apprentices shall be paid at double their regular hourly or salary rates for actual school attendance on any of the holidays designated in Section (95) of the National Production and Maintenance Agreement and corresponding sections of other Agreements, except for repeated courses, provided, however, the total number of class hours for which an apprentice shall be compensated shall not exceed the required number of hours required in the Schedule of Work Processes.

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P/C 9-9-15

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JRA 9/9/15



United Automobile Workers of America

P M & P / LMA

(A-020) Technical Training Facilities

The Management may, if it so desires, use the facilities of the Technical Training Center in giving to apprentices under this Agreement the classroom work provided in the Schedule of Work Processes. Journeymen in the following classifications shall be counted in determining the number of apprentices in a given department who will be in training in a particular trade:

Electrician
Electrician

Millwright
Millwright

Pipefitter -- Plumber
Pipefitter

Machine Repair
Machine Repair

Tool Maker

~~and~~-Die Maker

Metal Model Maker (Salaried)

Metal Pattern Maker (Salaried)

Wood Pattern Maker (Salaried)

Die Design (Salaried)

Tool Design (Salaried)

SP 9-10-15
MT 9-10-15
D/C 9-10-15

Bus 9-10-15
RSW 9-10-15



P M & P / LMA

(A-021) Apprenticeship Agreement

(21)

APPRENTICESHIP AGREEMENT

This Agreement, made in triplicate, this date of, 20.... between ~~Chrysler Group LLC~~ FCA US LLC, the ~~Chrysler~~ FCA US LLC - UAW National Apprentice Committee established under the terms of the. ~~Chrysler~~ FCA US LLC -UAW National Production, and Maintenance and Parts Agreement, and residing at CID #..... hereinafter referred to as the Apprentice:

WITNESSETH:

~~Chrysler Group~~ FCA US LLC agrees to engage as an apprentice to learn the trade of in accordance with the terms of the Supplemental Agreement - Apprenticeship and Apprentice Standards as set forth in the National ~~Chrysler~~ FCA US LLC - UAW Production, and Maintenance and Parts Agreement.

The apprentice agrees to diligently perform the work of the trade and the related training and to be governed by the terms of the Supplemental Agreement - Apprenticeship and Apprentice Standards; to conform to and obey the rules and regulations of ~~Chrysler Group~~ FCA US LLC and to keep all trade and business secrets of ~~Chrysler Group~~ FCA US LLC.

The term of apprenticeship, and the processes, methods, or plans to be taught shall be as set forth or referred to in the Supplemental Agreement - Apprenticeship and Apprentice Standards which, by this reference, are made a part of this Apprenticeship Agreement.

IN WITNESS WHEREOF: The parties have caused this Agreement to be signed.

~~Chrysler~~ FCA US LLC - UAW National Apprentice Committee
International Union, (UAW)

~~Chrysler~~ FCA US LLC - UAW National Apprentice Committee
~~Chrysler Group~~ FCA US LLC

Apprentice

~~Chrysler Group~~ FCA US LLC

*QNT 8-31-15
Sof 8-31-15
PPC 8-31-15
DPR 8-31-15*

*Bob 8.29.15
RBM 8.29.15,
CJ 8/29/15
JW 8/29/15
JLH 8/29/15*

Parts Supplemental Sections



FLATIRON COMMUNITIES

P M & P / LMA

(004) Equal Application Agreement

It is the policy of ~~Chrysler Group LLC~~ FCA US LLC and the UAW that the provisions of this Agreement be applied to all employees covered by this Agreement without discrimination because of race, color, religion, age, national origin, status as a qualified person with a disability, sex, including sexual harassment, sexual orientation, gender identity/expression, union activity ~~and or~~ membership in any legally protected class.

In order to assure full knowledge and understanding of the foregoing principle on the part of employees and all agents and representatives of the Company and the Union, the parties hereby incorporate the same in this Agreement. Any employee who claims that, in violation of said principle, he has been denied rights guaranteed by this Agreement may complain as provided in the Grievance Procedure. Any such claim, when presented in writing, pursuant to Step 2(a) of the Grievance Procedure, must contain a full statement of the facts giving rise to the claim and the reasons why the employee believes he has been discriminated against. If appealed to Step 3, the Plant Shop Committee of the Local Union, before deciding whether to take the grievance up with the Plant Manager or his designated representative, may refer the claim to the Chairman of the Civil Rights Committee of the Local Union for a factual investigation and report. The Member of the Civil Rights Committee designated by the Chairman to investigate the claim shall not receive pay from the Company for time spent on such activity.

The grievance and arbitration procedure shall be the exclusive contractual procedure for remedying such claims.

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JSG YAKG MB



P M & P / LMA

(048) Seniority Lists

(a)--Rank on the seniority list shall not be affected by the age, sex, religion, race, color, national origin, qualified person with disability, marital status, or dependents of the employee.

(b)--The seniority lists on the ~~Corporation~~Company on the date of this Agreement show the names of all employees of the ~~Corporation~~Company entitled to a ranking for seniority.

(c)--The Management shall keep the seniority list for each department up to date at all times, and whenever the ~~Chief Steward-Committee~~person shall raise a question of seniority, shall make the seniority list available for his inspection for the purpose of settling the question. The Management will post in each department a corrected list every ninety (90) days. At the request of the Local Union, a seniority list, by division, will be posted.

(d)--Two copies of such lists will be given to the Local Union and will include the classifications of the employees on the list as of the date of the list. This will not require a change in any mutually satisfactory local practice now in effect and will not limit any local practice hereafter agreed upon.

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FLATIRON COUNTY ASSOCIATION

P M & P / LMA

(049) Loss of Seniority

An employee shall lose his seniority for the following reasons only:

(a)--He quits.

(b)--He is discharged and the discharge is not reversed through the grievance procedure.

(c)--He is absent for five (5) scheduled work days or forty (40) scheduled work hours without notifying the plant in accordance with its procedure established pursuant to Section (94) of the Agreement unless, for a reason beyond his control, he is unable to comply with such notice requirements. After such absence, Management will send written notification to the employee at his last known address that he has lost his seniority. Such notice will include the name of the person he is to contact at the plant in the event he has evidence to which an exception should be made. Such notice will also advise him of his right to union representation, at his request, while he is in the employment office. If the disposition made of any such case is not satisfactory, the matter may be reduced to writing and referred to Step 3 of the grievance procedure.

(d)--If he does not return to work when called, in proper cases, exceptions shall be made if the employee can satisfactorily substantiate and had promptly informed the plant that for a reason beyond his control he was unable to comply with such call to return. If the disposition made of any such case is not satisfactory, the matter may be reduced to writing and referred to Step 3 of the grievance procedure.

(e)--He is terminated in accordance with the Memorandum of Understanding on Absenteeism and the termination is not reversed by the National Attendance Council or the Impartial Chairman.

(f)--If he is laid off during the term of this Agreement for a continuous period equal to the seniority he had acquired at the time of such layoff period, or for five (5) years, whichever is longer; provided, however, an employee who is laid off or who is not recalled and reinstated from layoff in line with his seniority because of his continuing physical inability to perform the available work will not be considered as laid off for the purposes of this Subsection unless and until an employee in the same seniority department or division with the same or greater seniority is on layoff as defined in Section (58).

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(g)--He receives permanent total disability benefits under a group insurance policy held by the Company. If he ceases to receive such benefits and is re-employed, his seniority, including that which he otherwise would have acquired during the, period of his disability, shall be restored.

(h)--He retires or receives a pension under the Pension Plan of this Agreement. If he receives a pension for permanent total disability and recovers and has his pension discontinued, his seniority including that which he otherwise would have acquired during the period of his disability, shall be restored, provided, however, if the period of his disability retirement was for a period longer than the seniority he had on the date his pension for permanent total disability began, he shall, upon the discontinuance of his permanent total disability pension, be given seniority equal to the amount of seniority he had on the date such pension began.

(i)--He elects to opt out of Transitional Assistance Benefits and receive lump-sum cash payment as outlined in the Supplemental Unemployment Benefit Plan.

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New Language Parts



Financial Services Group

P M & P / LMA

(N-7) (44) Work Standards

Relief Time and Other Allowances

All direct labor employees on continuous operations in an Assembly Plant or assembly areas in a Powertrain Plant shall be provided five (5) minutes of relief time per hour. Indirect labor employees and employees not on continuous operations shall be provided three (3) minutes of relief time per hour.

Such relief time, except in emergencies, shall not be provided during the first forty-five (45) minutes of the shift or the first forty-five (45) minutes after the lunch period, or during such other periods, not exceeding in the aggregate ninety (90) minutes per shift, as may be mutually satisfactory in the local plants. Where the lunch period is not in the middle of the shift, the relief allowance and the compression time shall be proportionately divided before and after the lunch period.

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Deleted Language



The following is a description of the

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(079) Vacation Leave of Absence

~~—(a) The Company recognizes the desirability of providing leaves of absence for vacation purposes and will implement Section (45) (b) providing for the employment of temporary or vacation replacements for 120 days in an attempt to provide additional vacation leaves of absence during the summer months. It also recognizes that the preferences of individual employees and variances in operating conditions, such as model change, the need for particular skills, etc., will affect the scheduling of vacations.~~

~~—(b) The Company will provide a formal procedure whereby employees prior to March 1 of each year may request the period during the succeeding vacation payment year commencing May 1 in which they would prefer to take a vacation leave of absence. Each employee will be furnished a copy of his vacation leave request at the time it is made and will be advised not less than sixty (60) days before the day on which he wishes to start his vacation whether or not his request can be granted, and if the employee presents his vacation leave request to Management the approval or disapproval will be made thereon. In the scheduling of vacation leaves of absence, employees will be given preference in order of their seniority either in their department or in their department by shift as determined by local negotiation. The leave will not exceed the number of hours represented by the employee's vacation payment rounded out to periods of full weeks. A vacation leave of absence once approved will not be changed without the consent of the employee.~~

~~—(c) Employees returning to work from a vacation leave shall not be subject to a medical examination.~~

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FCA LEADERSHIP PROGRAM

P M & P / LMA

(094A) Reporting Absences

— A system has been established which will permit an employee to verbally verify the fact that he/she has notified the Company by telephone of their inability to report for work in advance of their scheduled shift starting time. Failure to call in could subject employees to progressive discipline.

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Modified Letters



P M & P / LMA

Wage Progression-Employees Returning to Non-skilled Classifications

~~October 12, 2011~~ September xx, 2015

(1) Wage Progression-Employees Returning to Non-Skilled Classifications

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

This is the application of ~~Section (114) Wage Progression~~ and M-13 Memorandum of Understanding UAW-Chrysler Group FCA US LLC Employees Hired on or after October 29, 2007 Wage & Benefit Agreement, Section IV Wages and Classification, Section 1 Wages - Team Member Rates as it relates to certain employees returning to non-skilled classifications.

This will confirm our understanding that a seniority employee who did not complete wage progression to the full base rate of the job classification pursuant to the provisions of ~~Section (114) (a) or~~ M-13 Memorandum of Understanding UAW-Chrysler Group FCA US LLC Employees Hired on or after October 29, 2007 Wage & Benefit Agreement Section IV, 1 and

- i) entered into the apprenticeship program but returned to a non-skilled classification before completing said apprenticeship shall be given credit for non-skilled wage progression purposes for the weeks worked while in the apprenticeship program, or
- ii) accepted and worked a temporary salaried bargaining unit job and returned to an hourly non-skilled classification shall be given credit for non-skilled wage progression purposes for the weeks worked as a temporary salaried bargaining unit employee, or
- iii) beginning on or after ~~October 12, 2011~~ September xx, 2015, commenced work pursuant to the Supplemental Agreement pertaining to skilled trades employees as a temporary employee in an apprenticeable or non-apprenticeable skilled trades classification but returned to a non-skilled classification shall be given credit for non-skilled wage progression purposes for the weeks worked as such a temporary employee.

Very truly yours,

CHRYSLER GROUP FCA US LLC
By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Employee Assistance Program Representative

~~October 12, 2011~~ September xx, 2015

(3) Employee Assistance Program Representative

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

For each ~~Chrysler Group~~ FCA US LLC plant, including Chrysler Technology Center and Chelsea Proving Grounds, the Vice President and Director of the Chrysler Department of the International Union, UAW may appoint an Employee Assistance Program (EAP) Representative from among those employees who have seniority under the National Production and Maintenance, Office & Clerical, Engineering or Parts Depot Agreements and who at the time of the appointment are at work in the plant in which he is to function. In addition, the Vice President and Director of the Chrysler-UAW Department may appoint, in each facility, an alternate EAP Representative to perform the duties of the EAP Representative in their absence. For Parts Distribution Centers, the EAP Representative and the alternate shall not be out of the plant and off the floor at the same time. The Vice President and Director of the Union's Chrysler Department will advise Corporate Union Relations in writing of the names of the appointees and the plant to which each is assigned. No EAP Representative shall function as such until the Company is so advised. The EAP Representative shall serve an indefinite term and shall be replaced only with the concurrence of the Joint Activities Board.

The maximum number of hours per week in which the EAP Representative of each plant will be allowed to perform his functions shall be determined on the basis of the number of UAW-represented employees in his plant in accordance with the following schedule:

<u>Number of Employees</u>	<u>Hours off Job Per Week</u>
600 or More	40
250 to 599	8
Less than 250	4

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The Joint Activities Board will review the allocations of hours as set forth in the table above six (6) months from the effective date of the National Production and Maintenance Agreement and will make whatever adjustment in hours that is necessary.

1. The duties of the EAP Representative, working with a designated management representative, are to:

- assist in the identification, education, referral and follow-up of employees with problems which adversely affect job performance and/or attendance relating to alcohol and drug dependencies, emotional disorders, personal, or family problems while assuring requisite confidentiality standards are observed;

- maintain confidential records as defined by the UAW-Chrysler National Training Center, and submit completed monthly reports within two weeks following the end of the month.

- act as liaison with appropriate members of line supervision, labor relations, plant medical, other union representatives, and with the mental health/substance abuse managed care program;

- assist in evaluating the effectiveness of various programs, plans and services;

- participate in and conduct, as requested by the National Training Center, formal employee assistance, Critical Incident Response Procedure (CIRP), Workplace Violence Prevention training/instruction programs and review and make recommendations to the management representative concerning program content;

- assist in coordinating and implementing various local program applications and related services available under the Employee Assistance Program, including facilitation of Critical Incident Response Procedure, and membership on the Workplace Violence Prevention Local Response Team.

- comply with all requirements as outlined in the UAW-Chrysler National Training Center Employee Assistance Program Standards.

2. The UAW-Chrysler National Training Center will provide training or instruction deemed necessary to qualify the EAP Representative to satisfactorily perform their duties relating to the Employee Assistance Program.

3. EAP Representatives shall be subject to the following:

(a) It is understood that the EAP Representative for each plant who does not qualify under the schedule herein to perform his functions forty (40) hours per week, has a regular job to perform and that he will advise his Supervisor on each occasion when it is necessary for him to leave his regular job in order to function as an EAP Representative.

(b) It is understood that the EAP Representative will be paid only for such time spent in performing his functions as occurs during the time when he is otherwise scheduled to work.

(c) When the EAP Representative is permitted less than forty (40) hours a week away from work, the designation of such time shall be made by mutual agreement

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between the Labor Relations Supervisor or his designated representative and the EAP Representative.

(d) The EAP Representative will not be scheduled for Saturday, Sunday, holiday or daily overtime work except as a regular employee in his department and when so scheduled shall not perform his function as an EAP Representative.

(e) The privilege of the EAP Representative to perform his duties during regular working hours without loss of pay is subject to the conditions (i) that hours off the regular job are to be preplanned and mutually agreed upon with the Labor Relations Supervisor or his designated representative, (ii) that the time be devoted to the prompt handling of matters which are proper pursuant to the terms of the Employee Assistance Program and the privilege shall not be abused, (iii) that if it is necessary for an EAP Representative to speak to an employee, prior arrangements will be made with the employee's Supervisor to do so, and (iv) that the EAP Representative will do the work to which he is assigned at all times except when it is necessary to leave his work to handle his duties as the EAP Representative.

(f) The EAP Representative shall be assigned to the first shift and shall be subject to the provisions of Section (19) of the National Production and Maintenance Agreement or the appropriate applicable section of the Office & Clerical, Engineering or Parts Depot Agreement. By mutual agreement with the Labor Relations Supervisor or his/her designated representative, the EAP Representative may adjust his starting time to be available to perform his/her duties on the second or third shift, in which case Sections (86) and (87) or the appropriate applicable Section of the Office & Clerical, Engineering or Parts Depot Agreement shall not be applicable to him.

(g) Each plant will make available to the EAP Representative an office and related equipment which allows for the conduct of confidential matters relating to the Program.

The parties agree to require all EAP Representatives to participate in appropriate Training and Skill Development activities leading to certification.

Very truly yours,
CHRYSLER GROUP FCA US LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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Personal Information Security

October 29, 2007 September xx, 2015

(23) Personal Information Security & Employee Privacy

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sir:

During the ~~2007~~ these National Negotiations, the Union raised the subject of personal privacy. The ~~Corperation-Company~~ reassured that it places as much importance on the confidentiality of personal data concerning employees as does the Union. In this regard, the ~~Corperation-Company~~ will continue to protect and respect the confidential nature of all personal information. Both the ~~Corperation-Company~~ and the Union agreed that the collection and dissemination of all such data must be related to the legitimate needs of the business or as required by any local, state or federal law, regulation, or court order.

Specifically, during these National Negotiations, the ~~Corperation-Company~~ reaffirmed its commitment to protect the personal privacy of employees by restricting the availability of their social security numbers to unauthorized persons. Accordingly, the ~~Corperation-Company~~ successfully implemented and has used a ~~DCidCID~~ program that provides all employees with personal ID numbers to be used in lieu of social security numbers. The ~~Corperation-Company~~ will continue to maintain the ~~DCidCID~~ system.

The ~~Corperation-Company~~ also informed the Union of its written policy 3-10 entitled "Social Security Number Privacy". The ~~Corperation-Company~~ will provide the International Union with any changes to policy 3-10 should the ~~Corperation-Company~~ amend the policy during the term of the Agreement.

Very truly yours,
CHRYSLER-LLC/FCA US LLC
By ~~J. Franciosi~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Closed Plant Employees - PQX

~~October 18, 1993~~ September xx, 2015

(29) Closed Plant Employees - PQX

International Union, UAW

Attention: Mr. ~~Stan Marshall~~ Norwood H. Jewell

Dear Sirs:

During negotiations leading to the Production and Maintenance Agreement, the parties held extensive discussions about a closed plant employee who is not placed at a plant to which he has been referred because of a medical restriction.

In this connection, the ~~Corperation~~ Company is willing, pursuant to ~~Corporate Employment, Placement and Development Bulletin No. 82-4 dated July 7, 1982,~~ to waive a medical examination for an employee who has been laid off from a closed plant for less than one year, provided the employee did not experience an illness or injury during that layoff period.

In addition, the ~~Corperation~~ Company agreed that in the case of an employee whose medical record from the closed plant shows a medical restriction and in the case of an employee subject to a medical examination, the Employment Department of the receiving plant will advise such an employee of the nature of any medical restriction which prevents the employee's hire at that plant. Furthermore, the employee will be advised that ~~the Corporate Employment~~ Employee Department Relations will review the employee's case and will make reasonable effort to place the employee at the receiving plant or at some other plant where there is an ~~attritional~~ opening, consistent with the employee's medical restriction and seniority.

In an appropriate case involving a medical restriction, the International Union may present conflicting medical evidence from an affected employee's physician and request a medical evaluation by the ~~Corporate~~ Company Medical Department. The findings of the ~~Corporate~~ Company Medical Department shall be final and binding. It is not intended, under ordinary circumstances, that employees with long-established medical restrictions will be so re-evaluated.

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Notwithstanding the above, the ~~Corporation~~Company recognizes and will comply with the American With Disabilities Act of 1990, as amended.

Very truly yours,

~~CHRYSLER CORPORATION~~ FCA US LLC

By ~~T. Gallagher~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Stan Marshall~~ Norwood H. Jewell

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JR 9-1-15

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Utilization of Skilled Trades Manpower and Facilities

~~October 12, 2011~~ September xx, 2015

(34) Utilization of Skilled Trades Manpower and Facilities

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Norwood H. Jewell

Dear Sirs:

During the negotiations leading to the Production and Maintenance Agreement today, the Union raised its serious concerns over outside contracting of skilled trades work and the use of outside contractors to perform maintenance and construction work. The Company raised its equally serious concern with certain restrictive work practices.

The Union expressed an interest in establishing procedures to assure maximum utilization of the Company's manpower, machinery and facilities. The Union also raised concerns regarding the importance of maintaining and providing sufficiently operable equipment and machinery in order that the skilled trades workforce can successfully perform their jobs with maximum efficiency while promoting job security.

The Company expressed an interest in correcting certain work assignment practices which limit the efficient performance of some skilled trades work in the Company's plants. Both parties recognized the importance of regular communication regarding planned work so that early discussion can be held regarding how best to utilize the skilled trades workforce.

Therefore, in the interest of resolving these inseparable mutual concerns, the parties have discussed various aspects of the problem and reached the following understandings.
Maintenance and Construction

1. It is the policy of ~~Chrysler Group LLC~~ FCA US LLC to perform maintenance work with its own employees, provided it has the manpower, skills, equipment and facilities to do so and can do the work competitively in quality, cost and performance and within the projected time limits. At times the Company does not deem advisable doing the work itself, and it must, as in the past, reserve to itself the right to decide whether it will do any particular work or let the work to outside contractors. ~~This letter is not to be regarded as impairing that right in any way.~~

2. The Company hereby assures the Union that it has no plans to change its policy and that it expects to continue its general operating policy of placing primary reliance on its own skilled trades employees to perform maintenance work to the extent consistent with sound business practice, as in the past.

3. The Company is genuinely interested in maintaining maximum employment opportunities for its skilled trades employees consistent with the needs of the Company. Therefore, in making these determinations, the Company intends will always to keep the interest of ~~Chrysler~~ FCA US LLC personnel in mind.

4. In applying the provisions of Paragraph (11)(f) of the Supplemental Agreement-Special Provisions Pertaining to Skilled Trades Employees it is our intention that, except where time and circumstances prevent it, any "advance discussion" held in accordance with those

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provisions take place before any final decision has been made as to whether the work should be contracted out.

5. In those cases when the work to be performed is not started by the contractor within thirty-five (35) (30) days following the approximate starting date given to the Union pursuant to Section (11)(f), and the Union believes the circumstances in the plant have changed sufficiently to warrant review of the initial decision to let the contract, the Union, upon request, will be given an opportunity to comment on the changed circumstances. To the extent practicable, the Company will give weight to such comments.

It is important that the Company advise the Union, pursuant to letter 50, of any or all of the factors mentioned in the above provisions which it will take into consideration in determining whether a particular contract should be let out or not. Information provided in the course of the "advance discussion" will include, where applicable, cost data, blue prints and time constraints so that the Union will be given a better opportunity to make its comments and the Company will also be given an opportunity "to give weight to those comments in the light of all attendant circumstances."

Equipment Rental

The Company further stated that when the lack of equipment is the only factor upon which the decision turns to let work to an outside contractor, the Company will first give proper consideration to renting or leasing such needed equipment provided it is readily available at a cost which, when added to other factors, does not exceed the cost of having the work performed by an outside contractor.

Warranty and Service Agreements

On the matters of warranty and service agreements, the Company cannot agree to any limitation or restriction on its right to enter into such agreements. However, in making decisions as to the need and duration of such agreements, the Company will give proper consideration to the operating needs of the business, the efficiencies and economies involved and all other relevant considerations, including the effect of the decisions on its skilled trades maintenance employees. Upon expiration of a warranty agreement, management will consider assigning such repair work to the plant skilled trades employees. In cases where management is contemplating placement of a service contract, the written notice and discussion provisions usually applicable to Outside Contracting shall be utilized.

Tool and Die Contracting

You have discussed with us at great length the possible effect on our skilled tool and die and model employees of decisions of the Company to buy some of its tools, dies, and models, rather than make them.

As we have pointed out to you in current negotiations, there are many and varied factors that may influence any particular decision to make or buy. We do not believe it is feasible to list general criteria. However, the Union has stated in our discussions that it recognizes a number of them, such as the need, among other things, to contract work that requires specialized tools and equipment and special skills and the necessity of meeting production schedules, model changes and rearrangement deadlines.

In view of the foregoing, we have advised you that the Company cannot agree to any limitation or restriction on its right and responsibility to decide whether to make tools, dies, and models, or to buy them. However, we wish to make clear to you that it is our policy, in making such decisions, to give proper consideration to the operating needs of the business, the efficiencies and economics involved and all other relevant considerations, including the effect of the decisions on work opportunities and job security of tool, die and model Tool and Die Work Group employees.

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BB 9.5.15
9/9/15

Where the Company considers that work practices or provisions of local agreements in its Tool, Die and Model Tool and Die Work Group Departments may be having an adverse effect in the Company's ability to compete in this field effectively, it will discuss such matters on a timely basis with the Local Union and explore with it fully the possibilities of taking practical steps with respect to such matters to the end of improving the employment opportunities of such employees. The Skilled Trades Representative of the Company is also willing to meet from time to time with the Skilled Trades Representative of the International Union to discuss, and provide information relative to plans the Company is formulating and decisions it is contemplating concerning tool and die contracting on a corporate-wide basis. A representative of an affected plant is willing to meet from time to time with the Skilled Trades Committeeman at the plant to discuss, and provide information relative to plans the plant is formulating and decisions it is contemplating concerning tool and die contracting by the plant.

In addition, the Company agrees to review the work load capacity of its Tool, Die and Model Departments against the operating needs of the business on a corporate-wide basis to the end of improving the employment opportunities of such skilled trades employees.

Work Assignment Practices

~~The International Union, UAW, recognizes that certain work assignment practices exist which limit the efficient performance of some skilled tradesmen and that such inefficient practices must be corrected. The International Union will assist local unions and plant management to achieve this objective. The parties recognize that with continued improvements within the skilled trades classification structure, work practices limiting efficient performance should also continue to be improved. However, as inefficient work practices are identified in each a plant, the skilled trades committeeman and the Maintenance Area Manager or Supervisor shall endeavor to correct these inefficient work practices in a cooperative and non-adversarial manner. If, however, agreement cannot be reached, the matter may be referred to the Skilled Trades Representatives of the UAW Chrysler FCA US LLC Department and of the Corporate Labor Relations Staff who shall jointly review the matter and assist in resolution of the issues in dispute.~~

In those cases where corrections are made, the Company will retain existing work or, where appropriate, return to the bargaining unit work which had previously been contracted out. Further, improvements in plant operations that may result from more efficient work assignments will not result in the indefinite layoff of affected Journeymen and Permanent Employees who the parties agree may, in such circumstances, be used on other work. It is understood this application shall not adversely affect the seniority provisions pertaining to skilled trades employees. However, factors such as schedule or volume changes, technological improvements and other changes not related to more efficient work assignments, may continue to result in reductions or increases in the number of employees required.

Very truly yours,

CHRYSLER GROUP LLC FCA US LLC

By A. A. Iacobelli Glenn Shagena

sd 9.9.15
JH 9.9.15

BB 9.5.15
JH 9.9.15

Accepted and Approved:

INTERNATIONAL UNION, UAW

By General Holiefield Norwood H. Jewell



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Tool and Die Contracting in General Manufacturing Division and Engine and Casting Division Plants

~~December 10, 1982~~ September xx, 2015

(35) Tool and Die Contracting in ~~General Manufacturing Division and Engine and Casting~~
Division Plants

International Union, UAW

Attention: Mr. ~~Mare Stepp~~ Norwood H. Jewell

Dear Sirs:

In our negotiations leading to the Production and Maintenance Agreement dated today we discussed in great detail tool and die contracting by the ~~Corperation~~ Company, some aspects of which are the subject of the Tool and Die Contracting Section of our Letter No. (34), Utilization of Skilled Trades Manpower and Facilities. In the course of these discussions we reiterated that the ~~Corperation~~ Company cannot agree to any limitation or restriction on its right and responsibility to decide whether to make tools, dies, models, jigs or fixtures or to buy them.

We assure you, however, that at any location where ~~when~~ Journeymen skilled trades employees in the toolmaking trades, including machine repair where applicable, ~~of a plant of the General Manufacturing and Engine and Casting Divisions~~ are on layoff for any reason or become laid off as a result of the plants contracting out work involving the fabrication, maintenance or repair of tools and dies, and of the kind normally performed by such skilled trades employees in the plant, the Skilled Trades Representative of the ~~Corperation~~ Company, on request, will meet with the Skilled Trades Representative of the International Union to discuss, and provide information relative to, plans the ~~Corperation~~ Company is formulating and decisions it is contemplating concerning such contracting. A good faith effort will be extended by the parties to find solution to the problems discussed in these meetings.

Very truly yours,

CHRYSLER CORPORATION FCA US LLC
By ~~Thomas W. Miner~~ Glenn Shagena

Qd 9.9.15 *Bob 9.5.15*
Sp 9.9.15 *JP 9/15/15*

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Marc Stepp~~ Norwood H. Jewell

JA 9-9-15
Sp 9.9.15

BS 9.5.15

JA 9/5/15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Utilization of In-Plant Journeymen And Permanent Employees

~~October 12, 2011~~ September xx, 2015

(37) Utilization of In-Plant Journeymen And Permanent Employees

International Union, UAW

Attention: Mr. General Holiefield Norwood H. Jewell

Dear Sirs:

This will confirm our understanding that production employees who possess the qualifications of a Journeymen or Permanent employee at the time of hire will be given full consideration when a permanent opening becomes available in their skilled trades classification in the Labor Market area for which they apply.

Very truly yours,
~~CHRYSLER GROUP LLC~~ FCA US LLC
By ~~A. A. Iacobelli~~ Glenn Shagena

Spl 9-2-15
Ad 9-2-15 *BB 9-1-15*
RBW 9-1-15
9/1/15
9/1/15
SLA 9/1/15
CA 9/1/15

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: General Holiefield Norwood H. Jewell



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Training Bonus - Temporary Layoff

~~October 12, 2011~~ September xx, 2015

(39) Related Training - Temporary Layoff

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Mr. Norwood H. Jewell

Dear Sirs:

Notwithstanding the provisions of Section (19), Related Training of the Supplemental Agreement--Special Provisions Pertaining to Apprentices with respect to affected employees while on temporary layoff, it was agreed, during the 1979 negotiations that a temporarily laid off apprentice, journeyman, permanent or temporary employee in the skilled trades would be paid a training bonus in recognition of satisfactory completion of any related training courses required pursuant to the Supplemental Agreement - Special Provisions Pertaining to Skilled Trades Employees, or such other courses that may be designated by the Company such as the Industrial Electronics Training Program, for each week the employee attends class while on temporary layoff as specified below. The Company reaffirmed that position during the current negotiations.

An employee will earn the training bonus by attending the specified training courses while on temporary layoff and satisfactorily completing the applicable training courses in which the employee was enrolled at the time of temporary layoff.

The amount of each week's bonus will be calculated by multiplying the employee's straight-time hourly rate on the last day worked exclusive of shift and overtime premiums but including cost-of-living allowance, if applicable, then in effect by:

- (a) The number of hours, not to exceed six (6), the employee attends class during a week for which an employee receives a Supplemental Unemployment Benefit; or
- (b) The actual number of hours the employee attends class during a week for which an employee does not receive a Supplemental Unemployment Benefit.

The total training bonus will be an amount equal to the sum of the training bonus for each week the employee may earn it. It will be paid to the employee within a reasonable period of time after the employee has been recalled and reported back to work or within a

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SPL 9-10-15
JST 9-10-15
PLC 9-10-15

BB 9-10-15

RBW 9/10/15

reasonable period of time after the employee has satisfactorily completed the applicable training courses, whichever is later.

Section (19) of the Supplemental Agreement - Special Provisions Pertaining to Apprentices will continue to be applied as in the past with respect to affected employees while on the active roll.

Very truly yours,
~~CHRYSLER GROUP LLC~~ FCA US LLC
By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

SA 9-10-15
JH 9-10-15
MC 9-10-15

BB 9-10-15
RAW 9-10-15



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P M & P / LMA

Skilled Trades - Broken or Damaged Tools

~~October 12, 2011~~ September xx, 2015

(46) Skilled Trades - Broken or Damaged Tools

International Union, UAW

Attention: Mr. General ~~Holiefield~~ Norwood H. Jewell

Dear Sirs:

During the negotiations of the ~~2007~~2015 Production, Maintenance and Parts Agreement, the Company reaffirmed its commitment for the replacement of personal tools of Skilled Trades employees broken or damaged on the job.

The Company informed the Union that the practice will continue during the term of the ~~2007~~2015 Production, Maintenance and Parts Agreement whereby the Company will repair or replace tools broken on the job by hourly Skilled Trades employees provided there is no evidence of employee negligence, abuse or improper usage, with the following limitations:

- 1) The maximum amount expended for the repair or replacement of any one tool shall not exceed ~~\$350.00~~\$450.00, and
- 2) The maximum amount expended at each plant in each year of the ~~2007~~2015 Production, Maintenance and Parts Agreement shall not exceed an amount equal to \$10.00 multiplied by the total number of hourly Skilled Trades employees on the active roll at the plant in the last pay period ending in the month of June preceding the beginning of each year of the Agreement.

The local plant will be required to establish a repair or replacement of broken tool procedure whereby the Maintenance Center Manager (or designee) and skilled trades employees may arrange for the repair or replacement of broken tools. Any costs above ~~\$350.00~~\$450.00 for the repair or replacement of a broken tool will be the responsibility of the skilled trades employee.

Very truly yours,
CHRYSLER GROUP LLC FCA US LLC

SA 8-29-15
QW 8-29-15
DPR 8-29-15
APC 8-29-15

BB 8-29-15
RBW 8-28-15
Cherry 8/28/15
CA 8/28/15
SLA 8/28/15

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By A. A. ~~Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

SOB 8-29-15 BB 8-28-20
JH 8-29-15 RSW 8-28-15
PPR 8-29-15 CS 8/28/15
PPC 8-29-15 DL 8/28/15



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P M & P / LMA

Placement of Skilled Trades Employees

~~November 19, 1990~~ September xx, 2015

(49) Placement of Skilled Trades Employees

International Union, UAW

Attention: Mr. ~~Stan Marshall~~ Norwood H. Jewell

Dear Sirs:

During negotiations leading to the ~~1990~~ 2015 National Production and Maintenance Agreement, the Union expressed its concern over placement opportunities for laid off skilled trades employees. In response to this concern the ~~Corporation~~ Company informed the Union that laid off journeymen and permanent employees qualified to perform the available work ~~would~~ will be given consideration for placement in an opening in a related skilled trades classification in a plant in the same labor market area before any new employees are hired.

Very truly yours,
CHRYSLER CORPORATION FCA US LLC
By A. P. St. John Glenn Shagena

SP 9-2-15
JAF 9-2-15

BB 9-1-15
RBW 9-1-15
CH 9/1/15
W 9/1/15
CS 9/1/15
SL 9/1/15

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Stan Marshall~~ Norwood H. Jewell



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P M & P / LMA

Outside Contracting Review Team

~~October 12, 2014~~ September xx, 2015

(50) Outside Contracting Review Team

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

During these Negotiations the parties discussed at great length matters pertaining to outside contracting notification. Specifically, the Union expressed concern over the failure on the part of certain local managements to follow the advance notification and discussion provisions of Letter 34 - Utilization of Skilled Trades Manpower and Facilities, and Letter 48 - Skilled Trades Outside Contracting. In particular, the Union cited many instances where "minor" in-house non-project work was performed by outside contractors and the local union was not afforded the opportunity to discuss with management outside contracting arrangements due to "time and circumstance" preventing advance notification.

The parties agree and reaffirm that meaningful discussions can only occur between Management and the Union when the outside contracting arrangement is known in a timely fashion. Commencing January 2016 the Skilled Trades Committeeperson and Maintenance Manager will jointly report on the compliance status of the Outside Contract Review Process at the Local World Class Participation Meetings (LWCP). Likewise, it is understood by the parties that emergency situations will arise where time and circumstances may prevent advance notification and discussion.

The parties recognize there is a need for constructive progress in communication for a complete understanding and cooperation of our contractual requirements in this regard. Therefore the parties agree that an Outside Contracting Review Team be established on the local plant level consisting of the Plant Human Resources Manager, the Plant Manufacturing Engineering Manager, the Local Union President and the Local Skilled Trades Committee Representative. The Outside Contracting Review Team shall meet in person and at least on a monthly basis to review current maintenance and construction programs and plans for the facility. Tool and Die plans will be reviewed at the plant level following program approval and announcement. The review process will be a positive

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approach for sharing information on manpower skills, equipment, and facilities available to do the work competitively in quality, cost and performance, and within the projected time limits. At the meeting the Local Union will be provided a copy of tentative appropriation requests. Recognizing the tentative and confidential nature of such appropriation requests, the members of the Outside Contracting Review Team will maintain the information contained in such appropriation requests in the strictest confidence. Furthermore, to address concerns at the Warren and Sterling Stamping Plants, along with Mt. Elliott Tool & Die Manufacturing, tentative new model stamping tool and die construction plans will be shared at the local level by the Plant Manufacturing Engineering Manager or his/her designate with the skilled trades committeeperson.

In a further effort to ensure all relevant considerations have been reviewed by the Company and Union prior to letting an outside contract for the performance of skilled maintenance and construction work, the parties have prepared a Checklist (Exhibit 1) to guide the local review of potential outside contracting matters. The checklist is to be used in conjunction with the Outside Contracting Review Team Meetings and is intended to assist in the advance discussion of projects or work historically and traditionally performed by skilled trade employees, other than those of an emergency nature and those projects otherwise covered by the Memorandum of Understanding M-1 (Sourcing). The Checklist ~~should~~will be utilized as a planning tool to ensure that those relevant factors related to outside contracting are fully considered prior to a decision to let work to an outside contractor.

Furthermore, an "Appropriation Request Advanced Discussion Validation Sheet" (Exhibit 2) will be incorporated into the process for all projects. For major new model projects, a meeting will be held at the ~~Technology Training Center (TTC)~~ or a mutually agreed upon location with the appropriate parties.

In addition, ~~Skilled Trades Representatives from the Corporate Union the Employee Relations Department and International UAW~~ will provide an updated communication reminding all plants of the purpose of training for all plants, no later than the 2nd quarter of 2012, regarding the Outside Contracting Review Team and its requirements to be completed by end of 1st quarter 2016.

The National ~~Parties~~Employee Participation Council (NEPC) will meet, no later than the 1st quarter of 201216, to discuss ~~that status of~~ the Outside Contracting Review Team training plan.

Very truly yours,

~~CHRYSLER GROUP LLC FCA US LLC~~

By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By General Holiefield Norwood H. Jewell

Exhibit 1

OUTSIDE CONTRACTING REVIEW TEAM

TENTATIVE APPROPRIATION REQUEST CHECKLIST

PROJECT TITLE _____ PROJECT # & REQ# _____

The following Checklist has been developed by the parties for use during Outside Contracting Review Team meetings as a planning and communication tool to ensure that relevant factors related to outside contracting are fully considered prior to a contract being let to an outside contractor.

Advance Notification and Clearance Procedure – Letters 34/48/50/209 – P & M	√	Notes
1) Has a tentative appropriation request been presented in person to the Local Union?		
2) Has the Union been provided advance written notification prior to letting the contract?		
a) Has the general nature and scope of the project been disclosed? Is the project CWO or plant expense?		
b) Has an estimate of the trades and manpower required been discussed?		
c) Have the approximate start and ending dates of the project been provided?		
d) Has the Union been informed why the services of an outside contractor are being contemplated (cost, equipment, skills, manpower, etc)?		
3) The conditions and limitations as set forth in all Agreements between the UAW and Chrysler.		
a) Are there any specialized work skills needed?		
b) Is specialized equipment required?		
c) Taking into consideration the primary mission to support production, are there any early outside contracting project related opportunities available such as equipment removal, site preparation and new equipment training?		

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JRA 9/9/15

AM 9-9-15
AK 9-9-15

d) Have the provisions of Letter (34) – Utilization of Skilled Trades Manpower and facilities been taken into consideration specifically as it relates to tool and die contracting?		
e) Have quality, cost and performance factors been considered		
f) <u>Whether skilled trades employees are on layoff?</u>		
4) Has the Union been afforded an opportunity to comment on the Company's plans and have the Union's comments been given consideration?		
5) Has the Chrysler Advance Manufacturing Engineering Group been involved?		
6) What part of the project will be performed by Chrysler workforce, if any?		
7) Does the project include a cancellation clause?		
8) Will the contemplated contractor be performing the work on overtime during the workweek?		
9) Will the contemplated work be accomplished during the workweek or on the weekend?		
10) Has the requisite number of plant skilled trades employees available and/or willing to work overtime which may be required to complete the project under review been considered?		
11) Are the affected trades working overtime during the term of the project?		
12) What number of affected trades will be assigned to work along with the outside contractor, if any?		
13) Is a Skilled Trades Project Coordinator appropriate to oversee the contemplated project?		

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 PPL 9-9-15
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Warranty and Service Contracts – Letter 212		
14) Has a warranty been provided in association with the purchase of equipment and the length of the warranty discussed?		
15) If extended warranty arrangements from the vendor are contemplated, has the Union been informed of the rationale for the extended warranty?		
16) If a service contract is contemplated, has the service contract proposal been discussed in accordance with Letter (34)?		

Human Resources Representative Date

Maintenance / Engineering Representative Date

Union Representative* Date

* Signature indicates acknowledgement of receipt.

Exhibit 2

APPROPRIATION REQUEST ADVANCED DISCUSSION VALIDATION SHEET

Plant Name: _____

Appropriation Request No: _____

Appropriation Request Title: _____

The undersigned have reviewed the above mentioned Appropriation Request and agree that:

Check Which Applies

() Advanced Discussions were not required at this time.

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SP 9-9-15
P/C 9-9-15

BB 9-9-15 *JRB 9/9/15*

() Advanced Discussions were held between Plant Management and the Skilled Trades Committeeperson.

Plant Manufacturing Engineering/Facilities Manager

Date

UAW Skilled Trades Committeeperson

Date

Plant Human Resources Manager

Date

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JTB 9-9-15
RPL 9-9-15

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JTB 9/9/15



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Apprentice Development

~~October 12, 2011~~ September xx, 2015

(57) Apprentice Development

International Union, UAW

Attention: Mr. General ~~Hollifield~~ Norwood H. Jewell

Dear Sirs:

During the ~~2011~~ 2015 negotiations, the Company and the Union discussed at great length the current status of the Apprenticeship Program.

The Union and the Company acknowledged that skilled trades personnel provide vital support to operations, and that there is a direct relationship between the effectiveness of skilled trades personnel and the success and viability of the operations they serve. Establishing new levels of competence within the apprenticeable trades through training and retraining will permit the Union and the Company to pursue the critical objective of continuous improvement in quality, flexibility, operational effectiveness and maximum efficiency while further, in turn, enhancing job security. ~~The parties recognize that skilled trades knowledge transfer to future journeypersons is a vital component for the future success of our skilled trades workforce.~~

~~The parties also discussed that in view of the fact that a number of skilled trades employees are currently on layoff or working on a non-skilled job the need for new apprentices during the term of the Agreement is diminished.~~

Consistent with these discussions and as an ongoing in response to current skilled trades demographics, potential future retirements, the availability of certain skilled trades classifications and attrition trends, the Company has agreed to review the need for additional apprentices, and Accordingly, during the term of the 20112015 Agreement, business conditions permitting, The Company will place approximately 150 four hundred (400) apprentices during 2016, in the program and during each subsequent year of the Agreement the Company will similarly provide continued growth of the apprentice program. The FCA US LLC - UAW National Apprentice Committee will review apprentice placement opportunities annually and make adjustments in recognition of skilled trades needs, business conditions and the operational ability to accommodate the growing

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SAP 9-9-15
DPC 9-9-15

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JSA 9/9/15

number of apprentices. The Company will place the new apprentices into the core trades that are representative of the skill sets present in world class automotive manufacturing operations in the United States. Additionally, any adjustments to the above allocation, require the approval of the Vice President and Director UAW Chrysler Department and the ChryslerFCA US LLC Vice President Employee Relations.

The Union and the Company further discussed the content and quality of the Apprentice Program in view of present and emerging technology. The Union and the Company agreed to continue a comprehensive study of the Program, which would include, but not be limited to salaried apprentice requirements and placement as part of the above-mentioned objectives, a review of the selection and placement entry requirements and procedures, course development of academic and work processes and related on-the-job training content.

The Union and the Company further agreed that the study would review the advisability of a mandatory Pre-Apprentice Assessment Program and the feasibility of a technological training center application, including recommendation for training equipment investment.

To that end, the parties agree to continue to explore, study, and recommend methods to accomplish the goals set forth in this letter. It is anticipated that progress reports will be reviewed periodically in regular meetings of the ChryslerFCA US LLC - UAW National Apprentice Committee. Progress will be reported annually to the International Union, UAW, Administrative Assistant, Chrysler Department and the Director, Union Relations, ChryslerFCA US LLC, for review and adjustments where necessary.

Very truly yours,
CHRYSLER GROUP LLC FCA US LLC
By A. A. Iacobelli Glenn Shagena

BB 9.9.15 JPA 9/9/15

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

SO 9.9.15
JA 9.9.15
PPC 9-9-15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Pay Practices

~~October 12, 2011~~ September xx, 2015

(73) Pay Practices

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

In the negotiations of the 2009 Addendum Agreement to the National Production and Maintenance Agreement between Chrysler Group LLC and the UAW certain interpretations were developed. The Company's interpretation of the applicable sections of the Agreement are as follows:

1. Premium Pay. Section (86) provides:

"Time and one-half will be paid as follows, except as provided in Section (88):

"Time and one-half will be paid after forty (40) compensated hours in the work week. Credit towards the forty (40) compensated hours will be provided for verified hours on an approved Union Leave of Absence. Premium payments in accordance with Sections (86) and (87) will be paid for time worked on Saturday ~~or Sunday~~ provided the employee has otherwise worked at least forty (40) compensated hours during the work week in which the Saturday ~~and/or Sunday~~ occurs."

Section (87) provides: "Double time will be paid as follows except as provided in Section (88): (a) For time worked on the calendar Sunday. ~~Time and one-half will be paid after forty (40) compensated hours in the work week. Credit towards the forty (40) compensated hours will be provided for verified hours on an approved Union Leave of Absence. Premium payments in accordance with Sections (86) and (87) will be paid for time worked on Saturday or Sunday provided the employee has otherwise worked at least forty (40) compensated hours during the work week in which the Saturday and/or Sunday occurs."~~

Compensated Hours for overtime calculation purposes are defined as:

- Straight-time hours

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N.A. 9-15-15

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- Straight-time holiday hours as designated in accordance with Section (95)(a)
- Paid Absence Allowance (PAA) as designated in accordance with Section (104), not to exceed regularly scheduled work hours
- Bereavement pay in accordance with Section (81)
- Jury duty pay in accordance with Section (82)
- Short-term military duty pay in accordance with Section (83)
- Compensated short work week hours in accordance with Exhibit D
- Scheduled vacation hours in accordance with Section (104)
- Short-term paid absences of less than five (5) days where sickness and accident benefits were paid in accordance with Exhibit B

Compensated hours exclude:

- Personal Absence Allowance (PAA) hours used in accordance with Letter (216) Saturday Paid Absence Allowance Requirements, unless Saturday is a regularly scheduled work day in accordance with Letter (240) ~~Flexible Operating Patterns~~ Alternative Work Schedules
- Basic Payment in Lieu of Vacation payment in accordance with Letter (85)
- Premium Holiday Hours in accordance with Section (87)(b)

A representative of the UAW Chrysler Department and a representative of the Wage and Salary Administration Staff may discuss concerns raised in the application of compensated hours.

In interpreting Section (86) and Section (87), it is understood that it is not the intent to provide an employee a greater premium pay entitlement than in the 2007 Agreement. The primary purpose of the 2009 modifications is to encourage better attendance and to ensure hours of absences are worked before premium pay shall apply.

2. Seven-Day Operations. Section (88) of the Agreement now provides:

"Employees working on what are normally classified as seven-day operations will not be paid overtime or premium pay in accordance with Sections (86) and (87) above, but will be paid as follows:

"(a) -- Time and one-half for hours worked in excess of eight (8) hours in any continuous twenty-four (24) hour period beginning with the starting time of the employee's shift or in excess of forty (40) hours per week.

"(b) -- Time and one-half for time worked on the sixth (6th) day of the employees scheduled workweek.

"(c) -- Double time for time worked on the seventh (7th) consecutive scheduled day whether or not the seven consecutive scheduled days fall in the same workweek.

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NAG 9-15-15

WAD 9/15/15
L5M 9/15/15

"(d) -- For the purposes of Subsections (b) and (c), a holiday specified in Section (95) for which an employee receives holiday pay or on which he performs work will be considered as a day worked. Notwithstanding the provisions of Section (90), a holiday counted in determining an employees eligibility for payment pursuant to Subsection (b) may also be counted in determining the same employees eligibility for payment pursuant to Subsection (c).

"(e) -- Double time ~~and one-half for time worked on any of the days on which any of the designated full holidays isare observed unless the holiday falls on one of the employees regularly scheduled days off in which event the employee, in addition to his holiday pay under Section (101), will be paid double time for time worked.~~

"(f) -- Time and one-quarter for time worked on a Sunday that is not compensable at a higher overtime rate under any other provision of this Agreement."

An employee who performs maintenance duties in the powerhouse and who is normally scheduled to work Monday through Friday, and an employee, who is assigned to attend or maintain an auxiliary equipment installation that operates in conjunction with five-day operations, shall not be deemed to be working on an operation covered by Section (88); provided, however, that employees who were receiving ten cents (100) per hour and were red-circled in accordance with the National Production and Maintenance Agreement, dated September 22, 1964 shall continue to receive this amount so long as they remain on their present job assignment.

3. Section (85), Shift Premium and Hours, provides:

"(a) -- Employees regularly employed on the second or third shift shall receive in addition to their regular pay for the pay period five (5) percent and ten (10) percent, respectively, additional compensation.

"(b) -- The first shift is any shift that regularly starts on or after 4:00 a.m. but before 11:00 a.m. The second shift is any shift that regularly starts on or after 11:00 a.m. but before 7:00 p.m. The third shift is any shift that regularly starts on or after 7:00 p.m. but before 4:00 a.m."

Hourly employees who are scheduled to work and work a shift other than their regularly scheduled shift, will receive the premium provided in Section (85).

For example, an employee is normally scheduled to work 7:00 a.m. to 3:30 p.m. On Friday he is scheduled to work and works a shift from 3:30 p.m. to 12:00 midnight. He will receive second shift premium for those hours on Friday.

First shift employees who are scheduled to work and who do work additional hours in advance of their regular shift starting time will receive the shift premium applicable to their advanced starting time for all hours worked on such shift.

For example, a first shift employee is normally scheduled to work 7:00 a.m. to 3:30 p.m. On Friday he is scheduled to work and works a shift from 3:00 a.m. to 3:30 p.m. He will receive third shift premium for those hours on Friday.

W.D. 9-15-15 WEL
M.A.S. 9-15-15

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4. This letter replaces the letters of understanding between the Corporation and the Union dated November 1, 1955, October 31, 1956, November 2, 1961, September 22, 1964, November 10, 1967, January 20, 1971, September 21, 1973, October 25, 1979 and October 14, 1996.

5. These interpretations shall be effective with the effective date of the National Production and Maintenance Agreement dated today and shall apply during the term of said National Agreement.

Very truly yours,
~~CHRYSLER GROUP LLC~~ FCA US LLC
By ~~A. A. Jacobelli~~ Glenn Shagena

Handwritten: JPS 9/15/15
LDR 9/15/15

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

Handwritten: N.H.J. 9-15-15
N.H.J. 9-15-15
WHD



FIAT CHRYSLER AUTOMOBILES

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Holiday Pay - Temporary or Indefinite Layoff

~~September 27, 1999~~ September xx, 2015

(80) Holiday Pay - Temporary or Indefinite Layoff

International Union, UAW

Attention: Mr. ~~Stephen P. Yokich~~ Norwood H. Jewell

Dear Sirs:

Notwithstanding the provisions of Section (97) of the National Production and Maintenance Agreement and the corresponding Sections of the other National Agreements applicable to hourly employees, a seniority employee who is temporarily or indefinitely laid off during the fourth workweek prior to a week in which one or more of the holidays in the Christmas holiday period falls, and who worked his last scheduled working day prior to such layoff, shall, if otherwise eligible, receive pay for the holidays falling during such Christmas holiday period. A seniority employee who is laid off during the fifth, sixth or seventh workweek prior to a week in which one or more of the holidays in the Christmas holiday period falls and who worked his last scheduled working day prior to such layoff shall, if otherwise eligible, receive pay for one-half of the holidays falling during such Christmas holiday period. An employee temporarily laid off shall receive pay for such holidays following his return to work from such layoff.

Additionally, it is understood that a laid off employee who qualifies for Christmas holiday pay as provided in this letter, and who also qualifies for Christmas holiday pay as provided in S-1 Supplemental Agreement Temporary ~~Part-Time~~ Employees by virtue of being on temporary ~~part-time~~ status during the Christmas holiday period, will be provided the greater of the two Christmas holiday pay entitlements but not both.

Very truly yours,

~~DAIMLERCHRYSLER CORPORATION~~ FCA US LLC

By T. Gallagher Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Stephen P. Yokich~~ Norwood H. Jewell

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Accumulation of Time - Higher Classifications

~~October 12, 2011~~ September xx, 2015

(89) Accumulation of Time - Higher Classifications

International Union, UAW

Attention: Mr. Norwood H. Jewell ~~General Holiefield~~

Dear Sirs:

The Company's practices on accumulating time on higher classifications are as follows:

1. It is recognized that under certain circumstances it is necessary for employees to be regularly assigned to do work that falls within two or more hourly classifications with different rates of pay.
2. An employee assigned, whether temporarily or on a regular and recurring basis, to a job with a higher classification for fifty percent (50%) or more of the scheduled shift time shall be paid at the rate of the higher classification for all hours worked on that shift. An employee assigned, whether temporarily or on a regular and recurring basis, to a job with a higher classification for less than fifty percent (50%) of the scheduled shift time shall be paid at the rate of the higher classification for the actual hours worked on the higher classification on that shift. The Company has instructed its supervisors to maintain accurate records of time accumulated on higher classifications, and to process for payment any accumulation of such time on a pay period basis.

The rate of pay for an employee hired under the terms of the Memorandum of Understanding UAW-FCA US LLC ~~Chrysler Group LLC~~ Employees Hired On Or After October 29, 2007 Wage & Benefit Agreement - (M-13) shall be paid a rate of ~~\$29.24~~ \$28.39 for performing painting activities in accordance with Section 2. Pay ending September 17, 2017, the rate will increase to \$30.11.

An employee assigned, whether temporarily or on a regular and recurring basis, to a job with a higher classification for less than one hour on a shift shall receive the rate of the lower classification for all hours worked on that shift.

3. A seniority employee in a non-skilled classification assigned, whether temporarily or on a regular and recurring basis, to a job with a higher non-skilled classification who

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receives the rate of the higher classification shall be paid a rate determined in accordance with applicable provisions of Section (114) of the current Agreement.

4. This letter regarding accumulation of time will not be applicable to local plant agreements regarding division of overtime covering classifications paying different rates, or to the assignment of Union representatives where such assignment is made for representation.

Very truly yours,
~~CHRYSLER GROUP LLC~~ FCA US LLC
By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

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FIAT CHRYSLER AUTOMOBILES

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Wage Progression

October 12, 2011 September xx, 2015

(91) Wage Progression

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

This will confirm the Company's practice with respect to the application of ~~Section (114)(a) and~~ M-13 Memorandum of Understanding UAW-Chrysler Group FCA US LLC Employees Hired on or after October 29, 2007 Wage & Benefit Agreement, Section IV Wages and Classification, Section 1 Wages - Team Member Rates as it relates to seniority employees laid off due to a reduction in force.

A seniority employee who (1) did not complete progression to the full base rate of the job classification pursuant to the provisions of ~~Section (114)(a) or~~ M-13 Memorandum of Understanding UAW-Chrysler Group FCA US LLC Employees Hired on or after October 29, 2007 Wage & Benefit Agreement, Section IV, 1 prior to being laid off, (2) loses seniority while on layoff and (3) is subsequently rehired within one year of the date of losing seniority shall be required to complete a probationary period pursuant to Section (45) but shall be subject to the progression provisions of ~~Section (114)(a) or~~ M-13 Memorandum of Understanding UAW-Chrysler Group FCA US LLC Employees Hired on or after October 29, 2007 Wage & Benefit Agreement, Section IV, 1 in effect when the employee was last hired prior to layoff and shall continue progression from the same relative position in the applicable rate range the employee had attained prior to layoff. If such employee did complete the progression and was paid the full base rate of the job classification prior to the layoff, the employee shall be required to complete a probationary period as provided above but shall be paid the full base rate of the classification.

Very truly yours,
CHRYSLER GROUP FCA US LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

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Fitness Program

October 12, 2014 September xx, 2015

(101) Fitness Program

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Norwood H. Jewell

Dear Sirs:

~~The UAW-Chrysler National Training Center is dedicated to a total lifestyle approach to fitness and well-being. Therefore, During these negotiations, the parties agreed that the Local World Class Partnership Council (LWCPC) Co-Chairs at facilities that currently operate fitness centers to continue providing joint funds for exercise equipment and professional oversight. Additionally, NTC to will retain responsibility for the procurement of fitness center equipment.~~

~~Local Joint Training Committees may submit a requests to utilize National local funds to repair existing fitness equipment. purchase fitness equipment. Such requests will be evaluated on a case by case basis and must be in accordance with approved by the UAW-Chrysler National Training Center Fitness Center Guidelines Joint Activities Board.~~

Very truly yours,
CHRYSLER GROUP FCA US LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

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Youth Programs

~~October 12, 2011~~ September xx, 2015

(103) Youth Programs

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

~~During these negotiations, the parties reaffirmed their support of programs, for the children and grandchildren of UAW represented Chrysler Group LLC workers. These programs will also be available to other youth on a space available basis.~~

Under the direction of the Joint Activities Board, the UAW-Chrysler National Training Center ~~has developed~~ is developing a Youth program, which has been implemented at the Regional Training Center and other designated locations. This program is designed to ~~supplement~~ enhance the normal education system, ~~alleviate teen problems,~~ encourage academic excellence and ~~guide~~ provide career selection and development awareness. In furtherance of these initiatives for youth, the Chrysler Group LLC and the UAW-Chrysler National Training Center will work together on various projects to enhance the delivery of services to the youth of UAW represented Chrysler Group LLC workers.

Very truly yours,
CHRYSLER GROUP FCA US LLC
By A. A. ~~iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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Child/Elder Care

October 12, 2011 September xx, 2015

(104) Child/Elder Care

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties acknowledged that Child and Elder Care are ~~two of the most important issues facing concerns of Chrysler Group~~ FCA US LLC employees.

To address these important ~~issues~~ concerns, the ~~Joint Activities Board~~ has directed the following actions ~~were agreed to~~:

1. Continue with the responsibility for ~~research, development, oversight and monitoring of child and elder care programs, including ongoing education and promotional programs at all Chrysler Group~~ FCA US LLC facilities.
2. Continue to ~~provide a telephone access Resource and Referral program that is accessible to all Chrysler Group LLC locations to assist employees with obtaining quality care of children and elderly dependents. The resource and referral vendor will also provide educational information on general parenting and a variety of work/family topics.~~
3. Continue to ~~explore the possibilities of expanding childcare to other locations.~~
4. Continue efforts toward a consortium-operated or NTC-owned child care facility and ~~explore other methods for providing child care services. This may include, but not be limited to, support to enhance existing childcare services in the community. All pertinent issues will be addressed, including potential consortium members, format, cost-sharing arrangements as well as location, size, services to be provided, and others. We will continue the Detroit area pilot consortium projects through the Alliance for Children and Working Families, to provide and improve existing child care services. Moreover, we will develop and implement similar programs for other Chrysler Group LLC locations, through~~

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consortiums with other local businesses, as appropriate. A recommendation will be developed and presented to the Joint Activities Board.

5. ~~Continue to affirm our commitment to evaluate existing UAW-Chrysler National Training Center Elder Care Needs Assessment Survey data to determine employee needs. If warranted, the NTC will continue to conduct additional surveys and explore options regarding Elder Care Program, including a Care Manager Program to provide initial geriatric assessments for active employees whose parent(s), step parent(s), parents-in-law or elderly dependents are in need of help in locating additional assistance.~~

2. Continue efforts to provide resource and referral recommendations, as necessary, for employee inquiries related to child/elder care.

3. Refer employees to child/elder care information that is readily accessible via the internet to obtain current care referral information and related contact information for facilities in the area.

64. Continue the employee-funded Dependent Care Assistance Plan administered by the Chrysler Group FCA US LLC Health Care, Group Insurance and Health Promotion Department. This program will enable active employees to pay for dependent care services using pre-tax dollars.

As discussed, funding for the program will be provided by the UAW-Chrysler National Training Center.

Very truly yours,
CHRYSLER GROUP FCA US LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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FCA US LLC

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Paid Educational Leave

October 12, 2011 ~~September xx, 2015~~

(107) Paid Educational Leave

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties agreed to continue the ~~National~~ Paid Educational Leave (PEL) program which provides UAW, ~~Chrysler Group~~ FCA US LLC leadership and selected employees with a unique educational opportunity to enhance their knowledge of the automobile industry. Sponsored candidates are approved in advance by the UAW-Chrysler National Training Center. Expenses and lost time for participants in the program are provided from national joint training funds.

The jointly developed and administered Paid Educational Leave Program utilizes industry experts, university analysts and political officials to examine and discuss the economic, technological, and political forces influencing the future of the worldwide automobile industry.

During these negotiations, the Parties have reconfirmed their support of the ~~National~~ Paid Educational Leave Program.

~~During the term of the 1990 National Agreement the parties developed a regional/local version of the PEL Program. It is the intention of the parties to refine and offer this option during the current agreement with funding to be provided from Local National Joint Training Committee accounts Funds. The National Training Center will also consider developing and providing a specialized PEL type program for individual plants based on local considerations.~~

Further, the parties agreed in 1990 to jointly develop a Union and Company Awareness Program regarding the long historical relationship between the UAW and Chrysler Group LLC. ~~The parties further agree that this program will be incorporated into the format of the National and Regional/Local PEL programs.~~

Very truly yours,

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CHRYSLER GROUP FCA US LLC
By A. A. Jacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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Employee Assistance Program

~~October 12, 2011~~ September xx, 2015

(109) Employee Assistance Program

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

~~Chrysler Group~~ FCA US LLC and the UAW continue to recognize that alcoholism and drug dependency are health problems which may be successfully treated, given early identification and appropriate rehabilitation therapy. Furthermore, as with alcoholism and drug dependency, emotional disorders and serious personal problems can adversely affect job performance.

It is in the Company's and Union's mutual interest to provide a framework within which UAW-represented ~~Chrysler Group~~ FCA US LLC employees voluntarily and confidentially may seek professional counseling, treatment, family intervention, or other assistance and information about what benefits are available to address such problems. Similarly, it is in the parties' interests to generally encourage, educate and otherwise help employees pursue more healthful life styles, and expand educational opportunities in this area for the entire family. Working together the Union and ~~Chrysler Group~~ FCA US LLC can achieve common goals in those areas. In this regard, the parties accordingly established a joint Employee Assistance Program under the UAW-Chrysler National Training Center (NTC).

The Program provides for: (1) early identification and voluntary assessment of seniority employees having alcoholism or other drug dependency problems as well as emotional disorders or serious personal problems; (2) referral of such employees to recognized providers for professional diagnostic evaluation, counseling or treatment; and (3) an ongoing support system with appropriate follow-up on their counseling or rehabilitation progress. While the Program's primary purpose is to assist employees having such problems and help Union and Management Representatives deal effectively with such situations, it also encourages employees to obtain information about the dangers of substance abuse and other addictions, and serious family and personal problems. Additionally, the Program covers how to recognize the existence of such problems, and the

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availability of counseling or treatment referral services for immediate family members having such problems.

Employees with alcoholism, drug dependency, emotional, family, or other personal problems will be able to seek help voluntarily without having to be concerned that their employment status will be affected because they have sought help for such problems. Such employees, however, would continue to be subject to the same standards of performance and conduct expected of any other employee, irrespective of participation in the Employee Assistance Program. Employees requiring a leave of absence for the treatment of health problems will be issued such leave in accordance with the provisions of the Collective Bargaining Agreement. Insurance benefits, if any, for the treatment and the absence will be determined in accordance with the Agreement.

The parties recognize the value of conducting critical incident "stress debriefings" after a trauma, such as an employee suicide, a major injury accident, violence or death at the work site, etc. Appropriate debriefings for employees traumatized by such events are in the best interest of the Union and the Company. In this regard, the parties agree to continue the Critical Incident Response Program. Also, in light of increasing workplace violence, the parties have implemented a comprehensive Workplace Violence Prevention Program. Through joint Workplace Violence Prevention Local Response Teams (LRT), at every location, whose activities shall be governed by the mutually agreed upon NTC LRT Policy and Procedural Guidelines, designated representatives of union and management have the opportunity to work cooperatively toward preventing troubling situations from worsening, while maintaining the integrity of their respective roles. The parties agree that the best way to prevent threats and potential violence from becoming a reality is by treating all employees with respect and through early identification, intervention, and referral of employees who may be having such problems, to their EAP Representatives. The parties also agree to continue updating the Workplace Violence Prevention procedures, including NTC Local Response Team Policy and Procedural Guidelines, and providing awareness, education and training on procedures for Local Response Team members through the UAW-Chrysler National Training Center.

The Joint Activities Board (JAB) will continue to fund the development, central administration and arrangement of necessary services regarding delivery of the Employee Assistance Program. The NTC will continue to assist locations in implementing the Program. In that context, the NTC will provide training or instructions deemed necessary to qualify Employee Assistance Program representatives to satisfactorily perform their duties; and, will arrange for necessary promotional, professional referral and other support services from appropriate national and local company or external resources. Also, the NTC will continue its support of alternative counseling techniques, such as a Chaplaincy Program, in support of local EAP programs and EAP representatives. Recommendations in this area will be presented to the Joint Activities Board as appropriate.

The JAB will continue to direct and guide the development, administration, and delivery at the national level. The Board will continue to be comprised of equal numbers of representatives of the UAW and the ~~Chrysler Group~~ FCA US LLC appointed respectively by the UAW Vice President and Director of the National Chrysler Department and the Company's Vice President, Employee Relations. The EAP process will function under the umbrella of the Local World Class Partnership Council (LWCPC) and under the joint guidance of the Plant/PDC Manager or Human Resources Manager, and the local union

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President. All program activities will be governed by the requirements outlined in the EAP Policy and Procedural Guidelines. The Plant/PDC Manager, or Human Resources Manager and the local union President will meet monthly with the EAP representatives to coordinate all EAP Program activities, including promotion of the program to employees, the training of supervisors and union representatives at their locations, and continuous improvement of the Program, consistent with the provisions of this letter and the guidelines established by the JAB. The EAP representatives will also participate in, and report data reflecting their activities, in a manner not to violate confidentiality, at meetings of the Local World Class Partnership Council, (LWCPC). ~~Proposals and requests for funding concerning delivery of local programs and related services under the Program will be reviewed by the NTC and be subject to approval by the JAB. In reviewing such proposals, consideration will be given to the availability of funds and proposal consistency with the Program's objectives.~~

Early identification and assessment of employees needing assistance is a key element of the Program and increases the possibility of a successful outcome. Also, follow-up by EAP representatives, and on-going support through on-site support groups and family awareness is critical to maintaining healthy lifestyles. The parties further recognize that while it is the responsibility of management to maintain discipline and to invoke disciplinary measures where and when appropriate, both local management and union representatives at all levels have the responsibility to exercise their best efforts toward the objective of early identification of employees whose behavioral problems may be linked to medical and/or personal causes and to strongly encourage them to seek assistance. To facilitate their critical roles in the intervention process, participation in EAP education and training by supervisors and chief stewards is essential, and valuable for other local union and management leadership. This education and training will be provided in a variety of formats. In addition, educational materials and information on resources available through EAP, such as a newsletter and a telephone access EAP Resource and Referral Service will be made available by the NTC to employees and their families as a means to further support early intervention.

The parties recognize the value of providing social support to employees making positive lifestyle changes, and where the local parties agree, on-site, employee-conducted support group meetings will be permitted for employees, on their own time. EAP representatives, with the assistance of the LWCPC will be responsible for arrangements.

Further, it is recognized that a perceived stigma may be attached to involvement with EAP. Therefore, joint local EAP teams, along with the LWCPC, will work to generate a climate which reduces the effects of social stigma associated with mental disorders, alcoholism, drug dependency and other personal problems that act as a barrier to employees receiving needed help to resolve personal problems. To this end, consideration will be given to the location of the EAP's office in the plant ensuring the greatest privacy and confidentiality.

The parties agree to continue improving the quality and performance of the EAP Program and EAP representatives' services. Therefore, the NTC will benchmark other programs and develop National UAW-Chrysler EAP Program standards based on: the most successful practices, standards developed by other joint programs and professional organizations, and input from EAP representatives. The NTC will provide training on the

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implementation of these standards and assist with the resolution of any implementation problems.

Also, newly-appointed EAP representatives will receive a thorough orientation on the background, history, development and focus of EAP Program standards, as well as methods for coordinating a local EAP Program. To ensure that newly-appointed EAP representatives become proficient in EAP core technology, and are able to provide a professional level of service, they will be required to meet all NTC-approved EAP requirements for certification, within three (3) years of their appointment. Newly-selected EAP representatives must possess the skills necessary to take and pass such a certification examination. Failure to achieve such a credential within the allotted time period could result in the representative being removed from the Employee Assistance representative position by the UAW Chrysler Department. Newly appointed representatives will, where feasible, be selected two weeks prior to the departure of the preceding representative, for purposes of training and a smooth transition of responsibilities.

Confidentiality is a critical element in the success of an EAP Program. To preserve the integrity of the Program and employee trust, EAP representatives will adhere to professional standards of confidentiality, except where limited by federal, state, local or Chrysler Group FCA US LLC rules and regulations regarding confidentiality, disclosure of client information, or threats. These limits will be explained to employees. Because violations of confidentiality may destroy a program at the local level, and embarrass and offend employees who have placed their trust in the EAP, proven violations of confidentiality by EAP representatives, either by omission or commission, will be taken seriously. If it is alleged that a violation has occurred, a joint investigation will be conducted, and appropriate action taken, up to and including termination of their appointment.

To ensure that employees receive effective alcohol, substance abuse and mental health care, The NTC will work jointly with the Health Care Benefit Joint Insurance Committee to research the most beneficial treatment practices.

It is understood that nothing contained herein or in the existing or future statements concerning the Employee Assistance Program or steps taken to implement its programs and related services shall be construed or interpreted as constituting a waiver of either the Company's or the Union's rights or responsibilities under the Collective Bargaining Agreement, nor is the Program intended in any way to create for any employee any enforceable obligation against the Company, the Union, or their representatives.

In addition, it is the parties' intent that any programs, approaches or related services to be provided under the Employee Assistance Program are not to be construed as benefits or insurance programs.

Finally, the Grievance Procedure set forth in the Collective Bargaining Agreement shall have no application to, or jurisdiction over, any matters related to the Program.

Very truly yours,
CHRYSLER GROUP FCA US LLC
By A. A. Iacobelli Glenn Shagena

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Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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Funding - Health and Safety Training and Research

~~October 12, 2011~~ September xx, 2015

(110) ~~Funding~~ Health and Safety Training and Research

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

In the Memorandum of Understanding - Health and Safety which supplements the ~~2011~~2015 Production and Maintenance Agreement the parties agree to direct and support joint health and safety activities at the national and local levels. These include providing additional joint health and safety training to enhance the safety awareness, hazard recognition, and technical skills of ~~Chrysler~~ FCA US LLC employees; developing guidelines to be used by the plants and Local Joint Health and Safety Committees to design local training programs and a system to review and approve such programs; and establishing a Joint Health and Safety Training Subcommittee to aid the National Joint Committee on Health and Safety in attaining its training objectives.

The parties also agree, as set forth in the Memorandum of Understanding - Health and Safety, to conduct mutually agreed upon occupational health research and to explore methods to improve communications between ~~Chrysler~~ FCA US LLC and the UAW in health and safety areas. The NJC will continue to be responsible for evaluating and approving the need for occupational safety and health research. The NJC and Joint Activities Board (JAB) will meet to determine funding needs for approved projects.

~~To ensure adequate funding for the above described activities, the Company will make available funding at four (4) cents per hour worked for health and safety training activities. In the event this Fund is depleted, subsequent funding for future recurring expenses, if approved by the Joint Activities Board, will be made available through National Training Funds to perform research as deemed necessary by the joint parties.~~

The parties recognize the need to better coordinate all joint training efforts at the operating unit level. As each unit is jointly developing local training priorities based upon such analysis, they will be asked to make health and safety a part of this process.

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To support this process, the parties agree to utilize joint health and safety funds to partially subsidize the cost of local health and safety training efforts. A formula for this subsidy will be developed annually by the National Joint Committee on Health and Safety and approved by the UAW-Chrysler Joint Activities Board.

Very truly yours,

CHRYSLER GROUP LLC FCA US LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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National and Local Training

October 12, 2014 September xx, 2015

(111) National and Local Training

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

~~Chrysler Group LLC FCA US LLC and the UAW reaffirm the need to continue and expand to improve and align joint training programs with the needs of our customers the National Training Center Program. Furthermore, the parties pledge to continue providing the resources necessary to assure that all employees receive training and development opportunities in order to produce a highly motivated, capable workforce that continually improves its own and the Company's ability to succeed in an increasingly competitive industry. To demonstrate this continuing commitment, the joint program coordinators the parties agreed to establish a joint study committee at the UAW-Chrysler National Training Center, with are authorized authorization derived from the Joint Activities Board, to evaluate all existing training programs and make improvements where necessary as well as make recommendations to the Joint Activities Board for the development and implementation of new programs reflective of the dynamic needs of employees and the company, especially in light of our changing workforce and emerging technology. Where appropriate, space permitting at locations designated by the Joint Activities Board, spouses and dependent children may attend certain training classes as defined by the joint study committee.~~

I. NATIONAL TRAINING CENTER

This National Training Center will promote and direct the development and implementation of skill development and training activities for active and dislocated employees. ~~Chrysler Group LLC FCA US LLC~~ and the UAW strongly encourage all employees to avail themselves of these activities.

Training and job placement efforts for dislocated workers will be focused on finding comparable employment as soon as possible. In plant closing situations, or in cases involving employees facing indefinite layoff where recall or future ~~Chrysler Group LLC FCA US LLC~~ placement is unlikely, the parties agreed that affected employees will receive up to

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four (4) hours release time for participation, in group information meetings, individual planning sessions and skill assessment. In addition, other pre-layoff activities will include, but not be limited to, basic skills training, counseling, alternative career training, job search, placement and related support services. Post layoff services will continue to be made available to laid off employees through the UAW-Chrysler National Training Center. Cases of partial plant closings will be reviewed individually and appropriate services provided. In either case, services will be reviewed and approved by the Joint Activities Board.

In order to insure that Training activities improve the performance of the enterprise and provide participants with enhanced job security, it is essential that the UAW-Chrysler National Training Center activities be integrated with the Company structures and business decisions. Therefore, the UAW-Chrysler National Training Center will expand its efforts to establish and maintain close communication with ~~Chrysler Group LLC~~ FCA US LLC Divisional staffs to improve employee awareness and access to training held at the World Class Manufacturing Academy. The NTC ~~and training functions to~~ will assure that the parties at all levels contribute to the development of effective joint training and development initiatives and utilize the resources and facilities of the National Training Center to disseminate effective training and development practices.

The duties and responsibilities of the UAW-Chrysler National Training Center will include the following:

- Identify Skill Development and Training ~~needs~~ opportunities for active employees in the areas of basic education, job-related and interpersonal skills.
- Design promotional materials and activities to encourage the expansion of Joint Union-Management efforts in our society.
- Sponsor appropriate activities to provide a forum for national experts from labor, academia, business, and government to convene and deliberate upon the future of Human Resource Development.
- Authorize studies, demonstration projects and research activities on topics of mutual interest and importance.
- Monitor and evaluate National ~~and Local Joint Training Committee Center~~ Activities and provide status reports to the Joint Activities Board
- Investigate other career and training counseling alternatives.

II. RESPONSIBILITIES/LOCAL JOINT TRAINING COMMITTEE

~~The Local Joint Training Committee, as described in the Memorandum of Understanding — Joint Activities, will be responsible for the Local Joint Training Committee Program. Additionally, the Local Joint Training Committee will be involved in t~~ Training for directed at UAW-represented employees and will be assure that, based on a comprehensive needs analysis, and as required, a training programs will be identified and provided to are readily available which enable employees to improve upon and upgrade their basic education, job, and interpersonal skills. Local facilities are responsible to identify and provide operator-specific training per the needs analysis.

Very truly yours,

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CHRYSLER GROUP LLC FCA US LLC
By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

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FIAT CHRYSLER AUTOMOBILES

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Payroll Direct Deposit

~~October 12, 2011~~ September xx, 2015

(115) Payroll Direct Deposit

International Union, UAW

Attention: Mr. General ~~Holiefeld~~ Norwood H. Jewell

Dear Sirs:

Unless otherwise restricted by applicable state regulations, all payments to employees will be direct deposited to the bank or financial institution the employee designates. Employees who do not provide the necessary information to implement the direct deposit process will be placed on a pay card system. If restricted by applicable state regulations, employees not electing direct deposit or pay card will have their paycheck mailed to their address of record. Pay statements are available for employees to view/and or print via the internet and computers. Kiosks are available locally for the purpose of viewing pay statements. The Company will pursue technical applications whereby employees may use their personal electronic devices such as cell phones to view and submit certain Payroll related requests.

Very truly yours,
CHRYSLER GROUP LLC FCA US LLC
By A. A. ~~iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefeld~~ Norwood H. Jewell

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Sexual Harassment Prevention

October 29, 2007 September xx, 2015

(117) Discrimination and Harassment Prevention

International Union, UAW

Attention: Mr. General Holiefield Norwood H. Jewell

Dear Sirs:

The following is the text of Chrysler LLC's written and published guidelines In accordance with FCA US LLC (Policy 3-6) regarding Discrimination and Harassment Prevention.

PURPOSE:

~~Chrysler LLC~~ FCA US LLC is committed to providing a workplace that is free of discrimination and harassment. The Company expects that all persons in the workplace will be treated with dignity, their rights respected and their privacy maintained. Employees may obtain a copy of Policy 3-6 from their Local Human Resources Department.

It is a Policy of Chrysler LLC:

~~FREEDOM FROM DISCRIMINATION~~

~~Chrysler LLC's policy is to provide equal employment opportunity without regard to race, color, sex, sexual orientation, age, veteran status, marital status, religion, national origin, disability unrelated to the ability to perform a job, or any other basis protected by law. This applies to all aspects of employment, including hiring, job assignment, training, career development, promotion and compensation.~~

~~The prohibition against workplace discrimination also includes discriminatory treatment based on stereotypes or preconceptions associated with a protected category. For example, the prohibition against sex discrimination protects employees whose behavior or dress does not match the expectations of others for a particular sex; the prohibition against disability discrimination protects employees from adverse employment action based on unfounded perceptions that they are unable to perform their work due to substantially limiting impairments.~~

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~~FREEDOM FROM HARASSMENT—~~

~~Chrysler LLC does not tolerate harassment of any kind in the workplace including harassment based on a person's race, color, sex, sexual orientation, age, veteran status, marital status, religion, national origin, or disability that has the effect of interfering with the person's work performance or creating an intimidating, hostile or offensive work environment.~~

~~"Workplace" includes any Chrysler LLC facility as well as business settings such as Company travel, meetings with customers, suppliers, and members of the public and business-related social events.~~

~~Whether conduct constitutes harassment may depend on whether it is viewed as offensive by the individual who is the subject of the conduct. This means that an employee may violate this policy without intending to harass. Examples of conduct that may constitute harassment include unwelcome physical conduct; threats or intimidation; displaying offensive items or pictures; interfering with or sabotaging someone's work or personal or assigned property; and making jokes or inappropriate comments about a person's age, race, sex, religion, ethnicity, sexual orientation, marital status or disability. One act or a series of acts may constitute harassment.~~

~~This policy specifically prohibits sexual harassment. "Sexual Harassment" means unwelcome physical or verbal conduct that is either of a sexual nature, or directed to a person because of that person's sex, when:~~

~~submission to, or rejection of, such conduct is used as a factor in making decisions affecting hiring, evaluation, promotion, selection, or other aspects of employment or such conduct creates an intimidating hostile or offensive work environment.~~

~~Examples include unwanted sexual advances; sexual or sex-based commentary about an individual's body; touching; obscene comments or gestures; display or sexually suggestive objects or pictures; and questions or statements about sexual conduct or sexual orientation or preferences.~~

~~REPORTING A COMPLAINT—~~

~~Anyone who believes that he or she has been subjected to or witnessed activity or behavior in the workplace that violates this policy should make Chrysler LLC FCA US LLC aware of such conduct. A complaint may also be submitted to the EEOC (or similar state agency). Reports or complaints will not affect rights under any applicable collective bargaining agreement, including access to any grievance procedure. Notification within FCA US LLC should be made to:~~

~~Corporate Diversity Office (1-866-374-1208 ☎); The Ethics Helpline at (1-800-543-1391 ☎) and/or www.ethicshelpline.fcagroup.com or~~

~~The Local Human Resources Office; or~~

~~Management.~~

~~COMPLAINT INVESTIGATION—~~

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~~Chrysler LLC's~~ FCA US LLC's policy is to take discrimination and harassment complaints seriously. ~~Chrysler LLC~~ FCA US LLC will investigate all discrimination and harassment complaints in a timely and impartial manner. Moreover, ~~Chrysler LLC~~ FCA US LLC will use its best efforts to:

protect the privacy and reputation of all individuals concerned;

maintain confidentiality throughout the investigation process and share information only on a need-to-know basis; and assure that persons against whom allegations are made are treated fairly.

RETALIATION—

Retaliation against a person who in good faith reports, or participates in the investigation of, a discrimination or harassment allegation is strictly prohibited.

DISCIPLINE—

Employees who violate this policy will be disciplined up to and including discharge.

The Company and the UAW are in agreement that complaints of sexual harassment should be dealt with promptly and fairly under existing internal procedures as provided under Section (4) of the National Agreement, Letter (116) and Appendix A, the joint UAW - Management Sexual Harassment Complaint Investigation Process.

~~Further, the parties have agreed to provide training for Civil Rights and Equal Application Committees as specified under a separate Letter (158) of this Agreement.~~

Very truly yours,
~~CHRYSLER LLC FCA US LLC~~
By J. Franciosi Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General ~~Holiefield~~ Norwood H. Jewell

Appendix A

Sexual Harassment Complaint Investigation Process

Complaints of sexual harassment originate via many different avenues, i.e., an employee to Management, an employee to a Union Representative, from either a Management or Union representative directly, or anonymously. Accordingly, immediately upon any member of Management becoming aware of an allegation of sexual harassment when a Bargaining Unit employee is either the accused or the complainant, the following process is to be followed:

The involved facility Human Resources Manager (or designee) must be advised of the allegation of sexual harassment. They, in turn, will immediately contact the Local Union President (or designee) to make them aware of the allegation. In cases when a complaint is received from an anonymous source, the aforementioned parties will, before

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commencing with an investigation, confirm with the employee who is allegedly harassed that he or she, in fact feels sexually harassed. The local Human Resources Manager is also responsible for notification to the appropriate Group Human Resources Office, as well as the ~~Corporate Diversity Office~~ the Company's EEO Compliance and Governance Office of the sexual harassment complaint.

The involved Human Resources Manager (or designee) will advise the accused party that an investigation will be conducted and, accordingly, they could be placed "on notice" of potential disciplinary action, and that any act(s) of retaliation will not be tolerated. Dependent on the circumstances of the individual case, the Human Resources Manager may deem it prudent to suspend the accused individual(s) until the investigation is concluded.

An Investigation Team will be formed that will include at least one (1), but not to exceed two (2) representative(s) from the Local Union, which may include members of the local Civil Rights Committee, in accordance with Section (4) and Letters (116) and (117) of the National Agreement. Recognizing the desirability of an investigative team made up of one male and one female; each facility will attempt to structure the team accordingly. The ~~Corporate Diversity Office~~ EEO Compliance and Governance Office may elect to name a representative to serve as an additional member of the Investigative Team or, where the ~~Corporate Diversity Office~~ EEO Compliance and Governance Office is not part of the Investigative Team, local facilities are encouraged to confer with that activity for any guidance that may be required. In conjunction with ~~Corporate Diversity Office~~ EEO Compliance and Governance Office presence, the Chrysler Department - UAW may elect to also name an additional representative to the Team. Also, where the ~~Corporate Diversity Office~~ EEO Compliance and Governance Office is not part of the investigation, the local Human Resources Manager will, upon completion of such investigation, forward to that activity a confidential copy of the file. Investigations of sexual harassment are to be conducted in a lawful and as expeditious a manner as possible.

During interviews conducted in conjunction with a sexual harassment complaint, only members of the Investigative Team and the interviewee will be present. If the interviewed employee is a bargaining unit employee, he or she can have a Union Representative present during the interview. As part of the investigation, attempts will be made to obtain signed statements from all parties, including the complainant, accused, and witnesses where applicable. In cases where disciplinary action results, copies of all documentation and notes relied on as the basis for such action will be provided to the Union and Management Investigators. All individuals involved in the handling of sexual harassment complaints, from the original receipt of such complaint through the entire investigative process, are required, to the extent possible, to maintain maximum confidentiality of any information obtained or prepared during the process. No copies of information obtained or prepared by the Investigative Team will be provided to any employee.

Once the investigation has been concluded, the local Management, i.e., Human Resources Manager and facility operating head, shall review the facts with management team members and determine the appropriate action to be taken. The union team members will have no role in this determination and will make no recommendations regarding disciplinary action.

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In cases, however, where the ~~Corporate Diversity Office~~ EEO Compliance and Governance Office participated on the Investigative Team, the investigation results will be reviewed for final disposition by designees from:

- ~~Corporate Diversity Office~~ EEO Compliance and Governance Office
- Group Human Resources
- Corporate ~~Union~~ Employee Relations

Note: The Office of the General Counsel will, upon request, provide advice and counsel.

Actions taken in sexual harassment cases will be reported by the local Human Resources Manager to his or her respective Group Human Resources Manager, as well as the ~~Corporate Diversity Office~~ EEO Compliance and Governance Office. In cases where the ~~Corporate Diversity Office~~ EEO Compliance and Governance Office participated, final disposition shall be reported to the local Human Resources Manager by his or her respective Group Human Resources office. In all cases, the complainant is to be advised when the case is "closed." Such actions shall be monitored to ensure closure to all allegations is accomplished and corporate wide consistency relative to actions taken is maintained. Any discipline assessed shall be done consistent with normal requirements for notification, representation, etc. In cases where an employee is found to engaged in misconduct of a sexually harassing nature, the transfer of that employee or the transfer of the employee who made the complaint, will generally not be considered appropriate corrective action nor the sole remedy in resolving the complaint. Appropriate discipline, up to and including discharge, may be imposed.

Where the investigative process determines an allegation of sexual harassment was made falsely or maliciously, the complainant may be subject to appropriate disciplinary action, up to and including discharge. Obviously, this is not applicable to complaints that are brought forth in good faith, but are found to be inconclusive.

While the foregoing is an attempt to put in place guidelines which will allow the local facilities to investigate and dispose of the majority of sexual harassment complaints, it is important that care is taken to ensure all complaints are taken seriously, that an objective and thorough investigation consistent with ~~Chrysler LLC~~ FCA US LLC policies and applicable Collective Bargaining Agreements is conducted, and that fair and equitable action results.

The Company bears the ultimate responsibility for the enforcement of the laws and corporate policy which prohibits sexual harassment. Sexual harassment is something that cannot be tolerated by Management or the Union. Accordingly, the Company and the Chrysler Department of the International Union, UAW are committed to ensuring investigations of sexual harassment complaints are to be conducted in the spirit of determining the truth and subsequent sharing of all available pertinent information between the parties. The Union's involvement in no way precludes its grieving and resultant disciplinary action, since the assessment of such discipline would remain the sole discretion of Management.

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Division Health & Safety Review Boards

~~October 14, 1996~~ September xx, 2015

(122) Division Health & Safety Review Boards

International Union, UAW

Attention: ~~Mr. Jack Laskowski~~ Mr. Norwood H. Jewell

Dear Sirs:

A Division Health & Safety Review Board, co-chaired by the Environmental Health and Safety Division Lead and the UAW Chrysler Health & Safety Coordinator is established to include each major division having employees covered by this Agreement. The purpose of this review board is to meet and resolve health and safety issues that have not been resolved by the Local World Class Participation Council. Health and safety issues unresolved by the Division Review Board will be referred to the National Joint Committee on Health & Safety.

~~A Health & Safety Review Board, co-chaired by a Manufacturing Division General Manager or Vice President; and a member of the International Union, UAW Chrysler Department Health and Safety Staff (or other similar arrangement agreed to by the Company and the UAW National Chrysler Department), will be established to include each major division having employees covered by this Agreement. The NJC will participate in activities of this Board, which is expected to meet regularly to review and resolve health and safety issues and to disseminate corrective actions and information throughout their respective divisions.~~

Very truly yours,
CHRYSLER CORPORATION FCA US LLC
By T. Gallagher Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Jack Laskowski Norwood H. Jewell

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Funding of National JSOES Committee Activities

~~October 12, 2011~~ September xx, 2015

(131) Funding of National JSOES Committee Activities

International Union, UAW

Attention: Mr. General ~~Holiefeld~~ Norwood H. Jewell

Dear Sirs:

During the discussions in the 2014⁵ negotiations, the parties agreed that funding for the activities of the National JSOES Committee would be provided from ~~NATIONAL~~ Joint funds upon approval by the Joint Activities Board.

Very truly yours,
~~CHRYSLER GROUPE~~ FCA US LLC
By A. A. ~~iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General ~~Holiefeld~~ Norwood H. Jewell

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Plant Closing and Sale Moratorium

~~October 12, 2014~~ September xx, 2015

(136) Plant Closing and Sale Moratorium

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

As a result of your deep concern about job security in our negotiations and the many discussions which took place over it, this will confirm that during the term of the new Collective Bargaining Agreement, until ~~September 14, 2015~~ September xx, 2019, the Company will not close, nor partially or wholly sell, spin-off, split-off, consolidate or otherwise dispose of in any form, any plant, asset or business unit of any type, constituting a bargaining unit under the Agreement.

It is understood that conditions may arise that are beyond the control of the Company, e.g., acts of God, catastrophic circumstances, market related volume declines, or significant economic decline concerning the subject. Should these conditions occur, the Company will discuss such conditions with the International Union.

Very truly yours,
~~CHRYSLER GROUP LLC FCA US LLC~~
By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

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Sale of Operations

~~October 12, 2011~~ September xx, 2015

(138) Sale of Operations

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the Union requested the Company agree that any sale of an operation as an ongoing business would require the buyer to assume the ~~2011 Chrysler Group~~ 2015 FCA US LLC/UAW Collective Bargaining Agreement. The Company agreed to do so in the case of any such sale during the term of the ~~2011~~ 2015 Agreement.

~~Very truly yours,~~ Very truly yours,
~~CHRYSLER GROUP LLC~~ FCA US LLC
By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~General Holiefield~~ Norwood H. Jewell

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Mergers, Etc.

~~October 12, 2011~~ September xx, 2015

(144) Mergers, Etc.

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Mr. Norwood H. Jewell

Dear Sirs:

The Company agrees that it will not engage in any merger, restructuring, or other business combination unless the merged, restructured or combined entity resulting from such merger, restructuring or combination agrees to assume the ~~2011~~ 2015 Agreements applicable to the facilities or operations affected by such merger, restructuring or combination.

Very truly yours,
~~CHRYSLER GROUP LLC~~ FCA US LLC
By ~~A.A. Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~General Holiefield~~ Norwood H. Jewell

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Encouraging Suppliers to Hire Laid-Off Employees

~~October 29, 2007~~ September xx, 2015

(148) Encouraging Suppliers to Hire Laid Off Employees

International Union, UAW

Attention: Mr. General ~~Holiefeld~~ Norwood H. Jewell

Dear Sirs:

As we discussed recently, ~~Chrysler~~ FCA US LLC continues its concern for the future of our laid off seniority and temporary ~~part-time~~ employees. We have worked together on our mutual goal of finding re-employment opportunities for these employees as soon as possible looking both within and outside of the Company.

In this regard, ~~Chrysler~~ FCA US LLC intends to continue its policy of encouraging its suppliers to hire laid off ~~Chrysler~~ FCA employees where possible. These employees are a valuable, well-trained resource that have demonstrated their ability to manufacture quality products, and our suppliers will be so advised.

Very truly yours,
CHRYSLER FCA US LLC
By ~~J. Franciosi~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefeld~~ Norwood H. Jewell

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Joint Quality Recognition

~~October 12, 2011~~ September xx, 2015

(163) Joint Quality Recognition

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sir:

In recognition of past successes and achievements that UAW represented employees and non-represented employees have had on quality at ~~Chrysler Group LLC~~ FCA US LLC, the Parties renew their commitment in support of the World Class Partnership, without bias, as a "Path Forward" in our aim to achieve world class excellence and recognition in quality.

~~Within 120 days after ratification, the~~ The Joint Activities Board will convene to discuss the best way continue to support and promote employee involvement and ownership of individual actions that are essential elements of our World Class Partnership and its impact on product quality.

Very truly yours,
~~CHRYSLER GROUP~~ FCA US LLC
 By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: ~~General Holiefield~~ Norwood H. Jewell

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Americans with Disabilities Act

September 27, 1999 xx, 2015

(171) Americans with Disabilities Act

International Union, UAW

Attention: Mr. Stephen P. Yokich Norwood H. Jewell

Dear Sirs:

During these ~~current~~ negotiations, the parties discussed the effect of the Americans with Disabilities Act. The parties agreed that it is their mutual ~~interest~~ responsibility to jointly develop understandings covering the rights of qualified persons with disabilities.

Accordingly, the parties agreed that the Vice President of Employee Relations of the ~~Corporation~~ Company and the Vice President and Director of the Chrysler Department, International Union-UAW will each designate three (3) individuals to serve on an ADA Advisory Committee. This Committee ~~may~~ must meet and confer at mutually agreeable times to discuss these matters.

Additionally, the Advisory Committee may discuss the concerns of either party relative to the ~~Corporation's~~ Company's implementation of ADA legislation.

Further, with respect to military personnel and veterans covered by the ADA, the parties agree that the ADA Advisory Committee will meet to discuss the process of employment and re-employment to ensure that these individuals receive the respect and attention they deserve and to help them gain a valuable and rewarding work experience.

Very truly yours,

~~DAIMLERCHRYSLER CORPORATION~~ FCA US LLC

By: T. Gallagher Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Stephen P. Yokich Norwood H. Jewell

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Safety and Health Audits

~~October 29, 2007~~ September xx, 2015

(174) Safety and Health Audits

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Mr. Norwood H. Jewell

Dear Sirs:

During the current negotiations, the parties discussed the ongoing Joint Safety and Health Audit Program. With regard to this audit program, the parties agreed that future joint safety and health audits will continue to be conducted by a team of trained safety and health professionals under the direction of the National Joint Committee.

A joint audit team has been established at the National Training Center consisting of three (3) UAW International Representatives appointed by the Vice President and Director of the Chrysler Department UAW and three (3) Management Safety and Health professionals appointed by the Senior Vice President of Employee Relations. Both parties recognize the need to maintain a staff of qualified safety and health auditors. The National Joint Committee will develop specific training requirements for audit team members. At a minimum, the audit team members will receive annual training related to Company Health and Safety Policies, and "hands-on" training for hazard identification consistent with Company Policies. Depending upon knowledge and health and safety experience, new members may be required to complete up to four (4) weeks of training within ninety (90) days of appointment or as soon thereafter as class availability permits.

A Nurse will accompany the audit team to verify plant compliance in medical programs and procedures. It is understood that this position will be filled by utilizing existing staff on a rotational basis and that their time spent on the audit will be limited to their specific audit function. The audit team will consult with Corporate Medical staff during each audit to ensure consistency with the joint audit process.

The National Joint Committee will continue to review and provide input to the audit team on the audit program criteria as required. At least once per year, the UAW-FCA Health and Safety Department Coordinators will identify a joint audit criteria review team (from existing NTC Health and Safety Staff and Corporate OSH) to update the audit criteria. Updates to the criteria will include revisions to Company policies and applicable government regulations. Audit criteria changes shall be communicated to all facilities prior to implementation, and facilities will be afforded appropriate opportunity/time to conform with such changes in accordance with provisions/requirements communicated jointly by NTC Health and Safety Department and Corporate OSH.

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The designated UAW-Chrysler Joint Safety and Health audit team will conduct audits as deemed necessary, but in no case less than once every ~~two years~~, for manufacturing facilities and Centerline PDC, and once every three years for ~~of~~ all other facilities covered under the M-3 MOU as directed by the NJC.

The parties recognize the critical importance of these audits to the Company, the Union, and the employees. To that extent, the parties agree to use their optimum efforts to (i) maximize the number of audits performed and (ii) to ensure scheduled audits are conducted on a timely basis. Adjustments to approved audit schedules or staffing levels must be authorized by the National Joint Committee. The parties further recognized the demands put upon audit team members and the Union expressed concern that, on occasion, outside intervention has impeded audit schedules and training program development. In the future, if outside intervention forces a change in the audit schedule or delays program development, the matter will immediately be taken up with the Joint Activities Board for prompt resolution.

Very truly yours,
CHRYSLER LLC FCA US LLC
By J. Franciosi Glenn Shagena

Approved and Accepted:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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Technology Training Center

October 12, 2014 September xx, 2015

(181) Technology Training Center

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

During the 1993 negotiations, the parties agreed to establish the UAW-Chrysler Technology Training Center (TTC) to provide a centralized location in which to train and upgrade employee skills. Since its inception, the TTC has become a major provider of technical training for UAW represented Chrysler Group LLC workers.

In 2003, the parties agreed to convene a joint study group to identify methods to improve effective utilization of the TTC. The group made a number of recommendations that were implemented and have resulted in a decreased number of "no shows" and "late cancellations" that had been disrupting TTC training efforts.

During these negotiations the parties discussed several issues critical to the future success of the TTC including how to ~~make continue the~~ TTC's role as the primary facility for Skilled Trades Training. It is also recognized that the training of the skilled trades and other identified groups of employees is critical to improving productivity and quality while minimizing equipment downtime. ~~However, the speed with which technology is advancing challenges our ability to plan and effectively react.~~

In an effort to effectively address the rapidly changing technology, the parties agreed to establish ~~an~~ senior level advisory group to ~~determine future training requirements~~ identify, as far in advance as possible, current and future technology. The advisory group will consist of the following members: TTC Joint Technical Training Coordinators, Senior level and Representatives from Manufacturing Engineering (ME), and Advance Stamping Manufacturing Engineering (ASME), TTC and Government Affairs representatives. ~~The advisory group will meet on a semi-annual basis to define a process to identify future technologies; determine, discuss and review potential effects and timing of that such technologies have on each division;.~~ The advisory group will also identify any designate a process to address skill gaps associated with the changing technology; and oversee the development and execution of an integrated training plan, utilizing WCM

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processes and methodology with assistance from the WCM Academy Team, as required. Internal and external technical resources may be included on an ad hoc basis. The advisory group will ~~be established and meet initially within ninety (90) days of ratification and at least semi-annually thereafter.~~ work diligently to recommend the proper equipment and develop the appropriate curriculum.

The parties discussed the perception that participation in training at TTC is voluntary. It was clarified and confirmed that training conducted at TTC is required, and exceptions will be made only on a case by case basis. It is also recognized that the training must be identified and directed by Management as relevant to one's ability to perform successfully on the job on new or different technology or improving a skills gap for skilled trades or other identified groups or individuals. As such, employees identified for training will be required to report to TTC, irrespective of geographic location.

The UAW-Chrysler Technology Training Center will continue to be responsible for six (6) major components:

1. Skilled Trades ~~Rationalization and~~ Core Skills Training
2. Production Worker Technical Skills Program
3. New Processes Training
4. Apprenticeship Training
5. Safety Training
6. Salaried Technical Training

Also, during these negotiations, the parties discussed at great length the many issues that continue to impact the effective utilization of the UAW-Chrysler Technology Training Center. Issues that negatively affect opportunities to increase participation were also discussed. We concurred that the complexities and ramifications of these issues require more in depth review and study.

Funding for the UAW-Chrysler Technology Training Center will be determined by the Joint Activities Board.

Very truly yours,
CHRYSLER GROUP FCA US LLC
By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Hollifield~~ Norwood H. Jewell

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Vacation Replacement Hiring

~~October 14, 1996~~ September xx, 2015

(185) Vacation Replacement Hiring

International Union, UAW

Attention: Mr. Jack Laskowski Norwood H. Jewell

Dear Sirs:

During these negotiations, the Union voiced concern regarding parties discussed the hiring of vacation replacement employees to fill temporary openings which in effect were regular full-time jobs to replace seniority employees who take vacation leaves of absence during peak times.

To address this concern, the parties agreed to the following procedure:

-- Vacation replacements may be utilized for the period beginning the first Monday in May and ending no later than the first Saturday following the Labor Day Holiday to replace seniority employees who take vacation leaves of absence.

-- The Union is assured that when hiring vacation replacement employees, it is not the Company's intent to hire more employees than are needed to replace the seniority employees expected to be on vacation from that plant during the succeeding weeks. However, both parties acknowledged that the number of seniority employees on vacation leaves of absence at a plant fluctuates from day to day and week to week and hence the number of vacation replacement employees at work may not coincide with the number of seniority employees on vacation at the plant. The Union was also assured that vacation replacement employees will not be hired solely for the purposes of circumventing regular full time hiring.

-- In addition, a vacation replacement employee will not be hired at a plant when there are laid off seniority employees from that plant or laid off seniority employees at other Company plants in the same labor market area, established under the Supplemental Unemployment Benefits Plan, Exhibit "D".

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-- Plant Management will give advance written notification to both the Local Union and Corporate Union Relations Administration with regard to the anticipated number of vacation replacement employees that will be required. Upon receipt of this information, Corporate Union Relations will meet with the International Union no later than the third Monday in April and identify the number of vacation replacement employees that may be hired at each respective location.

Notwithstanding the above procedure, the parties recognize that some local unions and plant managements have negotiated periods, other than the summer months, when employees may take vacation leaves of absence. In order to provide leaves of absence for vacation purposes during such periods or to address other special circumstances as they arise, it is agreed vacation replacement employees may be utilized subject to mutual agreement with the International Union.

When implementing this understanding, the Corporation Company will advise local managements to meet with the Local Plant Shop Committee to review the vacation requests received. In addition, whenever vacation replacements are employed, management will, upon request, provide to the appropriate Plant Shop Committee person the names and departments of the vacation replacement employees working in their district.

Although the parties agreed that the Corporation Company has the right to determine which prospective temporary vacation replacement employee may be selected for additional employment opportunity, the Corporation Company commits to giving serious consideration to a vacation replacement employees becoming regular full-time a temporary employees provided the vacation replacement employee expresses the wish to become a seniority temporary employee, there is a regular, full-time temporary opening in the plant, and management agrees to make such change in the employee's status. If such employees are not made seniority temporary employees, they shall be separated from the roll. Corporate Union Relations will meet with the International Union and apprise them of the number of temporary vacation replacement employees that are scheduled to be laid off. It is further agreed that the International Union, UAW and the Local Union will be provided the names of those vacation replacement employees who have been separated from the rolls and those whose status will become that of a regular full-time temporary employee. In the event the Local Union claims the layoff of a vacation replacement employee is not for cause, it shall promptly refer the matter to Corporate Union Relations and the International, UAW for resolution.

Problems relating to the implementation and administration of the above provisions may be raised by either party in a timely fashion each year, before vacation schedules have been finalized, and resolved by mutual agreement of the Local Plant Shop Committee and the Company. In the event a problem cannot be resolved by the local parties, the matter may be submitted to the International Union, UAW and Corporate Union Relations.

Very truly yours,
CHRYSLER CORPORATION FCA US LLC
By T. Gallagher Glenn Shagena

Accepted and Approved:

Handwritten signature
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INTERNATIONAL UNION, UAW
By ~~Jack Laskowski~~ Norwood H. Jewell

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P M & P / LMA

Recycling Programs

~~October 18, 1993~~ September xx, 2015

(188) Recycling Programs

International Union, UAW

Attention: ~~Stan Marshall~~ Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties discussed the Corporate Policy and directives relative to vehicle recycling and waste minimization program. Both of these directives affirm the ~~Corperation's~~ Company's commitment to natural resource conservation and the protection of the environment.

Vehicle recyclability and the use of recycled materials are an increasingly integral part of the Company's vehicle program planning and development process. The ~~Corperation's~~ Company's goal is to facilitate recycling of our products through such means as material selection, assembly techniques, and manufacturing processes. We also encourage recycling by purchasing recycled materials. Further, we commit to jointly discussing the recycling process and identifying new materials for recycling with the Union.

The ~~Corperation~~ Company continues to be a strong supporter of recycling programs and has implemented numerous recycling initiatives at its locations. ~~Chrysler~~ The Company is also active in recycling initiatives in the various communities in which it operates. ~~Chrysler~~ The Company supports many community projects to increase the awareness of environmental issues and to promote ways of establishing recycling as a way of life. The involvement of ~~Chrysler~~ FCA US LLC employees in these projects has been well received and is a major reason for their success.

The ~~Corperation~~ Company and the Union will jointly continue to encourage and support recycling efforts of local communities, Local Unions, and employees, consistent with Corporate Policy, which will support the protection and the conservation of the environment, both at the Corporate level, as well as the Local level.

Very truly yours,

~~CHRYSLER CORPORATION~~ FCA US LLC

By: T. Gallagher Glenn Shagena

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Accepted and Approved:

INTERNATIONAL UNION, UAW

By: ~~Stan Marshall~~ Norwood H. Jewell

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Up-Front Lump Sum Payment

~~October 12, 2011~~ September xx, 2015

(189) Up-Front Lump Sum Payment

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

~~_____ In recognition of the significant past service and sacrifices made by Chrysler Group LLC employees, a total payment of \$3,500 will be paid as follows:~~

~~(a) During the present Negotiations, The Company agreed to provide an up-front lump sum payment of \$1,750- \$4,000 to each member of the Union hired prior to October 29, 2007 and \$3,000 to each member of the Union hired on or after October 29, 2007 and prior to the effective date of the Agreement who is on the active roll on the effective date of the Agreement in recognition for services that will be performed over the contract period and as part of the wage increase. As has been our practice with prior up-front lump sum payments, t~~ The payment is conditioned solely on the membership's ratification of the Agreement and is paid to such eligible members whether or not the eligible member votes for ratification ~~or performs any future services for Chrysler Group LLC~~. Such payment shall be made in the second pay period following receipt by the Company of written notification of ratification of this Agreement.

Eligible employees who are represented by the Union are defined as those whose status with the Company on the effective date of this Agreement is one of the following:

- Active with seniority
- On temporary layoff status;
- On Pre-Retirement Leave;
- On leave pursuant to Family Medical Leave Act;
- On vacation, receiving paid absence allowance, receiving bereavement pay, on jury duty

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- On leave of absence beginning not earlier than ninety (90) days prior to the date of the Agreement;

~~(b) Additionally, the Company agrees to provide a one-time lump sum payment of \$1,750 upon achievement of the following financial result:~~

~~———— The ratio of Modified Earnings Before Interest, Taxes, Depreciation and Amortization (Modified EBITDA) to Net Interest Expense as defined and reported in the Company's SEC filings is equal to or greater than 5 to 1 for four (4) consecutive quarters within the term of this Agreement beginning with the first full quarter after ratification of this Agreement.~~

~~———— Eligible employees who are represented by the Union and whose status with the Company on the last day of the fourth quarter in which this financial result is met are defined as:~~

- ~~• ——— Active with seniority~~
- ~~• ——— On temporary layoff status;~~
- ~~• ——— On Pre-Retirement Leave;~~
- ~~• ——— On leave pursuant to Family Medical Leave Act;~~
- ~~• ——— On vacation, receiving paid absence allowance, receiving bereavement pay, on jury duty~~
- ~~• ——— On leave of absence beginning not earlier than ninety (90) days prior to the date of the Agreement;~~

~~———— Such payment shall be made to eligible employees within thirty (30) days of the Company's 10-Q filing for such fourth consecutive quarter financial results.~~

In addition, should the National Chrysler Department raise any questions of equity in application regarding specific such members, the Company agrees to meet on such cases to review the facts.

Very truly yours,
CHRYSLER GROUP LLC/FCA US LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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Local Technical Training Committee

October 12, 2011

(190) Local Technical Training Committee

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

During these negotiations, there was extensive discussion regarding the roles and responsibilities of the Local Technical Training Committees (LTTC). The parties agreed to continue the presently established LTTC's and to create such committees at UAW-represented ~~Chrysler Group LLC~~ FCA US LLC facilities where they do not currently exist. These committees will be responsible to plan and coordinate local technical training for production, as well as skilled trades employees, by jointly reviewing current and approved planned equipment timing, identifying training needs, developing training plans, and coordinating training activities between the plant and the UAW-Chrysler Technology Training Center.

The committees will be comprised of no more than four (4) Union and four (4) Management members, which shall include a production representative, a skilled trades representative, and the facility's Human Resource Manager or designee. Committee members, preferably with training responsibilities or expertise, will be selected by the Co-Chairpersons of the Local World Class Partnership Council (LWCPC). The LWCPC will ensure appropriate Salary representation on the Local Technical Training Committee to address training which has been identified for the Salary unit(s).

Additional internal resource personnel may attend LTTC Committee meetings, as appropriate. It is understood that non-UAW and non-~~Chrysler Group LLC~~ FCA US LLC persons will not serve in a decision-making capacity on these committees, but may provide professional assistance to the committee, as needed.

The LTTC will be a subcommittee of the LWCPC and will meet monthly or as required by the LWCPC Co-Chairs.

The UAW-Chrysler National Training Center will develop Local Technical Training Committee guidelines and procedures, recommend training for members of the LTTC, and

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monitor the progress of these committees on a regular basis. The Joint Technical Training Coordinators will ensure program alignment with manufacturing operations and as required, with mutual agreement, the parties will convene a Joint LTTC Leadership training at the World Class Manufacturing Academy to provide required LTTC training needed to successfully introduce and launch new training initiatives.

In accordance with the provisions of the 2007 P,M & P Agreement regarding manufacturing LTTC members and their selection, the LTTC shall consist of one (1) production and one (1) skilled trades employee assigned on a full-time basis, 40 hours per week, except as otherwise agreed. All LTTC members will be jointly selected by the LWCPG Co-Chairs in accordance with the "June 18, 1997 published guidelines."

~~This confirms our understanding that at the conclusion of these negotiations the Parties agree to meet within ninety (90) days of ratification to review the current LTTC roles and responsibilities outlined in the LTTC member handbook. The parties agree to modify the LTTC roles and responsibilities as required to meet current operating conditions and facility needs, such as tracking production and skilled trades training in TEDs~~ the Learning Center, in accordance with this letter.

Very truly yours,
CHRYSLER GROUP LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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UAW-DaimlerChrysler Scholarship Program for Dependent Children

September 29, 2003-xx, 2015

(194) UAW-DaimlerChrysler Scholarship Program for Dependent Children

International Union, UAW

Attention: ~~Mr. Nate Gooden~~ Norwood H. Jewell

Dear Sirs:

~~DaimlerChrysler Corporation~~ FCA US LLC and the UAW recognize the importance of continuing education for college-aged dependent children of UAW-represented workers. In this regard, the Union and the Company agreed to ~~continue offer~~ the UAW-DaimlerChrysler National Training Center (NTC) Scholarship Program for Dependent Children of active UAW-represented FCA US LLC employees.

The Tuition Assistance Program joint committee coordinators ~~established by the Joint Activities Board~~ will continue to direct the delivery of a program based on the following:

- Applicant Eligibility: Dependent children of active, ~~retired, or deceased~~ UAW-represented ~~DaimlerChrysler~~ FCA US LLC employees who are pursuing a post-secondary education degree or training at an two year or four year institution accredited by a governmental or nationally recognized agency are eligible to apply for tuition assistance. For purposes of this program, the definition of dependent must be the child of the employee, or of an employee's spouse, by birth, legal adoption or legal guardianship. ~~will be as defined in the UAW-DaimlerChrysler Legal Services Plan.~~

- Scholarship Amount: The program will reimburse applicant ~~provide~~ for tuition and/or compulsory fees ~~to be paid~~ following:

- Proof of satisfactory completion of semester coursework,
- Proof of dependency, and
- Proof of payment.

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directly to the school providing the course in which the applicant intends to enroll. The amount and the number of scholarships made available annually will be determined and communicated by the Joint Activities Board. The scholarship is limited to an annual benefit level award of up to \$1,500 per eligible dependent.

- Scholarship program details are located on the UAW-Chrysler National Training Center Website.

- Funding: Funding for this program, including administrative costs, will be provided through the UAW-DaimlerChrysler National Training Center as determined by the Joint Activities Board.

- Administration: The Plan will be jointly administered by the UAW-DaimlerChrysler National Training Center (NTC).

The National Training Center has the authority and discretion to interpret the terms of the Scholarship Program, including but not limited to, the authority and discretion to approve schools and courses, and to issue guidelines.

Payments under the UAW-DaimlerChrysler Scholarship Program for Dependent Children will be subject to applicable federal, state, and local income tax provisions.

Very truly yours,

DAIMLERCHRYSLER CORPORATION FCA US LLC

By J. Franciosi Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Nate Goeden~~ Norwood H. Jewell

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Apprentice Diversity

~~October 12, 2011~~ September xx, 2015

(195) Apprentice Diversity, Outreach and Selection

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sir:

During the 2014~~5~~ Negotiations the parties reviewed many aspects of the ~~Chrysler~~ FCA US LLC-UAW Apprenticeship Program, including diversity issues. The parties continue to recognize that additional methods and strategies must be considered which might better prepare individuals who may want to select the skilled trades as a profession. Further, it was agreed that every effort must continue to be made in outreach activities to inform, educate, and encourage ~~potential minority and female~~ the inclusion of diverse candidates and those protected by law to consider skilled trades work as a future career option.

To this end, the parties have agreed to maintain the committee established for this purpose composed of four (4) members of the National Apprenticeship Committee, two (2) of whom shall be Representatives of the International Union and two (2) of whom shall be Representatives of the Company. Accordingly, the Committee will continue to study and recommend even more new and innovative approaches to attract a more diverse pool of qualified candidates for future skilled trades opportunities. The recommendations of this committee shall be presented to the full membership of the ~~Chrysler~~ FCA US LLC-UAW National Apprentice Committee for consideration and implementation.

Additionally, notwithstanding the provisions of Section 15 (b) (2) of the Supplemental Agreements Provisions Pertaining to Apprentices, the ~~parties agree to continue to support~~ International Union and the Company may develop an in accordance with applicable Federal and State laws, the activities of the Alternative Alternate Apprentice Selection pProcedure for designed to promote minority and female the inclusion of diverse qualified candidates and those protected by law. selection consideration applicants in accordance with applicable federal and state laws. This Alternate Selection Procedure will be reviewed with the FCA US LLC-UAW National Apprentice Committee. External

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candidates, if any, for such positions must meet all pre-employment criteria established by the Company.

Very truly yours,
CHRYSLER GROUP LLC-FCA US LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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Joint Leadership Involvement in Health & Safety

~~September 27, 1999~~ September xx, 2015

(198) Joint Leadership Involvement in Health & Safety

International Union, UAW

Attention: ~~Mr. Stephen P. Yokich~~ Norwood H. Jewell

Dear Sirs:

Each ~~DaimlerChrysler~~ FCA US LLC location has established a ~~Local Employee Participation Council~~ Local World Class Participation Council to coordinate leadership involvement in all Joint Activity Programs including the area of Health and Safety. This committee was developed for the purpose of reinforcing direct involvement, by upper management and elected union official leadership, in joint activity programs including, the attainment of the plant's general health and safety goals, ~~and in the resolution of ongoing plant health and safety issues.~~

During these negotiations, the parties mutually agreed that the ~~Local Employee Participation Council~~ LWCPC shall provide active support for Health and Safety related matters.

Very truly yours,
~~DaimlerChrysler Corporation~~ FCA US LLC
By ~~T. Gallagher~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Stephen P. Yokich~~ Norwood H. Jewell

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Metal Working Fluids

~~October 29, 2007~~ September xx, 2015

(199) Metal Working Fluids

International Union, UAW

Attention: Mr. General Holiefield Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties discussed at length the exposure levels of metal working fluids within the Company's facilities. The parties recognize that the Company has made great strides in the past few years in improving our plants' environments. Our new facilities have been engineered with significant attention to employee health and safety, resulting in metal working fluid levels well below 1.0 mg/~~m~~M3. Moreover, as new equipment has been placed in existing facilities, similar results have been achieved. Likewise, in existing facilities, a variety of means and efforts associated with current systems have resulted in impressive improvements over pre-existing conditions. These efforts and new tooling (installed and projected) at existing facilities have dramatically reduced overall Company mist levels. In fact, in those locations with new installations, we believe the overall environmental average for the area or plant is at or below 0.5 mg/~~m~~M3.

The Company advised the Union of our intent to continue similar efforts throughout the life of the current Agreement. To that end, we will endeavor to engineer and design new equipment to attain a level of 0.5 mg/~~m~~M3 time weighted average (TWA) for initial production start-up. Furthermore, efforts will be made to attain this level after start-up. Moreover, the Company agreed that, for its existing equipment, it will strive to ~~obtain~~ control mist levels at a Company Chrysler exposure guideline of 1.0 mg/~~m~~M3 or less.

Medical surveillance (consisting of a standardized respiratory symptoms questionnaire) for respiratory effects of ~~machining-metal working~~ fluids will be offered to employees who regularly work in operations with ~~machining-metal working~~ fluids. The questionnaire will be made available to workers on an annual basis and/or when they visit the medical department. The status of the medical surveillance participation will be documented at a Weekly Incident Review Board Meeting (WIRBM).

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During the life of this Agreement, powertrain plants performing machining operations will conduct mist mapping on a biennial basis. Each map will be dated and color coded to show ranges ~~or of~~ representative mist levels ~~as identified above~~ based on NJC guidance, for each bay in each department where machining operations are performed and areas where mist may be reasonably expected to migrate. In addition, the LJHSC and Corporate Industrial Hygiene will conduct an annual review of plant mist maps, with more frequent mapping completed in areas of employee concern and/or where changes to the operation/process may impact plant mist levels. The Company agrees to provide the LJHSC and the UAW Health and Safety Trainer at affected plants, specialized training in mist mapping, including the use of existing Industrial Hygiene direct areas read air sampling equipment. The Plant LJHSC may accompany the ~~Chrysler Company~~ Industrial Hygienist during the mist mapping. The NJC will be provided with the most recent mist map for each plant within 90 days of its completion. The NJC shall review such information and determine if any additional mapping is required.

Records of laboratory testing and coolant additions will be maintained and, upon request, made available to the ~~Local Joint Health and Safety Committee~~ LJHSC. The Company will continue to implement its fluid testing and maintenance as defined in its IH 4 Bulletin. Any modifications to IH 4 will be reviewed, in advance of issuance, to the Union at a NJC meeting. In order to assure the quality of these records, they will be included in the S-58 audit. Furthermore, at machining plants, metalworking fluid maintenance will be added to the agenda of one ~~B.E.S.T.~~ WIRB Meeting, per month. At that meeting, any available data regarding mapping and air sampling results may be discussed. The parties also may review their performance on the ventilation system preventive maintenance program. Finally, the metalworking fluid maintenance audit module will continue to be part of the NTC audit.

A subset of the NTC Audit Team consisting of one (1) Management and one (1) Union auditor will be trained to conduct a performance review of ventilation equipment. During the life of this Agreement, this team will perform two (2) unannounced spot checks of the KTP ventilation systems to confirm compliance with preventive maintenance requirements. The team will be trained, utilizing supplier(s) of air handling equipment for the Company, in the process and procedure required to conduct such an assessment.

Periodic joint industrial hygiene visits will continue to be conducted by the Company and UAW Industrial Hygiene staffs at all powertrain plants performing machining operations with metal working fluids. Reports of these visits, along with their findings, shall be reported annually to the NJC.

Very truly yours,
~~CHRYSLER LLC FCA US LLC~~
By ~~J. Franciosi~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

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Health & Safety – UAW Safety Representative Participation in the Design of Safety Systems for Energy Control

~~September 29, 2003~~ September xx, 2015

(200) Health & Safety — UAW Safety Representative Participation in the Design ~~in~~ of Safety and Systems for Energy Control

International Union, UAW

Attention: Mr. ~~Nate Goeden~~ Norwood H. Jewell

Dear Sir:

The ~~Corporation Company~~ and Union have made significant progress over the years in implementing and enhancing a procedure that mandates the early involvement of the Plant Local Joint Committee in the key development phases of new equipment programs. This effort has led to the inclusion of a milestone meeting procedure in the Advance Manufacturing Engineering Specifications to provide that the Plant Local Joint Committees are included, at appropriate steps, in the project build cycle. In addition, the ~~Corporation Company~~ advises that the Engineering Specifications require that the Original Equipment Manufacturer (OEM) design processes with control reliable architecture, and lockout/energy control systems that facilitate safe worker access and simplicity of operation. Annually, any modifications to the AME specifications (Do's and Don'ts Section 16) will be reviewed with the Union at an NJC meeting. The EHS Staff and UAW Chrysler Health and Safety Department will jointly review new or revised Safety Manufacturing Instructions (SMI's), Industrial Hygiene Bulletins, Safety Bulletins and other Corporate Health and Safety documents on an annual basis to ensure these policies will continue to protect worker's health and safety. The NJC will discuss in advance, what impact, if any, such change(s) may have upon the Company's health and safety programs.

Very Truly Yours,

DAIMLERCHRYSLER CORPORATION FCA US LLC
By J. Franciosi Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Nate Goeden~~ Norwood H. Jewell

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Working on a Holiday/ PAA Conversion Option

~~October 14, 1996~~ September xx, 2015

(203) Working on a Holiday/Conversion Option

International Union, UAW

Attention: Mr. ~~Jack Laskowski~~ Norwood H. Jewell

Dear Sir:

During the negotiations, the parties agreed that employees who work on a designated holiday, and are otherwise eligible for holiday pay, may request that ~~eight (8)~~ their eligible holiday hours be credited to their Paid Absence Allowance, in lieu of receiving holiday pay.

To provide sufficient time for administration, the employees must submit their request in writing no later than the Friday of the week in which the holiday occurs.

Very truly yours,
~~CHRYSLER CORPORATION~~ FCA US LLC
By ~~T. Gallagher~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Jack Laskowski~~ Norwood H. Jewell

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Procedure to Correct Pay Shortages

~~October 12, 2011~~ September xx, 2015

(206) Procedure to Correct Pay Shortages

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

During these negotiations the parties discussed the importance of developing and encouraging processes focused on reducing and/or eliminating pay shortages.

In an ongoing effort to minimize pay shortages, prior to the close of Payroll each week, the Company currently communicates to each of its plants the number of potential shortages occurring at that location. Further, ongoing timekeeping training for plant personnel is available upon plant request. In addition, employees have the ability to review their daily hours worked and/or their weekly pay statements utilizing the plant kiosks at work or Dashboard Anywhere from home. This will confirm our understanding that

-- Pay shortages of ~~five (5)~~ four (4) hours or more will be processed by Corporate Payroll Services via the 24-hour pay shortage process unless otherwise specified by the employee. This includes shortages relating to Paid Absence Allowance (PAA), Holiday, Jury Duty, Short-Term Military Duty, and Bereavement pay. To minimize the costs in processing these payments, the Company and the UAW will continue efforts to increase direct deposit participation and pay card utilization.

-- Corporate Payroll Services will prepare a shortage payment with the employee's statutory deductions applied for all authorized shortages. Employees utilizing direct deposit or the pay card are able to view their pay statement via Dashboard Anywhere or the kiosk. In cases where employees receive a paper pay check, the shortage payment check and statement will be sent to the employees address of record. ~~For employees who currently receive their regular pay by paper check, this shortage payment check will be sent to the employee's address of record. For employees who receive their regular pay by Electronic Funds Transfer (EFT or e Pay), an EFT, along with an e Pay electronic statement, will be issued.~~

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-- Requests received by Corporate Payroll Services by noon each day will be processed in time for next day (excluding Tuesdays, Saturdays, Sundays and Holidays) delivery. Due to the processing of regular payroll on Tuesday, pay shortage requests received on Tuesday will be processed on Wednesday.

-- Plant kiosks were incorporated into all plants to aid in the processing of Paid Absence Allowance (PAA), Jury Duty, Short-Term Military Duty, and Bereavement pay requests.

-- The 24-hour pay shortage process is not intended to provide payment of Paid Absence Allowance (PAA), Holiday, Jury Duty, Short-Term Military Duty or Bereavement pay in a period earlier than it would have been paid.

During the term of this Agreement, issues related to this letter may be discussed by representatives of the UAW National Chrysler Department and the Company's Employee Relations Staff.

Very truly yours,
CHRYSLER GROUP LLC/FCA US LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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Full Utilization of Skilled Trades

~~October 12, 2011~~ September xx, 2015

(209) Full Utilization of Skilled Trades

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Norwood H. Jewell

Dear Sirs

During our discussions relative to outside contracting, the utilization of ~~Chrysler Group~~ FCA US LLC skilled trades employees has been a matter of mutual concern. Although no agreement was reached regarding the definition of "full utilization", the parties did agree that the appropriate forum in which to address this issue is at the local level, in conjunction with the outside contracting review process. It was indicated that the definition of full utilization will vary from location to location, depending upon the circumstances of each contract, including the number of skilled personnel involved, the number of hours allocated to the project, and the extent to which outside contractors are contemplated for utilization on weekend work.

The parties agreed that the following additional considerations may also bear on the definition of full utilization:

- ~~i-1~~ +1) Whether a contractor will perform work on overtime during the workweek and/or on a weekend.
- ~~ii-2~~ ii-2) Whether skilled trades employees are on layoff.
- ~~iii-3~~ iii-3) The necessity for specialized equipment ~~not readily available at a cost which~~, when added to other factors, exceeds the cost of a contractor performing the work and/or contractor work skill sets or competencies that the Company may not possess.
- ~~iv-4~~ iv-4) The percentage of affected trades, ~~if any~~, to be assigned work along with outside contractors.
- ~~v-5~~ v-5) The requisite number of plant skilled trades employees available and/or willing to work overtime during the workweek and/ or on a weekend which may be required to complete the project under review, consistent with cost and timing parameters. The

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parties agreed the definition of "full utilization" may not necessarily be limited to skilled trades employees working five (5) days per week, eight (8) hours per day but, also, is not necessarily (7) days per week, twelve (12) hours per day but may extend to daily, weekend and other overtime periods, when outside contractors are on the plant premises and are performing work customarily and historically performed by UAW bargaining unit personnel.

6) The expanded availability of skilled trades employees as it relates to an Alternative Work Schedule work pattern.

Although not one of these considerations is necessarily controlling, each may be instrumental in assisting the parties in determining whether the skilled trades workforce is fully utilized as that concept relates to the decision to use an outside contractor. Consistent with the Outside Contract Review Team process, the goal is to utilize plant skilled trades, however, if consistent with the guidelines of Letter 34, work is awarded to outside contractors, the Company will not be required to match. Should the work be of a nature that requires outside contractors and is work traditionally performed by plant trades and is work they could perform, the Company will match like trades not exceeding one for one match.

Very truly yours

CHRYSLER GROUP LLC/FCA US LLC

By A. A. Iacobelli/Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By General Holiefield/Norwood H. Jewell

SP 9.9.15 BB 9.9.15 JMS 9/9/15
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P/C 9-9-15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Skilled Trades Licensing Fees

~~October 12, 2011~~ September xx, 2015

(210) Skilled Trades Testing and Licensing Fees

International Union, UAW

Attention: Mr. General Holiefield Norwood H. Jewell

Dear Sirs:

The parties have agreed that where either federal, state, or local ordinances require licenses to perform the specific work historically or traditionally assigned to a skilled trades classification, the Company will ensure that an employee or employees, if so required of the Company, will be trained in accordance with licensing requirements. Further, if the Company requires a licensed person to perform such work and has determined that factors such as the frequency of the work, availability and cost of related equipment and associated liability concerns drive a proper business case for FCA US LLC skilled trades to perform such work, the Company will ensure that an employee or employees are trained in accordance with licensing requirements. The Company will also reimburse employees for the testing required to obtain such governmentally or Company required licenses, provided the particular license is necessary for performing available work in the plant. Reimbursement shall be limited to the fee for such test and licenses or their renewal which will be used in the performance of subject employees specific job within the Company. Reimbursement for test fees will only be made upon proof of successfully passing the test.

Additionally, in cases where disputes arise regarding licensing requirements that include specialized training, the Local Joint Training Committee will meet to discuss and resolve training issues related to the procurement of such licenses on a case by case basis. Should the local parties be unable to resolve an issue, such issue may be referred to the International Union, UAW and Corporate Union Relations for appropriate disposition.

Very truly yours,
CHRYSLER GROUP LLC FCA US LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

SEP 9-9-15 *Bob 9-5-15* *JA 9/5/15*
JA 9-9-15

International Union, UAW

By ~~General Holiefield~~ Norwood H. Jewell

SL 9-9-15
JH 9-9-15

BB 9-5-15
JH 9/6/15



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P M & P / LMA

Saturday Paid Absence Allowance Requests

~~September 27, 1999~~ September xx, 2015

(216) Saturday Paid Absence Allowance Requests

International Union, UAW

Attention: ~~Mr. Stephen P. Yokich~~ Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the Union expressed concern about employees not being provided the opportunity to request payment of Paid Absence Allowance entitlement when the employee is pre-excused by management from having to work a scheduled Saturday overtime shift.

The parties recognized the need to run production operations efficiently and agreed that excessive absenteeism adversely impacts the Company ~~Corporation~~ in terms of product quality, operating costs, efficiency of operations and employee morale and places an unfair burden on those employees who regularly work as scheduled.

The parties agreed that an employee who is scheduled to work a Saturday overtime shift and who, in advance of that Saturday shift, is pre-excused by management from working such shift, may request payment of Paid Absence Allowance for such pre-excused shift.

An eligible employee will be paid for an amount equal to their regularly scheduled ~~hour~~ eight (8) hours (or the balance of unused Paid Absence Allowance hours if the balance is less than eight (8) hours) at the employees straight time base hourly rate inclusive of applicable ~~cost of living allowance and~~ shift premium but exclusive of overtime premium.

Very truly yours,
DAIMLERCHRYSLER CORPORATION FCA US LLC
By: ~~T. Gallagher~~ Glenn Shagena

Accepted and Approved

INTERNATIONAL UNION, UAW
By Stephen P. Yokich Norwood H. Jewell

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P M & P / LMA

Payroll Matters

October 12, 2011 September xx, 2015

(217) Payroll Matters

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

During the current negotiations, the Union expressed concern regarding a number of payroll related matters. In resolution of these payroll matters, the Company agreed to implement the following:

- Local Unions may request and receive monthly union dues deduction information from both regular pay and Supplemental Unemployment Benefits (SUB) electronically from a third party computer services provider as determined by the Company. The Local Unions will be responsible for any costs related to computer software and/or hardware necessary to process the monthly data.
- The Company agrees to continue to provide the International Union an electronic file of all Voluntary Community Action Program (V-CAP) deductions on a monthly basis. This detail supports the electronic transfer of funds to the International Union for all V-CAP deductions.
- In addition, the Company and Union agree that V-CAP deduction detail will be provided by the Company to the Financial Secretary of each Local Union. Local Unions will receive their detail listings in the same format as determined for union dues solicitation.
- It is also understood that V-CAP deductions are taken in a pay period separate from the pay period in which union dues are deducted, considering an employee is actively at work.

Very truly yours,
~~CHRYSLER GROUP LLC~~ FCA US LLC
By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved

WRB

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9/14/15 CD

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

WRH

JDS 9/14/15

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Diversity Training

~~October 12, 2011~~ September xx, 2015

(223) Diversity Training

International Union, UAW

Attention: Mr. General Holiefield Norwood H. Jewell

Dear Sirs:

~~During discussions leading to the 1999 Agreement, Chrysler Group LLC and the UAW discussed at length these social issues facing our workers. The parties unanimously agreed that diversity in the workplace was one of the most important issues facing the Union, Company, and its workers.~~

Accordingly, a joint study team, consisting of UAW and management members of the ~~UAW Chrysler National Training Center staff, along with representatives from the Company's Diversity and Work/Family department was established to develop, implement, monitor and evaluate a diversity training program for all employees. The parties have historically discussed the importance of Diversity training and a culture that promotes respect in the workplace. During these negotiations, T~~the parties reaffirmed their strong commitment to the Diversity program during the 2003 discussions and agreed to explore and implement continue the inclusion of diversity training in other National Training Center (NTC) Programs such as Employee Participation and Paid Education Leave ~~the New Hire Orientation Program. Status updates for existing programs and recommendation for continued diversity training opportunities will be presented to the Joint Activity Board (JAB) and the National World Class Partnership Council (NWCPC) quarterly.~~

In addition, during these negotiations, the Union raised concerns that certain Local Union Presidents have attempted to make a joint request for training to mitigate Diversity related issues that have come to their attention during the normal course of business and were unable to obtain concurrence by Plant Management to submit a joint training request letter to the NTC. In such instances where the Local World Class Partnership Council Co-Chairs are unable to mutually agree to submit a joint training request letter, the matter may be referred to the Vice-President and Director of the UAW Chrysler Department and the FCA US LLC Vice-President Employee Relations (or their respective designees) for review, disposition and guidance, to be rendered within a reasonable period of time.

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NSM 8/21/15

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JL 8/21/15

Funding for this activity will be provided from National Training Funds upon approval by the Joint Activity Board.

Very truly yours,

~~CHRYSLER GROUP LLC~~ FCA US LLC

By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: ~~General Holiefield~~ Norwood H. Jewell

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NJM 8/21/15

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NCRW 8/21/15
DJ 8/21/15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

B.E.S.T. III

~~October 29, 2007~~ September xx, 2015

(234) B.E.S.T. ~~III~~ and WCM

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

During the ~~1999~~ 2015 National Negotiations, we embarked upon a new journey ~~whenwhere we conceptualized a process known as~~ are integrating our B.E.S.T. (Bringing Excellence to Safety Teams)- process with World Class Manufacturing (WCM). By integrating the ~~The core foundation of B.E.S.T. and WCM, was that only through total ownership and mobilization joint commitment, we can achieve optimal health and safety results, be achieved. This integration is built on~~ The bedrock of our process was built upon lean concepts and an acknowledgment that personal commitments by all participants from senior leadership all the way to the shop floor would be required. The parties also acknowledged that a significant commitment in terms of training resources would be essential.

~~During the 1999 Agreement, we began to put in place the foundation and fundamentals of B.E.S.T. The results have been nothing short of dramatic. Injury and Lost Work Day cases have dropped by significant amounts. Increased ownership and accountability for safety performance is spreading throughout the enterprise.~~

~~Yet, as far as we have come, we know much remains. We must pursue continuous improvement in our processes and our culture change initiatives. We must drive standardization and alignment throughout our organizations. And, finally, we must build the process in a dynamic and robust manner that provides for perpetual sustainment.~~

In that context, the following next steps for B.E.S.T. are envisioned:

1. ~~The full day of leadership training for the LWCPG Co-Chairs and LWCPG Core Team Members at our Annual UAW Chrysler Meeting will be continued. This has proven to be an effective tool in addressing roles and responsibilities, as well as setting forth expectations.~~

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21. Specific training for the LJHSC will be provided by the World Class Manufacturing Academy (WCMA). The training will include, at a minimum, all necessary WCMA health and safety courses. take place at. At the Annual Health & Safety Meetings. Conference. They will be coached on their roles and changing responsibilities and provided training on key Health, Safety and Ergonomic subjects.

32. The B.E.S.T. Operating Principle tools will continue to be utilized to ensure alignment with WCM and joint projects standardization. A pilot combining the Monthly Safety Review Board Meeting's (MSRBM) key elements into the Weekly Incident Review Board Meeting (WIRBM) has been developed, thus eliminating the MSRBM and streamlining the process. The pilot will be initiated within thirty (30) days following ratification of the agreement. The pilot results will be reviewed by the NJC whose approval must be received prior to roll out. The Weekly Safety Incident Review Board Meeting (WIRBM) is a key joint leadership initiative and will continue to be supported by the parties with attendance and engagement. In addition, one of the weekly meetings per month shall continue to include the key elements of the former Monthly Safety Review Board Meeting.

43. We will jointly continue Phase 1 to enhance health and safety projects by providing direction to the LJHSC orientation to new LWCPG Co-Chairs, driving standardization, streamlining, where the joint parties agree it is appropriate, and placing appropriate mechanisms in place to aid sustainment in the process.

~~5. Complete Phase 2 rollout training for the hourly employees utilizing the jointly developed "Orientation to a Safe Work Climate (OSWC)" training program. In Phase 2, we need to validate the ongoing leadership base commitment, develop a plant floor safety infrastructure with clear defined roles for all employees, train and communicate on an ongoing basis, and continue to drive enterprise wide accountability.~~

~~64. Risk assessment, hazard identification and and hazard control tools for machines/equipment and workstations such as Job Safety Risk Assessment (JSRA), Job Safety Risk Prediction (JSRP) and ErgoPal will continue to be conducted used to evaluate for high hazard jobs. This includes identification of tasks, identification of hazards associated with each task, risk assessment, including documentation of near misses and selection of method(s) to control. Reporting near misses and correcting them before an injury occurs is a key leading indicator and an important WCM element in our continued effort to prevent injuries in our workplace. The parties agree that it is everyone's responsibility to report near misses and employees who report near misses will not be subject to disciplinary action as a result of reporting the incident. Selection of controls will be based on the hierarchy, which gives preference to engineering solutions over procedures and personal protective equipment. High hazard jobs to should be targeted will be determined by the NJCLJHSC.~~

The responsibility for the integration development and rollout of B.E.S.T. and WCM shall be remain with the NJC, in conjunction with the NEPC. Funding for B.E.S.T. development, rollout and institutionalization shall be from National Training Center allotment.

B.E.S.T. is becoming a benchmark for other companies and unions. We are excited about the past and the future in which B.E.S.T. can bring even greater improvements in our

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~~workplace environments, thereby enhancing overall Corporate performance and employee morale/well-being.~~

Very Truly Yours,
~~CHRYSLER LLC FCA US LLC~~
By ~~J. Franciosi~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Lockout Validations

~~September 29, 2003~~ September xx, 2015

(235) Lockout Validations

International Union, UAW

Attention: Mr. ~~Nate Gooden~~ Norwood H. Jewell

Dear Sirs:

We have spent considerable time discussing our lockout policy and compliance with its provisions. We have concluded that our process for lockout is valid and sound. While we continue to struggle with methods to maintain full compliance of energy control lockout, we continue to explore means to enhance its utilization, all the time, in the proper manner on the manufacturing floor. During this round of negotiations, we collectively conceived a means in which to enhance compliance.

In that regard, we agreed to institute some additional processes, which will perform validations of the knowledge and ability of maintenance, trades and service employees to exhibit their proficiency in de-energizing equipment they service. These process flows are as follows:

- 1) LJHSC members, when performing their S-58 floor audits, will randomly select a tradesperson or service personnel each time they complete a cycle of their audit and have them exhibit their knowledge of how to lockout a specific piece of equipment and/or work cell.
- 2) During their audit of a facility, the NTC audit team will randomly select five (5) tradespeople or service personnel and have those individuals exhibit their knowledge and proficiency to lockout specific equipment they service.
- 3) During their weekly safety observation tours, the appropriate steward(s) and maintenance/service personnel supervisors shall randomly select two (2) employees to exhibit their knowledge and proficiency to lockout specific equipment they service. During the WSOT, the supervisor and stewards should also inspect and verify the accuracy of placards.

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4) At the ~~Monthly~~ Weekly Safety Review Board meetings, the LWPCP will review the reports of the LJHSC, the NTC audit team and the WSOT data to determine the level of lockout compliance proficiency. The LWPCP will take immediate actions to remedy any deviations or short-comings in training, proficiency or adjustments to their Local Lockout Program.

Both parties recognize the importance of this issue and pledge their full support in ensuring ~~DaimlerChrysler~~ FCA US LLC has a compliant program.

Very Truly Yours,
~~DAIMLERCHRYSLER CORPORATION~~ FCA US LLC
By ~~J. Francesi~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Nate Goeden~~ Norwood H. Jewell

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FIAT CHRYSLER AUTOMOBILES

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Alternative Work Schedules

~~October 12, 2011~~ September xx, 2015

(246) Alternative Work Schedules

International Union, UAW

Attention: ~~General Holiefield~~ Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties discussed the need for the Company to be flexible and adaptive to rapid changes in customer demand in the market place. When implemented, ~~Flexible Operating Patterns~~ Alternative Work Schedules (AWS) will allow the Company to increase competitiveness, provide greater job security for our employees, more efficiently utilize assets and improve profitability.

This letter will confirm our understanding regarding models for the ~~Alternative Work Schedule (AWS)~~ 3/2/120 and Four Day Work Week ~~Flexible Operating Patterns (FOP's)~~ Alternative Work Schedules.

It is anticipated that the ~~AWS~~ and 3/2/120 work patterns will require increased employment levels and will be appropriate for implementation when customer demand dictates a need for incremental production capacity. The Four Day Work Week is suitable in situations where more efficient plant operations can be realized with the additional benefit of a shorter work week for our employees.

When the UAW Vice President and Director of the National Chrysler Department and the ~~Senior Vice President of Employee Relations~~ agree to implement a ~~Flexible Operating Pattern~~ an Alternative Work Schedule at a Company facility, the provisions of the applicable models will apply, and the Company may, with a minimum of fourteen (14) days' notice, transition between a traditional work schedule, and an Alternative Work Schedule. The UAW Vice President and Director of the National Chrysler Department can request a meeting with the Vice President of Employee Relations to discuss concerns regarding the ongoing business necessity for an Alternative Work Schedule and the potential for other Alternative Work Schedules.

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The local parties may negotiate administrative guidelines specific to their location for the purpose of implementing the ~~Operating Pattern~~ Alternative Work Schedule specific to the 3/2/120 Operating Pattern which may include discussions on the following items - four (4) day scheduled work pattern by crew, shift start times (including non-production time between shifts) and rotation by crew (locked vs. alternating). The parties may develop alternative plans to address unique operating issues that complement the base operating pattern with the written approval from both the Vice President of Employee Relations and the Vice President and Director of the National Chrysler Department.

In the event a ~~Flexible Operating Pattern~~ an Alternative Work Schedule would affect and requires changes in the administration of other wage or benefit payment practices, the parties agree that such changes shall maintain the original intent of those practices to the extent practical, but shall not increase their cost to the Company in comparison to their application to work schedules traditionally recognized by the National Production, Maintenance and Parts Agreement.

Local agreements affected by a ~~Flexible Operating Pattern~~ an Alternative Work Schedule described herein, shall be interpreted in such a manner to make them consistent with the terms of this agreement. Either party may refer specific unresolved local or unforeseen administrative issues to the International UAW-Chrysler Department and FCA US LLC ~~Chrysler Group LLC's Corporate Union Relations Department.~~

To accommodate the implementation of a ~~Flexible Operating Pattern~~ an Alternative Work Schedule, the parties agree to the application or waiver of certain provisions of the National Production, Maintenance and Parts Agreement. It is further understood that in implementing a ~~Flexible Operating Pattern~~ an Alternative Work Schedule, the Company does not prejudice its right to schedule and determine working hours pursuant to Section (2) of the National Production, Maintenance and Parts Agreements, or its right to determine, assign and schedule manpower to work a regular five (5) day, eight (8) hour schedule with daily overtime and weekend work.

Very Truly Yours,
CHRYSLER GROUP LLC FCA US LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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3/2/120

<u>Provision</u>	<u>3/2/120 Administration</u>
<u>Production Employees</u> <u>Monday through Sunday</u>	<ul style="list-style-type: none">• <u>Three (3) crews, two (2) shifts working 10 hours each.</u>• <u>Includes all non-production and non-skilled employees.</u>
<u>Production Employees</u> <u>Sunday/Holiday</u>	<ul style="list-style-type: none">• <u>One (1) production shift may be scheduled as required.</u>
<u>Skilled Trades</u>	<ul style="list-style-type: none">• <u>Mimic the three (3) crew, (3) shift production operation.</u>
<u>Non-skilled Maintenance</u>	<ul style="list-style-type: none">• <u>Mimic the three (3) crew, (3) shift production operation.</u>
<u>Relief</u>	<ul style="list-style-type: none">• <u>Machining – employees receive 30 minutes per shift, plus 30 minutes unpaid lunch.</u>• <u>Assembly – employees receive 50 minutes per shift, plus 30 minutes unpaid lunch.</u>
<u>Wages</u>	<ul style="list-style-type: none">• <u>Overtime Per National Agreement</u>• <u>Employees will be paid time and one – quarter on regularly scheduled Saturday shifts.</u>
<u>Holidays</u>	<ul style="list-style-type: none">• <u>Must work qualifying day(s). Ten (10) hours straight time paid for holidays falling on a scheduled work day. Eight (8) hours straight time paid for holidays falling on a scheduled day off.</u>
<u>Bereavement</u>	<ul style="list-style-type: none">• <u>In accordance with Section 81 of the National Agreement, Three (3) days totaling 30 straight-time hours taken in ten (10) hour segments Monday through Saturday and five (5) days converted to 40 hours taken in 10 hour segments Monday through Saturday.</u>
<u>Military Duty</u>	<ul style="list-style-type: none">• <u>Pay up to ten (10) hours straight time for scheduled work shifts including Saturday for military training or annual encampment up to a maximum of fifteen (15) days per calendar year.</u>
<u>Jury Duty</u>	<ul style="list-style-type: none">• <u>Pay up to ten (10) hours straight time for scheduled work shifts including Saturday in accordance with Section (82) of the National Agreement.</u>
<u>Vacation</u>	<ul style="list-style-type: none">• <u>Per National Agreement</u>
<u>PAA</u>	<ul style="list-style-type: none">• <u>Taken in five (5) and ten (10) hours segments.</u>

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<u>Shift Premium</u>	<ul style="list-style-type: none"> • <u>Applicable premium per National Agreement</u>
<u>Benefit Payments</u>	<ul style="list-style-type: none"> • <u>Per National Agreement. Neither party to be advantaged or disadvantaged.</u>
<u>Training Funds/Overtime Penalty</u>	<ul style="list-style-type: none"> • <u>Funding of programs will be achieved on the basis that the Corporation, Union and employees will be neither advantaged nor disadvantaged.</u>

FOUR DAY WORK WEEK

<u>Provision</u>	<u>FDWW Administration</u>
<u>Production Employees</u> <u>Monday through Thursday</u>	<ul style="list-style-type: none"> • <u>Two (2) crews, two (2) shifts working 10 hours each.</u> • <u>Includes all non-production and non-skilled employees.</u>
<u>Production Employees</u> <u>Friday</u>	<ul style="list-style-type: none"> • <u>Employees may be required to work.</u>
<u>Production Employees</u> <u>Sunday/Holiday</u>	<ul style="list-style-type: none"> • <u>Production shifts manned on voluntary basis.</u>
<u>Skilled Trades</u>	<ul style="list-style-type: none"> • <u>Normal five day work week.</u>
<u>Non-skilled Maintenance</u>	<ul style="list-style-type: none"> • <u>Same as production employees. Two (2) crews, two (2) shifts, working four (4) - ten (10) hour shifts.</u>
<u>Relief</u>	<ul style="list-style-type: none"> • <u>Per applicable agreement</u>
<u>Wages</u>	<ul style="list-style-type: none"> • <u>Overtime Per National Agreement</u>
<u>Holidays</u>	<ul style="list-style-type: none"> • <u>Must work qualifying day(s). Ten (10) hours straight time paid for holidays falling on a scheduled work day. Eight (8) hours straight time paid for holidays falling on a scheduled day off.</u>
<u>Bereavement</u>	<ul style="list-style-type: none"> • <u>Three (3) days converted to 24 hours and five (5) days converted to 40 hours. Taken in 10 hour segments Monday through Thursday except for the one four (4) hour segment in which the employee may choose to report to work for the remaining 6 hours or take it off without pay or penalty.</u>
<u>Military & Jury Duty</u>	<ul style="list-style-type: none"> • <u>Pay up to ten (10) hours straight time for scheduled work</u>

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	<u>shifts Monday through Thursday.</u>
<u>Vacation</u>	<ul style="list-style-type: none"> • <u>Per National Agreement</u>
<u>PAA</u>	<ul style="list-style-type: none"> • <u>Taken in five (5) and ten (10) hours segments.</u>
<u>Shift Premium</u>	<ul style="list-style-type: none"> • <u>Applicable premium per National Agreement.</u>
<u>Benefit Payments</u>	<ul style="list-style-type: none"> • <u>Per National Agreement. Neither party to be advantaged or disadvantaged.</u>
<u>Training Funds/Overtime Penalty</u>	<ul style="list-style-type: none"> • <u>Funding of programs will be achieved on the basis that the Corporation, Union and employees will be neither advantaged nor disadvantaged.</u>

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FIAT CHRYSLER AUTOMOBILES

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Placement and Workforce Utilization

October 12, 2014 September xx, 2015

(247) Placement and Workforce Utilization

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

During the 2014~~5~~ negotiations, the parties discussed the following procedures to address the placement of indefinitely laid off employees.

In Labor Market Area Placement

For In Labor Market Area Placement, job opportunities will be filled in seniority order from a combined list of laid off employees in the same Labor Market Area. For placement purposes, employees on the Labor Market Area List will be offered, in seniority order, the opportunity to volunteer for openings based on a non-revocable election made at the time of indefinite layoff. Volunteers will be placed in seniority order. Absent volunteers, the junior employee on the combined Labor Market Area List must transfer to the new location or be separated from the Company as a resignation.

Employees permanently transferred to another location may remain at the secondary location until laid off from that location unless they have a "Return Home" application on file under the terms and conditions of the Memorandum of Understanding -Return to Home Plant.

A Labor Market Area is comprised of all plants within a fifty (50) mile radius of a given plant or larger as may be agreed upon by the National Job Security, Operational Effectiveness and Sourcing Committee (National JSOES).

Out of Labor Market Area Placement

Employees will be offered the opportunity to volunteer for Out of Labor Market Area openings based on a non-revocable election made at the time of indefinite layoff. Volunteers will be offered placement in seniority order.

Employees on indefinite layoff shall be placed into available jobs. If the number of volunteers identified is insufficient to fill available Out of Labor Market Area opportunities, job offers will be extended in accordance with the following:

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Absent any volunteers, employees will be offered Out of Labor Market Area jobs in ascending order.

If an employee on indefinite layoff is extended a job offer to an Out of Labor Market Area facility, the employee must, within sixty (60) days, elect one of the following options:

- 1) accept the job offer, and report to work at the Out of Labor Market Area facility.
- 2) decline the job offer, and be placed on inactive status with no Company-provided income or benefits (but remain eligible for additional job opportunities),

If an employee accepts the job offer, the employee shall report to work at the Out of Labor Market Area facility no later than the seven (7) days following the sixty (60) day election period.

If an employee fails to respond to notification of a job offer to an Out of Labor Market Area facility or fails to elect one of the two options above, the employee shall be terminated and the employee's recall rights shall cease.

To the extent practicable, employees on indefinite layoff shall be provided early indications of potential job openings, so as to provide reasonable time for their consideration of such potential job opportunities.

Employees placed to Out of Labor Market Areas, pursuant to these provisions, are eligible for relocation in accordance with Exhibit E - Relocation Allowance or other arrangements made by the National Parties.

Redeployment of Skilled Trades Employees to Production Job Opportunities

In circumstances where:

- a facility has skilled trades employees on layoff,
- non-skilled job openings exist at that facility or at one or more other facilities in the same Labor Market Area as the facility experiencing the skilled trades layoff, and
- there are no production employees on layoff at the facilities within that Labor Market Area, and there are no production volunteers for the open job opportunities

The Company will place the laid-off skilled trades employees into production jobs at any of those facilities where production openings exist.

Placement of laid-off skilled trades employees into production jobs under these circumstances shall be accomplished in seniority order regardless of whether or not they have previously held production jobs within the Company. ~~Placement will be in accordance with the provisions of Letter 151 and Letter 152.~~

A skilled trades employee placed into a production job shall be paid at the appropriate skilled trades rate of pay.

Skilled trades employees placed into production jobs as above shall retain their applicable rights to return to skilled trades jobs for which they are qualified (by previously held skilled trades classifications).

Workforce Flexibility

~~In a Labor Market Area in which employees hired on or after October 29, 2007 are employed and a workforce reduction occurs within that Labor Market Area which could result in the~~

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layoff of traditional employees, the Company will place those surplus traditional employees into jobs held by employees hired on or after October 29, 2007, thus bumping those employees hired on or after October 29, 2007 to layoff.

Any issues relative to the implementation of these provisions will be raised with the National Job Security, Operational Effectiveness, and Sourcing Committee.

Very truly yours,
~~CHRYSLER GROUP LLC~~ FCA US LLC
By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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EAP Representative Membership

~~October 12, 2011~~ September xx, 2015

(248) EAP Representative Membership Internal Certification

International Union, UAW

Attention: Mr. General Holiefield Norwood H. Jewell

Dear Sirs:

~~This letter confirms an understanding that, at the conclusion of these negotiations, the Parties agree to discuss the identification of an external professional association membership for employee assistance representatives. The focus of these discussions will be limited to obtaining an understanding of the benefits and costs associated with establishing memberships for our Employee Assistance Program Representatives. Any expenditure related to membership of an external professional association is subject to approval by the Joint Activities Board.~~

The parties agree to develop an internal UAW-Chrysler NTC EAP Certification Program to support the training, education and professionalism of the EAP Representatives. If necessary, a third party consultant, which will be jointly agreed to, may be obtained to provide assistance with the development and/or delivery of the internal EAP Certification Program. The program development and implementation of this internal Certification Program will be funded with NTC funds approved by the Joint Activities Board.

Very truly yours,
CHRYSLER GROUP FCA US LLC
By: A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: General Holiefield Norwood H. Jewell

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Skilled Trades Apprentice Program

~~October 12, 2011~~ September xx, 2015

(252) Skilled Trades Apprentice Program

International Union, UAW

Attention: Mr. General Holiefield Norwood H. Jewell

Dear Sirs:

In compliance with the ~~2009~~2015 UAW-Chrysler ~~FCA~~ US LLC Agreement modifications, the Parties discussed the need to revise the Apprentice Programs to provide the necessary skill sets required to meet the future technical challenges in manufacturing. The following Apprentice Programs are intended to maximize the required skill balance and knowledge in each Work Group:

Electrical Work Group

- Electrician

Mechanical Work Group

- Machine Repair
- Millwright
- Pipefitter

Tool & Die Work Group

- ~~Tool & Die~~ Maker
- Die Maker

To meet the objectives of the ~~2009~~2015 UAW-Chrysler ~~FCA~~ US LLC Agreement modifications, the Parties agree to meet within sixty (60) days following ratification to review and modify the Schedule of Work Processes and the Related Training Curriculum to properly represent the required training and development of apprentices.

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The Apprentice Programs for classifications not effected by the Skilled Trades Rationalization initiative will remain unchanged.

Each Apprentice Agreement will be registered with the United States Department of Labor, Office of Apprenticeships. Upon graduation from the Apprentice Program, each employee will be a Journeyman in their trade (electrician, machine repair, millwright, pipefitter, tool maker and die maker).

Very truly yours,
CHRYSLER GROUP LLC/FCA US LLC
By A. A. Iacobelli Glenn Shagena

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JED 9/9/15

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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Skilled Trades Rationalization

~~October 12, 2011~~ September xx, 2015

(253) Skilled Trades Classification Structure Rationalization

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

In 2009 the Company and the Union recognized that a consolidated skilled trades structure with two (2) skilled classifications was essential to meet the terms of the Federal Loan and Security Agreement (LSA). Implementation of this understanding resulted in the development of a joint Skilled Trades Rationalization strategy that included but was not limited to the following actions:

- The consolidation of base pay rates to the highest existing rate in the new classifications
- The joint development and implementation of a skill assessment process to determine the base knowledge of skilled trades employees and identify individual training requirements
- The joint development of both on-line and classroom training to facilitate skilled trades development in a manner consistent with World Class Manufacturing (WCM) methodology

The parties recognize the need to jointly support and set the direction for a cultural transformation from the traditional scope of work practices to one that will be considered World Class. To assist in this change the parties agree and are committed to training, benchmarking, establishing skilled trades work teams and other actions as the parties deem appropriate in order to accelerate this cultural transformation.

During 2011 Negotiations, the parties discussed the merits of additional classifications to more effectively align the skill sets of our workforce. As a result of ~~these~~ those discussions, the parties agreed that effective with the 2011 Agreement, skilled employees ~~will be~~ were assigned to one of three (3) Work Groups and into one of five (5) classifications with no lines of demarcation ~~will exist~~ existing within the respective Work Groups. Skilled employees will only be assigned to job assignments that they can safely perform.

In January, 2014, it was jointly agreed that there remained a need for additional skilled classifications. An amendment was made to the classification structure.

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During 2015 Negotiations, the parties discussed effective delivery of work performed by the skilled trades workforce. Accordingly, the skilled trades classification structure was adjusted as follows:

The **Tool & Die Technician Work Group** will consist of the following: Tool and Die Maker classification for the following rationalized trades — Die Maker, Die Maker-Die Cast, Tool Maker and Tool Maker—Jig & Fixture Builder.

- Tool Maker
- CNC
- CMM
- Die Maker
- Die Welder

The **Electrical Technician Work Group** will consist of the Electrical classification for the following rationalized trades — Electrician and Repairer-Welder Equipment (for stamping facilities only).

The **Mechanical Technician Work Group** will consist of the ~~the~~ Machine Repair, Millwright, and Pipefitter classifications for the following rationalized trades — Millwright, Millwright/Welder, Sheet Metal Worker, Welder Maintenance, Pipefitter, Pipefitter-Plumber, Pipefitter/Spray Gun Repairer, and Machine Repair. The Mechanical Technician Work Group will be structured into the following three (3) classifications:

- Machine Repair
- Millwright - to include Millwright/Welder, Sheet Metal Worker, Welder - Maintenance
- Pipefitter - to include Pipefitter-Plumber, and Pipefitter/ Spray Gun Repairer

For overtime opportunities within the Mechanical Technician Work Groups where the overtime list for one classification is exhausted, and additional employees are required, employees from the other ~~two~~ classifications who have demonstrated proficiency to perform the available work as identified on their radar charts will be offered the overtime work in line of low hours.

~~Employees in the rationalized classifications identified in each work group above will remain on their current seniority list for layoff, recall and seniority purposes until they obtain three (3) years related experience in accordance with Section S 3(C) of the Supplemental Agreement—Special Provisions Pertaining to Skilled Trades Employees of the 2011 PM&P Agreement. The parties recognize that the related training began on January 1, 2011 with the skill assessments, on-line and TTC courses, and this training will be completed as expeditiously as possible based on individual training plans as outlined below, but no later than September 14, 2014.~~

The ten (510) classifications, Electricians, Repair – Welder Equipment (Stamping Operations), Pipefitters, Millwrights, Machine Repair, Tool Maker, Die Maker, Die Welder, CMM and CNC will assume responsibilities of both the rationalized and eliminated classifications and the training will be developed and implemented accordingly. The assumption of responsibilities within the five ten (510) classification structure along with the elimination of all other classifications is consistent with the cost reductions ~~as that were~~ identified in the 2009 LSA submission.

Skilled trades employees in the Rationalization Program will continue to receive a multi-dimensional scope of training, ~~to include on-line training, technical training, and on-the-job training (OJT) to develop their skill sets and capabilities to perform work in a safe manner. Training will be held at various in-state and out-of-state locations including the Technology Training Center. The~~

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work processes for on-the-job training have been agreed upon between the International UAW, Skilled Trades Department, and Corporate Union Relations. OJT will be provided by employees working together and actively assisting each other comparable to the Apprenticeship Program concept. Each employee will be responsible for recording their training plan with assistance from their Supervisor and the Skilled LTTC Representative. Training will be prioritized based on employee requirements and operational needs and consistent with WCM. Training plans will be filtered to address employee training needs as identified by their radar charts to eliminate their skill gaps and to align with current plant work assignments. Employees, upon initiation of their training plan, can simultaneously begin their OJT training and can cross-functionally apply their learning. Any concerns raised locally will be addressed between the Union and Company representatives. Further, during overtime periods it is agreed and understood that employees will perform any work within their Work Groups that they can safely perform. With this expansion of job duties, Management will ensure that the tools required to complete the work assignment(s) will be available to the employees.

The following classifications are not impacted by this agreement and remain separate and distinct:

#5703 Boiler Repair, #5706 Repair — Compressor, #5905 Boiler Operator, #5920 Compressor Operator, #5927 Engineer — Steam, #5929 Energy Center Operator, #5942 — Sewage Disposal Plant Operator, #5654 Mechanic — Refrigeration & Air Conditioning (employees in this classification who are not associated with the Energy Center will be classified into "other mechanical" classifications groupings), #5693 Powerhouse & Maintenance, #5714 Mechanic — Gas & Electric Jitney, #5717 Mechanic — Gas & Electric Jitney, #5718 Mechanic — Gas & Electric Jitney, #5719 Mechanic — Gas & Electric Jitney, #5721 Mechanic — Gas & Electric Jitney, #5728 Mechanic — Gas & Electric Jitney, #5759 Mechanic — Truck-Tractor and #5762 Mechanic - Diesel.

In addition, all other skilled trade classifications have been eliminated. New entrants to the Electrical, Mechanical or Tool & Die Work Groups must have eight (8) years of experience in a recognized trade or have graduated from a bona-fide US Department of Labor approved apprenticeship program. Employees from the eliminated classifications who meet these qualifications will be reclassified as a Journeyman or J-1 related trade in accordance with Section S-3(C).

The parties recognize the intent of this classification structure is to address core work, therefore All other ancillary skilled trades functions are beyond the new scope of work (i.e., construction, high voltage projects) and will be sourced to a third party and all provisions or past practices regarding contractor matching are eliminated in these cases. As part of the existing contractor review process, similarly skilled work that is contracted out will not exceed the one for one match.

Aligning all manufacturing resources to properly implement the provisions of this letter is paramount to a successful transition. Accordingly, within sixty (60) days of ratification of the 2014⁵ Agreement, a meeting will be held by representatives of the International UAW and Corporate Union/Employee Relations to develop a communications strategy to communicate the commitments of this letter. In attendance for the Company: Plant Manager, Human Resources Manager, the Manufacturing Engineering Manager and the Maintenance Area Manager; for the Union: Local President, Plant Shop Chairperson, Skilled Trades Committeeman and the Skilled LTTC Trainer.

Very truly yours,

CHRYSLER GROUP LLC FCA US LLC

By: A. A. Iacobelli Glenn Shagena

Accepted and Approved:

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INTERNATIONAL UNION, UAW
By: General Holiefield Norwood H. Jewell

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SKILLED TRADES CLASSIFICATION STRUCTURE

9/22/2015

<div> <div>Train to Level 4 consistent with WCM Principles within specific trade.</div> <div>↓</div> </div>	Electrical Work Group		Mechanical Work Group			Tool & 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 ₁	Pipefitter	Millwright	Machine Repair	Tool Maker	CNC	CMM ₃	Die Maker	Die Welder ₂
	Electrician	Repairer Welder Equipment	Pipefitter	Millwright	Machine Repair	Tool Maker	CNC Machining Technician	Layout Inspector	Die Maker	Welder - Tool & Die
	Repairer Welder Equipment		Pipefitter - Plumber	Sheet Metal Worker		Tool Maker - Jig & Fixture Builder	Keller Machine Operator	Layout Metal & Wood	Die Maker - Die Cast	
			Pipefitter / Spray Gun Repair	Millwright / Welder				Inspector Layout & Sample Check*		
				Welder Maintenance				Tool Maker - Tool & Gauge Inspection		
Eliminated / Protected Classification Alignment										
<div> <div>Employee's remaining in these Classifications (placed prior to 3/1/12) require no additional STR Training and will not combine with any overtime Equalization Group</div> <div>→</div> </div>	Recording Instrument Maint. & Repair		Repairer - Portable Pneumatic Tools	Carpenter / Painter		Tool / Fixture / Machine Repair Tech	Inspector Form Cutters		Pattern Maker - Wood	
			HVAC	Carpenter		Grinder - Cutter	Pattern Maker Wood			
				Painter & Glazier Maintenance		Cutter Grinder	Saw-Do-All Tool Room Only			
				Mechanic - Trailer Repair		Inspector Gauge Surveillance	Pattern Repairer Foundry Patterns			
				Brickmason & Cement Finisher		Grinder - Tool Room				
				Crane Operator - Locomotive		Tool & Cutter Grinder				
				Furnace Repair		Machine Operator - Tool, Die & Maint.				
Stand Alone Classifications										
	Boiler Repair	Repair - Compressor	Compressor Operator	Engineer - Steam	Boiler Operator	Sewage Disposal Plant Operator	Energy Center Operator	Mechanic Diesel - Mechanic - Truck - Tractor	Mechanic - Gas & Electric Jitney	Mechanic - Refrigeration & A/C (CTC Only)

- 1 - Welder Repair Classification will apply to FCA US LLC Stamping Plants only, attritional openings will be filled by the electrician base trade.
- 2 - A limited number of Die Makers may be trained up to a level 4 in Die Welding. The Local Parties will submit recommendations to the National Parties for review and concurrence.
3. CMM attritional openings will be filled by candidates with a Tool Maker or Die Maker base trade.

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Quality Achievement Award

~~October 12, 2011~~ September xx, 2015

(254) Quality Achievement Award

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

The Company recognizes the significant contributions its UAW-represented employees have made to the improvements in product quality in support of its manufacturing and logistics initiatives. To further encourage and reward such ongoing commitment to quality, the Company has agreed to establish a Quality Achievement Award.

The Quality Achievement Award will be comprised of two components:

a. ~~Achievement of annual quality targets for U.S. operations~~ Location specific World Class Manufacturing (WCM) Quality Control Pillar Audit Score and,

b. ~~Adjustment factors for location specific achievement of Bronze, Silver, Gold, or World Class audit scores as determined by an external audit~~ JD Power IQS (Initial Quality Survey)

a. A Quality Achievement Award payment, based upon the location's WCM Quality Control Pillar Audit Score, will be made to each eligible employee in accordance with the following table: An annual \$500 target payout shall be established for the achievement of corporate U.S. operations target metrics. When the established target metrics are achieved, eligible employees will receive the Quality Achievement Award.

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

The payment amount will be determined according to the location's most recent audit score thirty (30) days prior to the payment date.

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The Company will finalize the Quality Achievement Award metric definitions for non-manufacturing locations within 90 days of the effective date of the Agreement. The Company will establish respective targets in advance of each plan year.

All targets will be reviewed with UAW leadership prior to their implementation.

b. For employees at locations that achieve or maintain the Bronze, Silver, Gold, or World Class status during the Program Year one (1) or more of the below JD Power IQS rankings, an Audit Score Adjustment Factor shall additional upside payment will be applied to their Quality Achievement Award amount according to their most recent Audit Score JD Power IQS thirty (30) days prior to payment date as illustrated below: An example Adjusted Quality Achievement Award is illustrated below:

Upside Potential*	
<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 1 st Quartile	Additional \$250

- The audit score adjustment factor for locations that attain Bronze is 125%
- The audit score adjustment factor for locations that attain Silver is 150%
- The audit score adjustment factor for locations that attain Gold is 175%
- The audit score adjustment factor for locations that attain World Class is 200%

Location Status	Audit Score Adjustment Factor		Potential Quality Award	Adjusted Quality Achievement Award*
Bronze	125%	x	\$500	\$625
Silver	150%	x	\$500	\$750
Gold	175%	x	\$500	\$875
World Class	200%	x	\$500	\$1,000

*The Company will finalize the Audit Score Adjustment Factor Quality Achievement Award upside potential metric definitions for non-manufacturing locations within 90 days of the effective date of the Agreement.

The Company will finalize the payment schedule and eligibility dates no later than December 31, 2011. No Award will be paid in any year in which Chrysler Group LLC determines that targets are not met.

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c. The Quality Achievement Award payable is calculated by adding the Quality Control Pillar Audit Score Payment and any Upside Potential Rewards achieved.

The examples below assume a Maximum Quality Achievement Award amount of \$2000, \$1500, \$1250, or \$1000 respectively:

<u>Quality Control Pillar Audit Score</u>	<u>Quality Control Pillar Audit Score Payment</u>		<u>Upside Potential – JD Power 2nd Quartile or Better Amount</u>		<u>Upside Potential – JD Power "Top Ranked"</u>		<u>Quality Achievement Award Amount Payable to Employee</u>
<u>5</u>	<u>\$1500</u>	<u>+</u>	<u>\$250</u>	<u>+</u>	<u>\$250</u>	<u>=</u>	<u>\$2000</u>
<u>4</u>	<u>\$1000</u>	<u>+</u>	<u>\$250</u>	<u>+</u>	<u>\$250</u>	<u>=</u>	<u>\$1500</u>
<u>3</u>	<u>\$750</u>	<u>+</u>	<u>\$250</u>	<u>+</u>	<u>\$250</u>	<u>=</u>	<u>\$1250</u>
<u>2</u>	<u>\$500</u>	<u>+</u>	<u>\$250</u>	<u>+</u>	<u>\$250</u>	<u>=</u>	<u>\$1000</u>

d. Quality Achievement Award payments will be made to each eligible employee in accordance with the following table:

<u>Eligibility Date</u>	<u>Eligibility Year</u>	<u>Payment Date</u>
<u>October 31, 2016</u>	<u>November 2, 2015 through October 30, 2016</u>	<u>December 9, 2016</u>
<u>October 30, 2017</u>	<u>October 31, 2016 through October 29, 2017</u>	<u>December 8, 2017</u>
<u>October 29, 2018</u>	<u>October 30, 2017 through October 28, 2018</u>	<u>December 7, 2018</u>

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

- Active with seniority;
- On temporary layoff status;
- On Pre-Retirement Leave;
- On leave pursuant to Family Medical Leave Act;
- On vacation, receiving paid absence allowance, receiving bereavement pay, on jury duty;
- On an approved leave of absence which has not exceeded ninety (90) days as of the eligibility date

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In addition, should the International Union, UAW-Chrysler Department raise any question regarding the eligibility of a specific employee, the Company agrees to meet on such cases to review the facts.

Very Truly Yours,
~~CHRYSLER GROUP LLC~~ FCA US LLC
By: ~~A. A. Jacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: ~~General Holiefield~~ Norwood H. Jewell

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Team Member / Team Leader Classification Migration

~~October 12, 2011~~ September xx, 2015

(255) Team Member / Team Leader Classification Migration

International Union, UAW

Attention: Mr. General Holiefeld Norwood H. Jewell

Dear Sirs:

During these negotiations in accordance with the 2007 National Agreement between the UAW and Chrysler as well as the 2009 Addendum, the parties reaffirmed their commitment and understanding have continued the migration related to the importance of a flexible Team Based Organization supported by the consolidation of classifications to Team Member and Team Leader.

~~In recognition of the progress and commitment to date, the parties agree to migrate all remaining traditional Non-Skilled production employees to the appropriate Divisional (Assembly / Powertrain / Stamping) Team Member rate, within thirty (30) days following the notice of ratification of this Agreement.~~

~~With the migration of the remaining traditional Non-Skilled employees to the Team Member or Team Leader rate, the local parties, where applicable, are required to expeditiously conclude the full deployment of the team based structure, in all direct and indirect production departments before the end of 2011.~~

The parties at the National and Local levels recognize the following elements are required and fundamental to the team based environment ~~as the parties conclude this classification migration:~~

- Consistent communication and team meeting process established;
- Open position postings will be to teams and no longer to specific jobs;
- Team flexibility and rotation consistent with WCM methodology; (Except in some areas where full rotation may affect the quality and efficiency of the operations, the minimum 3x3x3 job matrix standard will be applied).

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- Team metrics are established and tracked according to WCM methodology;
- Standardized work established for Team Members and Team Leaders;
- Established Team Leader Selection process and Team Leader Evaluations; Team Leaders will receive a 30 day evaluation monthly for their first four months and one additional evaluation by the end of the 1st year. Thereafter, they will be evaluated on a semi-annual basis;
- Teams actively participate in Kaizen and suggestion activities;
- Appropriate Team Leader to Team Member ratios;
- Additions to the Team Leader classification will be by application on a department basis.
- The National Parties may establish additional classifications and wage rates;
- The Local Parties may petition the National Parties regarding the establishment of additional classifications for consideration and approval;
- In the event a Team Leader voluntarily resigns from their current Team Leader position, they must wait a minimum of six (6) months active on roll period from the resignation date before they are eligible to apply for another Team Lead opening.
- The Local World Class Partnership Council (LWCPC) Co-Chairs will be notified prior to the disqualification of a Team Leader.

A Team Leader may apply for an open job posting within their classification and current department after they have held their current Team Leader position for a minimum of one (1) year on active roll. These Team Leader moves are restricted during critical periods that may adversely impact operations such as, product launch and changeover. In the event a Team Leader is selected to fill an open Team Leader position, the vacated Team Leader position is restricted to Team Member candidates posting only.

Joint Audits will continue be conducted twice per year at each location in order to review the status of any open team based elements and to ensure the plants maintain the intent of the team based environment during the term of the 2014-15 National Agreement.

Any concerns with Team Leader roles and responsibilities may be forwarded to the National Parties for resolution.

The Team Leader selection criteria will be modified to ensure the critical attributes related to leadership behaviors, WCM involvement and job skill are heavily considered. The revised Joint Team Leader Selection Training and Procedure Manual, which includes the roles and responsibilities, will be posted on the UAW-Chrysler National Training Center's website and a copy will be provided to the Joint Team Leader Selection Committee at each facility. Any changes to the aforementioned Manual will be mutually agreed upon by the National Parties.

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Very truly yours,
~~CHRYSLER GROUP LLC FCA US LLC~~
~~A. A. Jacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

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Memorandums



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(M-01) Memorandum of Understanding - Sourcing

**MEMORANDUM OF UNDERSTANDING
SOURCING AND JOB SECURITY**

During the 2014-15 negotiations, the Union raised numerous concerns about the Company's sourcing actions and the impact on employment opportunities. While recognizing our common objectives for quality, speed to market, product innovation, compliance with government regulations and achievement of competitive costs, the parties agree that it is incumbent upon them to exchange information which allows the International UAW leadership and Sourcing Representatives to provide input into sourcing patterns and sourcing decisions while still meeting product development target dates.

To that end, the Company commits to work and assist the Union at both the International and Local levels to identify work, which can be performed competitively, that supports the parties' interests in preserving jobs, replacing jobs which may be lost by outsourcing actions, creating jobs for laid off employees and to work together toward identifying insourcing opportunities. It is the Company's intention to grow the business by increasing market share through new product offerings, and to continue to rely upon its employees and facilities as the source of its products. However, the opportunity to grow the business may be limited by market conditions, or the availability of funding for new product investment. The Company agrees to incorporate the procedures and structure outlined herein when making sourcing determinations during the 2014-15 Agreement.

Sourcing Rationale

The rationale for sourcing actions will consider the following criteria: the degree to which the Company's resources can be allocated to further capital expenditures, cost, technology, timing, quality, statutory requirements, proprietary rights, overall financial stability of affected facilities, occupational and related environmental health and safety issues, the impact on related facilities, and the impact on long-term job stability. Other factors considered by the Company before a final sourcing decision is made will include the effect on employment, and job and income security costs on both a short and long-term basis. Such criteria shall give equal weight to the full impact of a sourcing action on Chrysler FCA US LLC UAW represented employment levels and relative to the job and income security of Chrysler FCA US LLC UAW represented employees. The National

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Sourcing Committee may form Joint Task Forces to ensure full implementation of such criteria throughout the Company and, on an as needed basis, to address any specific sourcing areas of concern identified by the Union.

The National parties will jointly further develop the above criteria to be used to address sourcing issues. In review of financial criteria, appropriate Corporate return on investment and burden will be identified. Pertinent criteria will be applied consistently in comparisons of internal and external supply capability.

National Committee Members

The parties have agreed to maintain the National Job Security, Operational Effectiveness and Sourcing Committee (National Committee), comprised of Company and Union representatives. The National Committee shall be co-chaired by the Vice President and Director of the Chrysler Department, UAW (or his designated representative) and the Vice President of Employee Relations (or his designated representative). The members of the National Committee shall have responsibilities as outlined in this Memorandum. Funding for the activities of this Committee will be provided by the UAW-Chrysler National Training Center. The National Committee will meet periodically as required to:

1. Monitor the efforts of the Local Committees.
2. Approve Local Committee efforts to improve operational effectiveness and coordinate these actions when appropriate.
3. Coordinate, where applicable, the execution of Special Programs described in Attachment A as well as the movement of employees within or between Labor Market Areas. For example, where a permanent loss of jobs has occurred or is scheduled for the location, the parties may discuss the transfer of employees to other locations; such a transfer could be in advance of the scheduled job loss, if it could be accomplished without adversely affecting quality or operating environment.
4. Act on requests from Local Committees to waive, modify or change National Agreement provisions when such action would result in the preservation or increase of job opportunities. Approval of such requests will be countersigned by the Vice President and Director of the Chrysler Department, UAW and the Vice President Employee Relations, ~~Chrysler Group LLC~~ FCA US LLC.
5. Make periodic reports to the Union and Company leadership regarding the operation of the Sourcing and Job Security Program.
6. Review potential competitive sourcing opportunities where there is available floor space, equipment or capacity, as well as opportunities where low labor content operations could be removed, thereby creating space for more competitive higher labor content operations.
7. Periodic review of future and emerging technologies, innovations, research and process changes.

The National Job Security, Operational Effectiveness and Sourcing Committee is specifically empowered to periodically review and evaluate the operation of this

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Memorandum of Understanding and make mutually satisfactory adjustments to its provisions during the term of this Agreement.

Roundtable Meeting

An annual Roundtable Meeting will be conducted involving senior management from Source Planning, Procurement and Supply, Product Strategy, Engineering, Manufacturing, Union Relations and the National Committee and the leadership from the UAW Chrysler Department. The agenda for meetings will include a review of vehicle plans for assembly, stamping, power train and components. Related Source Planning actions to support these plans also will be the subject of the meeting.

It is understood that the Company's frank discussion with the Union about sourcing and related plans may require the Union to keep information confidential until the Company consents to its release. The Company, on its part, also agrees not to use the results of such discussions to obtain more attractive contract terms from outsiders in lieu of keeping the work in-house.

Power Train Meeting

An annual Power Train Meeting will also be conducted by senior management from Power Train Operations for the National Committee and the leadership from the UAW Chrysler Department. The agenda for meetings will include a review of the Power Train Long Range Plan (LRP) and the anticipated effect on Power Train plant product loading.

Chrysler Product Creation Process (CPCP)

It is imperative that sourcing discussions and notification become an effective and trusted tool. It is recognized that early involvement by the UAW in CPCP will greatly enhance the chances for mutual success and will not jeopardize the product creation objectives of quality, speed to market, product innovation, and lower total cost.

The Company's continues to adjust to the significantly compressed CPCP timeframes and overall objective to improve speed to market. The timing for achieving various CPCP milestone dates will fluctuate depending on the risk inherent in each product program. Therefore, future sourcing notification timing will vary uniquely with each program on a case-by-case basis. Specific CPCP milestone target dates will be disclosed at the Program Start Meeting. The reality of variable program timing and ongoing system change dictates frequent and structured communication for effective sourcing discussion and notification.

Pre-Program Start

In order to involve the UAW Sourcing Representatives at the earliest stages of the product creation cycle, the UAW International Sourcing Representative will meet quarterly with the Vice President of Advance Vehicle Engineering (AVE) and/ or Product Strategy at the Pre-Program Start phase. The Vice President of Employee Relations, and the Vice President and Director of the Chrysler Department, UAW may attend these confidential meetings to review future product programs.

Additionally, members of the National JSOES, including the UAW Chrysler Department leadership, will meet quarterly, or as necessary, on a confidential basis, to

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discuss new or redesigned vehicles, engines, transmissions, components or subsystems under study but not yet at program approval. Inasmuch as this milestone is well in advance of any program approval or plant loading, the directional information for discussion will include potential pre-source activities, body styles, brand assumptions, role in the overall portfolio and primary regions of sale as available.

Program Start Meeting

During these negotiations, the Union expressed concern relative to full involvement at the earliest stages of the decision-making process. To that end, the Company shall inform the respective UAW Sourcing Representative of New Major Vehicles or Major Redesigned Vehicles at the Program Start Meeting. Information discussed at this meeting will typically include program objectives, CPCP milestone dates, marketing objectives and customer requirements, and potential assembly and stamping plant loading capability.

Supplier Selection Source Plan

The International Union will be notified in writing by the Company of plans to proceed with a new or redesigned vehicle, sub-system or component part. During the Program Start Meeting, the National Committee Co-Chairs, Administrative Assistant(s) to the Vice President and Director of the Chrysler Department, UAW, Assistant Director of the Chrysler Department, UAW responsible for Sourcing, other designated senior management representatives, and the appropriate UAW Sourcing Representative(s) shall be provided a Program Overview by senior Platform management. Such information shall include a review of current sourcing patterns, including the names of suppliers producing components for the current vehicle, any possible changes in assembly, sub-assembly, stamping, power train and other component sourcing patterns which have been identified by the Platform, possible insourcing opportunities, targeted market and cost objectives, and technology which may impact the represented workforce.

All contemplated sourcing decisions which impact tooling programs, process changes, die construction, die design, tool design, stamping tooling, assembly tooling, processes, technology and design and prototype work at Assembly, Stamping, Power Train and Component manufacturing locations shall also be provided subsequent to the Program Overview. With the information provided during the Program Start Meeting, and subsequent meetings, and as appropriate during the meeting cycle with the UAW Trades Effectiveness Coordinator, the UAW Sourcing Representative may provide input or alternatives to sourcing pattern(s) which coincides with the Program Start Meeting and the Final Source Plan. If, during these meetings, issues between the UAW Sourcing Representative and the respective Platform cannot be resolved, the matter may be referred to the UAW Assistant Director — Sourcing and Senior Manager Sourcing for review and resolution. In the event the parties are unable to resolve the matter, it may be referred to the National Sourcing Council (Council) for early resolution. The Council shall consist of the Vice President and Director of the Chrysler Department, UAW, Administrative Assistant(s) to the Vice President and Director of the Chrysler Department, UAW, Assistant Director of the Chrysler Department, UAW responsible for Sourcing, Senior Vice President of Manufacturing, Head of Vehicle Engineering, Senior Vice President of Company Quality and Vice President of Employee Relations, and other appropriate designates. The Council will meet to review issues brought to their attention by either party in the interest of

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reaching a resolution which serves the mutual goals and competitive challenges of the parties.

Final Source Plan

The UAW Sourcing Representatives and UAW Trades Effectiveness Coordinator shall be provided updated and confirming sourcing documentation of the types provided during the Supplier Selection Source Plan as notification of contemplated changes in sourcing patterns. Documentation will be provided to the Union Relations Sourcing Administration office for distribution to the appropriate UAW Sourcing Representatives. This documentation, which will provide the design and engineering sourcing information and prototype sourcing information where different than the production source, shall be forwarded to the appropriate Salaried Local President or Unit Chairperson.

National Committee representatives will monitor sourcing, address sourcing concerns, as well as monitor and oversee employment levels and the administration of the Sourcing and Job Security Programs. They shall be provided timely access to all data, including financial and cost information, to evaluate potential sourcing actions and their impact on UAW-represented jobs.

The National Committee shall meet on a quarterly basis. At the quarterly meeting, data regarding work brought in-house and work outsourced will be provided and discussed. Moreover, the members of the National Committee shall be advised of all Appropriations Requests as they are received, including the number of potential jobs affected. (In addition to providing hard copies, the Company will provide a summary of this data on a computer disk.)

National Sourcing Committee Meetings

The appropriate National Committee members will meet on an as required basis as frequently as twice a month. Additionally, on an as needed basis, representatives from various functional areas may be scheduled to meet with the Committee (i.e. Manufacturing, Purchasing, etc.).

In order to facilitate these discussions, the Company will ensure that information regarding Platform sourcing is provided on a timely basis to the designated UAW Sourcing Representative for the respective platform while new or redesigned vehicles are being developed. The UAW Sourcing Representative may arrange for a meeting with the Company Representative to present their competitive in-house alternatives to Company sourcing decisions. In addition, the Company Representative shall be responsible for advising the UAW Sourcing Representative of meetings, which may occur as frequently as twice a month, regarding Company sourcing decisions. The Company Representative will also provide notice of potential make/buy studies, along with prototype and related salaried sourcing information. With such early access to and involvement in the sourcing decision-making process, the UAW Sourcing Representative shall be able to develop an in-depth understanding of their respective Platform's sourcing patterns along with the possible impact which sourcing decisions may have on the hourly and salaried bargaining unit(s). They shall meet upon request with senior members of the Platform or other functional areas as appropriate.

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During this process, the designated Representatives from the National Committee will work together to review the sourcing pattern of new or redesigned product with the intent of ensuring that the UAW Sourcing Representative will be equipped with the knowledge necessary to provide their competitive in-house alternatives in the aforementioned process.

Local Committee

The Company and the Union agree that at each bargaining unit covered by this National Agreement, a Local Job Security, Operational Effectiveness and Sourcing Committee will be established to administer the Sourcing and Job Security Program. The membership of the Committee will consist of the local Plant Manager, or the Manager's designated representative, and other representatives selected by Management; the Local Union President or the Local Union President's designated representative; and the Plant Shop Committee along with the Unit Chairs of the appropriate UAW Salaried Bargaining Units. The following duties of the Local Committee will be performed jointly:

1. Review actions which may result in layoffs and the reasons for such actions.
2. Participate in discussions regarding sourcing decisions as outlined in this Memorandum of Understanding. One (1) existing member of the Local Committee from the Union and one (1) from Management will be designated to lead the review, coordination and report recommendations of potential insourcing opportunities as part of their normal roles within the Committee. Both parties agree and commit that these matters should be viewed as a priority. To this end, management will ensure appropriate resources are provided to respond to Union requests for pertinent information.
3. Participate in discussions regarding the introduction of new or advanced technology as provided in Letter (125), New Technology, contained in the National Agreement.
4. Fulfill the requirement to meet and report monthly that appropriate communications have taken place; upon the request of the National Committee, the local parties will be required to provide detailed information to support their monthly joint reports.
5. Review the manpower requirements of forward product, facility and business plans, maintaining the confidentiality of the material being evaluated.
6. Coordinate appropriate local training activities.
7. Develop and initiate proposals to improve operational effectiveness to secure existing jobs, and to attract additional business thus providing additional job opportunities.
8. Make recommendations to the National JSOES Committee, as appropriate, regarding any aspect of the Sourcing and Job Security Program. This may include any aspect of the contractual relationship between the Company and the Union that is relevant to the duties of the Local Job Security, Operational Effectiveness and Sourcing Committee.
9. Identify and review investments in the facility or equipment which could improve product quality or operational effectiveness.

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10. Review past outsourcing decisions and identify opportunities for insourcing which may be investigated as well as new business (such as product launch or other significant events).

11. Assess and monitor the utilization of floor space and equipment on a periodic basis as a way to generate opportunities for insourcing work.

12. Unresolved issues regarding the Local administration of this Memorandum of Understanding can be jointly submitted to the National Committee.

The appropriate member(s) of the National Committee will assist the Local Job Security, Operational Effectiveness and Sourcing Committee (Local Committee) in implementing the provisions of the Sourcing and Job Security Memorandum. If the parties cannot resolve a sourcing issue, the Local Union may file a grievance at the third step of the regular Grievance Procedure. If the grievance cannot be resolved, the grievance may be appealed to the Appeal Board in accordance with the Grievance Procedure. In the event the Appeal Board is unable to resolve the issue, it may be appealed to the Impartial Chairman. The Impartial Chairman can only provide a remedy where he finds that (1) a violation of the express commitments set forth in this Memorandum has been established; (2) the established violation resulted from the exercise of improper judgment by Management; and (3) any employee who customarily would perform the work in question has been laid off or was allowed to remain on layoff as a result of work being outsourced or not being brought in-house. The Impartial Chairman's remedy shall be limited to back wages for the affected employees, and the recall and/ or placement of affected employees on regular productive work.

Temporary Offloading

When a temporary offloading action is being contemplated, the Plant Manager or his designate will provide to the President of the Local Union, a written notice containing the reasons under consideration for the temporary offloading at that location. The notice of the offloading action will be given as soon as practicable, consistent with the reasons such offloading becomes necessary and expected date of return. Copies of this notice also will be provided to the UAW Assistant Director responsible for Sourcing and other National Sourcing Council members.

Temporary offloading notification is not intended to provide a means for circumvention and abuse of the normal outsourcing notification procedures outlined in this Agreement. Should circumstances arise that an offloading action may be viewed as no longer temporary, the local parties will meet to discuss their respective concerns relative to the projected return of the work. Should these issues remain unresolved at the Local Union and Plant Management level, such matters shall be referred to ~~Chrysler~~ FCA US LLC Union Relations and the Assistant Director of the Chrysler Department, UAW responsible for Sourcing in an attempt to reach a resolution. If after discussions, it is deemed appropriate, the Company shall forward a copy of the temporary offloading notice to the Vice President and Director of the UAW Chrysler Department. If a situation arises wherein work which was temporarily offloaded under these provisions is subsequently contemplated for permanent outsourcing, all applicable provisions of this Memorandum of Understanding will be applied prior to such work being permanently sourced to an outside supplier.

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The parties understand that circumstances do arise wherein the projected return date of temporarily offloaded work legitimately requires an extension and such extension requests will be reviewed by the National Parties.

In addition, the following specific commitments have been made to address sourcing-related job security concerns of UAW members:

Insourcing

The National Committee and, where appropriate, the Local Committee will discuss the practicality of insourcing, in whole or in part, work previously outsourced or new work which the Union identifies as that which might be performed competitively within the location based on the criteria outlined in this Memorandum of Understanding.

To assist in this process, the International Union will be furnished a complete list of work similar to that currently performed at the location that (1) has been outsourced from that location, or (2) is currently performed by ~~non-Chrysler~~ UAW/FCA US LLC suppliers for ~~Chrysler Group LLC~~ FCA US LLC. These lists will be updated and will include the suppliers' location (city and state), union affiliation, the supplier contract expiration dates, annual volumes, and U.S. plant locations receiving the parts and will be furnished via electronic media three times per year in January, May and September. The parties will initiate efforts to insource particular work consistent with the aforementioned criteria to create prospects for growth and to provide jobs for employees on layoff.

Additionally, the International Union will be furnished a complete list of commodities by Supplier and a list of Tier 1 Modular Suppliers. The list will be updated and will reference the information above including the suppliers' manufacturing location (city and state), union affiliation, the supplier contract expiration dates, annual volumes, and U.S. plant locations receiving the parts and will be provided via electronic media, in Excel format, three times per year.

The parties acknowledge that a commitment to job creation and preservation will require ongoing, close cooperation. The National JSOES will support the efforts toward creating and preserving jobs by implementing the jointly agreed upon process described in the Sourcing Administration Manual. This process will operate primarily at the National level but will be structured such that it will also support the efforts of the Local JSOES Committees relative to insourcing activity.

If it is established that certain work can be performed competitively, judged by the above criteria, Management will adopt the Committee's proposal and, barring unique or unforeseen circumstances, bring the work in-house. The Union shall obtain any necessary approval or ratification within thirty (30) days of the decision to bring the work in-house.

In addition, the parties recognize that there may be occasions when the Company may wish to temporarily assign work to a ~~Chrysler~~ FCA US LLC -UAW facility from a non ~~Chrysler~~ FCA US LLC -UAW facility. In these situations, a Notice of Temporary Insourcing will be completed and submitted via the same processes as a Notification of Temporary Offloading.

Outsourcing

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Outsourcing as used herein means the Company's sourcing of work from ~~Chrysler Group LLC~~ FCA US LLC UAW locations, including work connected with current, new or redesigned vehicles, fabricated parts, power train, component products, dies and fixtures. Excluded from this definition are changes in production or purchase arrangements made by any non-~~Chrysler~~ FCA US LLC / North American sourcing authority (i.e., subsidiaries, affiliates, captives, joint ventures, transplants, etc.).

If changes to the published and distributed sourcing pattern are contemplated at any time during the vehicle development or production cycle through the initiation of make/buy studies, or when any change in sourcing direction for a process unrelated to vehicle development is contemplated, the International Union, the UAW Sourcing Representative, and the Local Union at the affected location will be given written notice. When the Source Planning function, or the equivalent function at either the Company, Division or plant level, contemplates an outsourcing decision, the International Union, the UAW Sourcing Representative, and the affected Local hourly and salary Unions will be provided written confirmation of the action. The notice shall be provided to the Union as far in advance as possible ~~or promptly following approval~~, and consistent with the timing requirements of the product's development cycle. The notice will provide, on a confidential basis, the reason for the outsourcing, a description of the work involved, the number of jobs affected on both a short-term and long-term basis, if known, at both the affected facility and any other ~~Chrysler~~ FCA US LLC UAW represented facility, the identification of the sourcing authority, the quality status of the recommended supplier. The Company agrees to provide the International Union, the UAW Sourcing Representative, and the affected Local Union with all relevant financial and cost information including incremental costs used in developing the cost of completing work in-house. Data will be provided in conjunction with the aforementioned notice. Proposals to keep the work in-house will be made by the Union within ninety (90) days of the receipt of written notice.

If it is established that the work can be performed competitively, judged by the criteria listed earlier in the Memorandum of Understanding, Management will, barring unique and unforeseen circumstances, keep the work in-house. The Union shall thereafter obtain any necessary approval or ratification within thirty (30) days of the decision to keep the work in-house.

Where make/buy study findings do not impact the current sourcing pattern, the notice of contemplated sourcing will be withdrawn.

When such an outsourcing decision is contemplated at any level of the Company, the written notice will be given to the Vice President and Director, Chrysler Department, UAW. A copy of such notice will be given to the National Sourcing Department Coordinator, UAW and the Chairperson of the Local Committee at the same time.

When such a contemplated outsourcing decision is initiated by the Company at a level external to the affected location(s), the Company will provide sufficient advance written notice to allow the designated Management representative at the affected location (s) to comply with the notification procedure.

Additionally, International Union and Local Union input will be sought by the Company as early as possible in the outsourcing decision-making process as referenced in the Sourcing Administration Manual. The intent of the evaluation period and Union input

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being sought as early as possible is to allow for more thorough discussion and to permit the parties to better assess the impact of outsourcing on the long-term job stability of employees and the financial viability of given Company locations.

The Company will not enter into a contractual relationship with a ~~non-Chrysler~~FCA US LLC UAW-supplier until such time as the designated Management representative of the impacted location provides written verification that the above notification procedure and discussion by the Local Committee has taken place.

The Company agrees to a full disclosure to the International Union of the procedures utilized in the sourcing decision-making process.

Full implementation of the processes contained within this Memorandum should provide the parties the mechanisms to take advantage of every opportunity to use internal resources and to create jobs for all employees. Furthermore, as the parties continue to work together to preserve ~~Chrysler~~FCA US LLC UAW jobs, they will follow the processes contained in the Agreement regarding the outsourcing moratorium for existing core products. To that end, the National Committee will review circumstances that arise where outsourcing may be unavoidable or concerning the interpretation of the Agreement. The commitments expressed in the Memorandum are intended to contribute significantly to our cooperatively working together to provide UAW represented ~~Chrysler~~FCA US LLC employees in the U.S. improved job security by responsibly growing the business, wherever feasible.

ATTACHMENT A
MEMORANDUM OF UNDERSTANDING
SPECIAL PROGRAMS

The National Job Security, Operational Effectiveness and Sourcing (NJSOES) Committee may authorize Special Programs for designated eligible employees or may approve requests from Local Job Security, Operational Effectiveness and Sourcing (LJSOES) Committees for implementation of such Programs. Details of the Special Programs, as well as an explanation of Options, will be jointly presented to all eligible employees. The NJSOES Committee will closely monitor the communication and administration of the Special Programs at the local level to ensure that eligible employees are provided comprehensive information and counseling to ensure their complete understanding of each Special Program provisions and the implications of accepting an offer.

These Options may include:

1. Incentive Program — Retirement (IPR)
2. Special Early Retirement (SER)
3. Pre-Retirement Leave (PRL)
4. Voluntary Termination of Employment Program (VTEP)
5. Enhanced Relocation
6. Skilled Trades Retraining

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7. Mandatory Placement

The National Parties may expand or limit these Options dependent upon specific plant circumstances.

SPECIAL PROGRAM #1
VOLUNTARY TERMINATION OF
EMPLOYMENT PROGRAM

The Voluntary Termination of Employment Program (VTEP) provides a guaranteed lump-sum benefit payment subject to the conditions and limitations contained herein. This Program is applicable to employees with at least one year of seniority who are at work on or after the effective date of the Agreement.

Description of Program Benefits

Years of Seniority as of Application Date	\$ Amount	Allocation Period (Months)
1 but less than 2	15,000	6
2 but less than 5	21,000	9
5 but less than 10	37,000	15
10 but less than 15	47,000	19
15 but less than 20	62,000	25
20 but less than 25	67,000	27
25 or more	72,000	29

The maximum gross amount of the benefit payable under this Program is \$72,000 for employees with twenty-five (25) or more years of seniority.

In no event, however, shall the amount of a VTEP payment provided under this Program exceed such amount permissible under the Employee Retirement Income Security Act of 1974 (ERISA).

An employee who accepts a VTEP payment shall be provided with basic health care coverage for a period of six (6) months dating from the end of the month in which the employee last worked.

An employee eligible for an immediate pension benefit under the ~~Chrysler Group FCA US LLC-UAW Pension Plan Agreement~~, at the time of his/her break in service (due to participation in a VTEP), shall upon completion of the Allocation Period and application for a pension benefit under the ~~Chrysler Group FCA US LLC-UAW Pension Plan Agreement~~ become eligible for post retirement health care and life insurance on the same basis as other retirees. For purposes of applying the terms of the ~~Chrysler Group FCA US LLC-UAW Pension Plan Agreement~~, such employees shall not be treated as deferred vested by reason of their participation in a VTEP.

VTEP PAYMENT OFFSETS

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Any VTEP payment to an eligible employee will be reduced by the employee's outstanding debts to the Company or to the Trustees of any Company benefit plan or program, including any unrepaid overpayments to the employee under the SUB Plan, Exhibits to the National Agreement.

EFFECT OF RECEIVING VTEP PAYMENT

An employee who accepts a VTEP payment shall (i) cease to be an employee and shall have his/her seniority broken at any and all of the Company's Plants or other locations as of the last day worked subsequent to the date his/her application for a VTEP payment is received ("Termination Date"), (ii) shall have canceled any eligibility the employee would otherwise have had for a Separation Payment and/or Redemption Payment, (iii) shall not be eligible to receive a special early retirement benefit under the ~~Chrysler Group~~ FCA US LLC-UAW Pension Plan Agreement, and (iv) shall not be permitted to retire under the ~~Chrysler Group~~ FCA US LLC-UAW Pension Plan Agreement for the number of months of the Allocation Period following the Termination Date.

SPECIAL PROGRAM #2 PENSION PROGRAM

GENERAL

The National Committee may recommend that the ~~Chrysler Group~~ FCA US LLC-UAW Pension Plan Agreement be amended by letter agreement to provide a special early retirement window for any employee who is at work on or after November 19, 1990 and is between the ages of 55 and 61 who has ten (10) or more years of credited service under the ~~Chrysler Group~~ FCA US LLC-UAW Pension Plan Agreement. Such retirement would provide unreduced basic benefits for the life of the retiree, temporary benefits payable in accordance with the provisions of the ~~Chrysler Group~~ FCA US LLC-UAW Pension Plan Agreement and any supplements they may be entitled to based on the provisions of the ~~Chrysler Group~~ FCA US LLC-UAW Pension Plan Agreement and the employee's age and credited service. The annual earnings limitation provisions of the supplements shall not be applicable to any special early retirement.

ATTACHMENT B MEMORANDUM OF UNDERSTANDING GOALS AND OBJECTIVES OF JOB SECURITY AND OPERATIONAL EFFECTIVENESS

The Company and the Union recognize that quality and operating efficiency are inextricably wed to job security, and that a high level of quality and operating efficiency requires mutual respect and recognition of each other's problems and concerns. Accordingly, in addition to the Local Job Security, Operational Effectiveness and Sourcing (JSOES) Committee's responsibilities for the Sourcing and Job Security Program and participation in discussions provided in related Letters of Understanding, each committee will focus on cooperative efforts toward our common goal to improve the effectiveness of operations and remove barriers, to improvements increase job opportunities and fully utilize the workforce. The local committees will jointly develop a plan through an exhaustive analysis of the location's operational efficiency.

Within six months of the effective date of the Agreement each Local JSOES Committee will review with Divisional/Group Management and the International Union the

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overall competitiveness of the location's products and their plans indicating actions, and/or changes needed to improve quality and efficiency at their location and to stimulate job security of the existing workforce and attract new work. Such plans must then be approved by the National JSOES Committee.

The National Committee will be available on an ongoing basis as a resource to Local Committees and will review progress at the local level at least on an annual basis.

The following are examples of appropriate areas the local parties may address:

- 1) identification of investments in the facility or equipment necessary to improve product quality or operational effectiveness;
- 2) procedures and plans to review past outsourcing and outside contracting decisions, and identify opportunities for insourcing and new business.

Efforts of the local parties to improve operational effectiveness may require change or waiver of certain agreements or practices. It is understood that any such waivers, modifications or changes would not be effective unless agreed to by the local parties involved and approved in writing by the Union Relations Staff of the Company and the Chrysler Department of the Union. Such changes would be effective only at the location(s) specifically designated.

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW

~~CHRYSLER GROUP LLC~~ FCA US LLC

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(M-3) Health & Safety

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MEMORANDUM OF UNDERSTANDING HEALTH AND SAFETY

I. Joint Commitment to Health and Safety

This Memorandum of Understanding supplements the National Production and Maintenance Agreement between FCA US Chrysler Group LLC and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, and certain of its Local Unions dated October 12, 2011 as follows:

WHEREAS, no subject is of greater concern to the Company and the Union than the physical well-being of employees in ~~Chrysler's plants~~ FCA US LLC facilities, and in our recent negotiations no subject received or deserved a higher priority than promoting safe and healthful working conditions in the plants and PDCs; and

WHEREAS, the parties agree that an on-going program, in which both will participate and cooperate, will aid in achieving this objective; and

WHEREAS, the Company shall have the obligation to continue to make reasonable provisions for the safety and health of its employees during the hours of their employment; and

WHEREAS, the Union shall cooperate with the Company's efforts to carry out its obligations,

NOW, THEREFORE, it is hereby agreed as follows:

II. Company Responsibilities

The Company agrees to:

(a)--Recognize its obligation to provide as safe and healthful a working environment for employees, ~~as it reasonably can and both parties agree to use their best efforts, jointly, to achieve that end.~~ As a top priority, the Company is committed to protecting the health and safety of each employee. The implementation of actions to help our employees realize

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a healthy, injury-free work environment is a leadership responsibility. The Union will cooperate in the Company's focus to maintain and improve a safe and healthful work environment. The parties agree to use their best efforts to jointly achieve these objectives. Responsibility for health and safety matters remains, however, with the Company.

(b)--Provide annual training for members of the Local Joint Committee on Health and Safety hereinafter referred to as the ~~Local Committee~~ LJHSC and appropriate education and training in health and safety for all employees and the alternate health and safety regular replacement ~~representatives~~. In addition to initial instruction, members of the ~~Local Committees~~ LJHSC will receive specialized training appropriate to the nature of the work performed in their plants/PDCs. The International Union's Chrysler Department will be provided the opportunity to review and participate in such training or instruction programs and make necessary and desirable recommendations.

(c)--The Company, upon request, will provide ~~Provide access to the Union member of the Local Joint Committee on Health and Safety, access to the available health and safety documents the following reference material referenced in Company health and safety policies available to the Management member of the Local Committee~~ such as:

National Safety Council Publications
Governmental Standards on Health and Safety
Corporate Health and Safety Bulletins
Trade Publications
ANSI/NFPA standards
Publications of Local Safety Councils

(d)--Provide by March 1 of each year to the health and safety professionals of the International Union's staff a copy of OSHA Form No. 300 as it is now constituted, and the corresponding manhours worked and incidence rate for each plant/PDC.

III. National Joint Committee on Health and Safety

A National Joint Committee on Health and Safety (NJC) will be established, consisting of three (3) representatives of the International Union appointed by the Vice-President and Director of the Chrysler Department-UAW, and three (3) representatives of the Company appointed by the Vice-President of Employee Relations of the Company, herein referred to as the National Committee. Each party will appoint at least two (2) members who have professional training in industrial hygiene or safety. This Committee shall:

(a)--Meet at least quarterly at mutually agreeable times and places. Minutes will be prepared for each meeting and a copy given to the International Union members.

(b)--Review the Company's safety and health programs and make necessary or desirable recommendations.

(c)--Develop and recommend to the Company an appropriate annual training program to be established for Union members of the Local Committees.

(d)--Develop and recommend to the Company guidelines for employee training and education.

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(e)--The Environment, Health and Safety (EHS) Staff and UAW Chrysler Health and Safety Department will jointly review and analyze federal, state or local standards, codes or regulations which affect the health and safety programs within the Company. It is understood that in the event that a governmental institutions periodically modifies a standards, regulations, guidelines, and/or exposure limits. Therefore the EHS Staff and UAW Chrysler Health and Safety Department will jointly review~~NJC will discuss in advance, if practicable what impact, if any, such change may have upon Chrysler health and safety programs. In addition, the NJC will be provided in advance copies of new or revised Safety Manufacturing Instructions (SMI's), Industrial Hygiene Bulletins and Safety Bulletins and other Corporate Health and Safety documents on an annual basis to ensure these policies will continue to protect worker's health and safety. The NJC will discuss in advance, what impact, if any, such change(s) may have upon the Company's health and safety programs.~~

(f)--Review problems concerning serious or unusual situations affecting plant/PDC health and safety, and new model launch design-in-safety to make necessary or desirable recommendations.

(g)--Receive, review and analyze the injury and illness data for all plants/PDCs that the Company is now required to compile on OSHA Form No. 300 as it is now constituted with corresponding manhours worked and incidence rate.

(h)--Receive and deal with matters referred to them by Local Committees.

(i)--In remembrance of workers who have lost their lives while on the job, materials will be provided for viewing by all employees per the NJC. Each location will receive instructions prior to the specified date of our observance of Workers' Memorial Day.

(j)--The Company and the Union will work jointly with other recognized leaders in workplace health and safety, such as the National Safety Council, American Society of Safety Engineers, Global Organization of Ergonomics and the Institute of Industrial Engineers to explore innovative methods of sharing best safety practices and training wherever possible. The National Joint Committee on Health and Safety (NJC) will meet and determine a process to accomplish our shared objectives in this area. The NJC will report its findings to the Vice President and Director of the UAW-Chrysler Department and the Vice President of Employee Relations for FCA US LLC.

IV. Health and Safety Review Boards

~~A-Health & Safety Review Boards isare established to review the status of the health and safety program and resolve health and safety issues. in each division (Assembly, Stamping, Power Train, Advanced Manufacturing and Engineering, Parts Distribution Centers, and Component Operations) which consists of the General Plants Manager/Vice President or their designated Division representative and the designated representative of the Vice President and Director of the Chrysler Department UAW. Also, the Review Board shall include the Plant Manager, Plant Human Resource Manager, Local Union President, International Servicing Representative, and the National Joint Health and Safety Committee. The Review Board will convene as soon as possible, at the direction of the NJC, generally within two (2) weeks after a fatality, to review results of the initial investigation and develop and recommend appropriate improvements in health and safety practices within the plant where the incident occurred and at other plants where deemed proper within that division. The National Joint Health and Safety Committee will provide technical support to the Board and monitor compliance to directives requiring the enactment of preventive~~

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measures. The primary tool to accomplish their objective will be a complete safety hazard analysis of the job or operation involved.

A. Weekly Incident Review Board (WIRB)

A WIRB is established at each location and is co-chaired by the Plant/Location Manager and the Local Union President. WIRB members will also include the plant/location manager's staff, LJHSC, and the local shop committee. The responsibility of the WIRB is to review and monitor the health and safety program and WCM/WCL safety related activities at the plant/PDC. The LJHSC will provide technical assistance to the WIRB. Any health and safety issues not resolved at the local level will be elevated to the Division Health and Safety Review Board.

B. Division Health and Safety Review Board (DHSRB)

A DHSRB is established and is co-chaired by the Environment Health and Safety Division Lead and the UAW Chrysler Health and Safety Coordinator. A DHSRB is established in each division that has employees covered by this Agreement (Assembly, Powertrain, Stamping Operations, and Parts Distribution Centers). The purpose of this review board is to meet and resolve health and safety issues that have not been resolved by the Local World Class Participation Council.

The DHSRB shall meet on a regular basis, or as soon as necessary, to consider appropriate health and safety matters within the respective divisions, including the review of ergonomics, design in safety activities and WCM/WCL safety pillar activities. Health and safety issues unresolved by the DHSRB will be referred to the National Joint Committee on Health and Safety (NJC).

C. Special Health and Safety Review Board (SHSRB)

The parties are committed to preventing fatalities and serious injuries. The SHSRB will consist of the Division Health and Safety Review Board for that division. Additional members of the review board will consist of the General Plant/PDC Manager/Vice President or their designated representative, Director of the UAW - Chrysler Department or their designated representative, the UAW International Servicing Representative, and the UAW - Chrysler Health and Safety Department Coordinators. In the event of a fatality or serious injury, a special review board meeting will be convened as soon as appropriate upon the request of the NJC. The purpose of the SHSRB is to assist in the joint investigation and review of the incident. An investigation including a safety hazard analysis of the job or operation at issue will be conducted by a joint team including UAW International representatives and FCA Health and Safety staff, trained in accident investigation. Once the investigation is complete, the joint investigation team will recommend corrective action measures as necessary. Furthermore, the SHSRB shall meet as necessary to review elements of the health and safety program.

V. Local Committee

(A) Establishment of Local Committee and Representation

A Local CommitteeLJHSC will be established in each plant/PDC, consisting of one (1) representative appointed by the Plant/PDC Management and one (1) representative appointed by the Vice-President and Director of the Chrysler Department-UAW. The maximum number of hours per week in which the Union member of each Local CommitteeLJHSC will be allowed to perform their functions shall be determined on the

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basis of the number of hourly employees in their plant/PDC in accordance with the following schedule:

Number of Employees	Hours Per Week
600 or more	40
250 to 599	8
Less than 250	4

In those facilities where there is more than one (1) Health and Safety Representative, the NJC will determine which meetings they may attend.

The Company agreed to provide for a Health, Safety and Ergonomics Representative in each PDC of less than 600 employees. The maximum number of hours per week in which the Health and Safety Representative will be allowed to perform their function shall be six (6). For PDC locations that have second shift operations, the International Union may designate in writing one (1) employee from among those working on the second shift as a Health, Safety and Ergonomic Representative to assist in concerns that may arise during the second shift hours. Such representatives shall be provided appropriate training as determined by the NJC.

(1) Hours of Work

Adjustments with respect to the maximum number of hours each Union member of the ~~Local Committee~~ LJHSC will be allowed to perform their functions shall be made twice each calendar year, (1) effective the second pay period in May, based on the number of hourly employees on the active roll in the plant/PDC on the third Wednesday of the preceding month of April, and (2) effective the second pay period in November, based on the number of hourly employees on the active roll in the plant/PDC on the third Wednesday of the preceding month of October. The Vice President and Director of the Chrysler Department-UAW shall advise the ~~Corporate~~ Company Union Relations Staff in writing of the names of the appointees and the plant/PDC in which each is assigned. No Union member of a ~~Local Committee~~ LJHSC shall function as such until the Company is so advised. The Union member of the ~~Local Committee~~ LJHSC shall serve an indefinite term and shall be replaced only with the concurrence of the ~~National Joint Committee on Health and Safety as hereinafter provided for.~~ The Union member will receive training as outlined hereinafter, without cost to them.

(2) Regular Replacement Alternate Health & Safety Representative

(a)--In the event the Union member of the ~~Local Committee~~ LJHSC is absent for one (1) weekday or more, the member shall be replaced by an employee who has been designated as the ~~regular replacement~~ Alternate Health and Safety Representative by the International Union ~~with the concurrence of the National Joint Committee on Health and Safety,~~ provided, where possible, the Union member of the ~~Local Committee~~ LJHSC has given local Management at least one (1) week advance written notification of the expected absence of the regular Union member. The Alternate Health and Safety Representative ~~regular replacement~~ will be allowed to function in the absence of the Union member of the ~~Local Committee~~ LJHSC when such absence is occasioned by the Union members absence for the annual joint training conference. As soon as practical following the effective date of this Agreement, the International Union shall provide to the Company the

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names of the employees who have been designated by the International Union as regular replacement Alternate Health and Safety Representative.

(b)--Notwithstanding paragraph (a) above, the Union member of the Local Committee LJHSC may be replaced by the regular replacement Alternate Health and Safety Representative when the member is absent for less than a week one (1) day or more to investigate work related fatalities, serious accidents, and, in accordance with V(C), conditions involving imminent danger when such fatalities, accidents or conditions occur during the Union members absence. In proper cases, the Union member of the Local Committee may be replaced by the regular replacement for absences of less than one (1) week and (i) plant management receives advanced written notification of such absences and (ii) the absence is due to a vacation leave of absence, absence for one (1) full shift due to illness, or casual. Upon provision of one week notification the Alternate Health and Safety Representative will be released to replace the Health and Safety Representative for absences of one (1) day or more. Management will consider the business conditions to determine the ability to release the alternate in emergency cases where the one (1) week notice is not provided.

When replacing the Union member of the Local Committee LJHSC, the regular replacement Alternate Health and Safety Representative shall be subject to all the provisions of the Agreement applicable to the Union member of the Local Joint Committee on Health and Safety LJHSC.

(3) Part Time Health and Safety Representative Obligations

(a)--It is understood that the Union member of each Local Committee LJHSC who does not qualify under the schedule herein to perform their functions forty (40) hours per week has a regular job to perform and that they will advise their Supervisor on each occasion when it is necessary for them to leave their regular job in order to function as a member of the Local Committee LJHSC. The Union member of the Local Committee LJHSC shall be permitted to meet in the regular meeting of the Plant/PDC Shop Committee and, at the request of the Local Union President, attend Special Conferences during the portion of such meeting or conference when health and safety issues or grievances thereon are discussed.

(b)--It is understood that the Union member of each Local Committee LJHSC will be paid only for such time spent in performing their functions as occurs during the time when they are otherwise scheduled to work.

(c)--When a Union member of the Local Committee LJHSC is permitted less than forty (40) hours a week away from work the designation of such time shall be made by mutual agreement between the Local Union and the Local Management.

(4) Overtime Scheduling

The Union member of the Local Committee LJHSC will not be scheduled for Saturday, Sunday, holiday or daily overtime work except as a regular employee in their department and when so scheduled shall not perform their function as a Union member of the Local Committee LJHSC; provided, however, when three hundred (300) or more, or more than 50% of the regular hourly work force on their shift in a plant/PDC of 600 or more

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hourly employees are scheduled to work during hours for which they are entitled to receive premium pay under either Section (86) or Section (87) of the National Production and Maintenance Agreement, the Union member of the ~~Local Committee~~ LJHSC for that plant/PDC will also be scheduled to work and to function as Union member of the ~~Local Committee~~ LJHSC during such hours. In addition, they shall be scheduled when new equipment and/or major process changes are being installed or tried out which may affect employee safety and one hundred (100) or more of the employees on their shift are scheduled to work.

(5) Function Under Reduced Workforce Conditions

During a reduction in the work force in a plant/PDC of six hundred (600) or more employees the Union member of the ~~Local Committee~~ LJHSC shall be permitted to perform the functions of the office when fifty percent (50%) or more of the people on the members shift are working, except that during a reduction in force due to model change or plant/PDC rearrangement the member shall be permitted to perform the functions of the office when one hundred (100) or more of the employees on the members shift are working.

(6) Conduct

The privilege of the Union member of a ~~Local Committee~~ LJHSC to perform their duties during regular working hours is subject to the following conditions; (a) that the time be devoted to the prompt handling of matters which are proper pursuant to the terms of the Memorandum and the privilege shall not be abused and (b) that if it is necessary for a Union member of a ~~Local Committee~~ LJHSC to speak to an employee about a health and safety matter they shall make prior arrangements with the employee's Supervisor to do so.

(7) Working Hours

The Union member of a ~~Local Committee~~ LJHSC shall be assigned to the first shift and shall be subject to the provisions of Section (19) of the National Production, Maintenance and Parts Agreement.

(B) ~~Local Committee~~ LJHSC Functions

The ~~Local Committee~~ LJHSC shall:

(a)--Meet at least once each month at a mutually agreeable time and place to review health and safety activities/conditions within the plant/PDC and evaluate program status, making recommendations in this regard as they deem necessary or desirable. A summary list of items discussed shall be provided to the Union member of the ~~Local Committee~~ LJHSC.

(b)--Make weekly systematic inspections of the plant/PDC, as provided hereinafter, to assure that there is a safe, healthful and sanitary working environment in each plant/PDC.

(c)--Accompany Governmental Health and Safety inspectors and International Union Health and Safety professionals on plant/PDC inspection tours. Also accompany ~~Corporate Company~~ Health and Safety professionals on regular surveys and audits at the plant/PDC and surveys requested by the Union. Advance arrangements should be made to

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permit participation in such surveys. In plants/PDCs of less than six hundred (600) employees, the time spent by the Union member accompanying such inspectors and professionals shall not be charged against the members weekly allotted hours.

(d)--Be notified in advance, of health and safety inspections by private agency officials, and licensed inspectors required by statute or by consultants retained by the Company, and whenever possible by Government officials including state, city and county code enforcement, and be afforded an opportunity to accompany such officials or consultants and provide any pertinent information to them. A copy of such reports, including those of insurance inspectors, will be provided, upon request, to the ~~Local Health and Safety Committee~~ LJHSC and the DHSRB regarding violations of applicable local, state, or federal code or standard violation(s).

(e)--Be informed of lost work day accident cases, review results of the plant/PDC safety investigation of such accidents and upon request, review completed OSHA Form No. 301 reports or their equivalent and make any necessary or desirable recommendations. Investigate work related fatalities and serious accidents, as defined in S-54, and upon request, review completed OSHA Form No. 301 reports or their equivalent. When such events occur during the 2nd or 3rd shift, the Management member of the ~~Local Committee~~ LJHSC will endeavor to notify the Union member, inform them of the facts, and arrange upon request, for them without pay to enter the plant/PDC and investigate such events.

(f)--Receive a copy of the plant's/PDC's report on OSHA Form No. 300A and the plant's/PDC's manhours worked and the incidence rate for the pertinent period.

(g)--Periodically review the OSHA 301 data in the Occupational Health Manager (OHM) computer system and ~~near miss data~~ all incidents recorded in the S-54 database.

(h)--Periodically review deletions of cases from the OSHA 300 log and the rationale.

(i)--Periodically review the "54-08" lost time tracking report to ensure the correlation between Workers' Compensation cases and the OSHA 300 log.

(j)--Review, recommend, and participate in local safety education, ~~and information~~ programs and employee job related training.

(k)—Ensure WSOT results are properly entered into the B.E.S.T. website by a person designated by the LWCPD Co-Chairs.

(l)—Ensure in-plant/PDC OHM access is made available to Local Union Presidents, members of the Shop Committees and Chief Stewards upon request.

(m) - The UAW Health and Safety Representative will work with the WCM Safety Pillar at Manufacturing facilities, and the WCL Safety Pillar at PDCs where implemented.

(C) Imminent Danger

When either member of the ~~Local Committee~~ LJHSC has a reasonable basis for concluding that a condition involving imminent danger exists, relevant information shall be

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communicated without delay to the committee members so that a joint investigation can be conducted immediately and necessary or desirable recommendations made. Upon joint recommendation, the machine or operation will be taken out of service to perform any and all corrective action.

(D) Information, Equipment and Resources

(1) Notification of Fatalities and Serious Accidents

The Company agrees to:

Provide to the Union member of the ~~Local Committee~~ LJHSC and to the National Committee prompt notification of fatalities and serious accidents (as defined in S-54).

(2) Safety and Industrial Hygiene Equipment

(a)--Provide equipment for measuring noise, air contaminants, and air flow which will be available for use by the ~~Local Committee~~ LJHSC. Proper arrangements shall be made to permit the Union member of the ~~Local Committee~~ LJHSC to use the safety and industrial hygiene equipment available to the Management member of the ~~Local Committee~~ LJHSC and in which the members of the ~~Local Committee~~ LJHSC have received training.

(b)--Where necessary, measure noise, air contaminants, and air flow with approved direct reading equipment provided by the Company as set forth hereinafter. The ~~Local Committee~~ LJHSC shall also use, or observe the use of appropriate industrial hygiene and safety testing equipment as required where available in the plant/PDC. The LJHSC shall be provided hands-on training on duct static pressure and face velocity measurement using existing industrial hygiene equipment. Periodic reviews of plant/PDC noise surveys will be completed at applicable facilities. Recirculation of air will not be permitted where employees' health and safety cannot be assured.

(c)--Permit the Union member of the ~~Local Committee~~ LJHSC to participate in and observe Management measurement or sampling of the occupational environment. Exposure results from all personal breathing zone air sampling will be entered in the sampled employee's medical record. The ~~Local Committee~~ LJHSC shall be informed in writing of such exposure and shall advise the employee. The Union member of the ~~Local Committee~~ LJHSC shall also be informed in writing of any corrective action to be taken. Upon written request of the employee such results shall be provided to the employee or their physician.

(3) Use of Camera/Video Camera

The ~~Local Committee~~ LJHSC at all locations shall have equal access to a camera/video camera. The ~~Local Committee~~ LJHSC will be permitted its use as an aid in conducting joint investigations and inspections where special circumstances dictate the need, such as where photographs/video tapes are necessary to enable the ~~Local Committee~~ LJHSC to adequately explain or describe serious safety or health problems to responsible plant or PDC management. The ~~Local Committee~~ LJHSC may also use the camera/video camera to photograph health and safety items that are being referred to the NJC.

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Upon request, the Union Member of the ~~Local Committee~~ LJHSC will be provided with copies of photographs/ video tapes which relate to health and safety matters in the plant or PDC. Such photographs/video tapes shall remain the property of the Company and shall be for the internal use of the ~~Local and National Joint Committees~~ LJHSC only and shall not be reproduced, published or distributed.

International Union Representatives responding to a properly submitted request for ~~H&S~~ Health and Safety assistance, may use cameras and/or video cameras under the same restrictions as the LJHSC, upon approval of a "General Use Photo / Video Camera Registration and Temporary Pass Request".

(4) Place To Work

Each plant and PDC will make available to the Union member of the ~~Local Committee~~ LJHSC a place where the member can write reports or review health and safety material. In addition, the member will be provided access to a computer with Company ~~intranet~~ internet access for health and safety research purposes and a filing cabinet or drawer to keep health and safety material.

(5) Mortality Data

~~Local Committee~~ LJHSC may request the mortality experience pertaining to the facility they represent. Such requests will be referred to the NJC for prompt response using information available to the Company. The NJC will investigate coding programs for injury/ illness cases to determine the feasibility of making information more useful for identifying potentially hazardous conditions. If feasible, such a system will be implemented at each facility.

VI. Research

The Company agrees to permit the NJC to continue to be responsible for evaluating the need for occupational safety and health research, including additional projects to be designated. The Company and Union agree to examine and conduct research projects on subjects that address immediate health and safety needs. The NJC, where appropriate, will meet, share information and coordinate research topics with UAW-General Motors and UAW-Ford with respect to future projects. Such research is to be conducted after the mutually selected Scientific Advisory Committee has approved the protocol and the feasibility of the research. The results of research conducted within ~~Chrysler Group~~ FCA US LLC facilities will only be used for purposes specifically authorized by the NJC. The NJC will be responsible for prompt communication of research findings to affected employees.

VII. Training

(A) Training Program Design

The Company agrees to provide additional joint health and safety training to enhance the safety awareness, hazard recognition and technical skills of ~~Chrysler Group~~ LLGFCA US LLC employees covered under the terms of this agreement. To assure basic uniformity, the NJC will develop guidelines to be used by the plants/PDCs and ~~Local Committees~~ LJHSC to design training programs to meet local needs. The NJC will also develop a system to review and approve health and safety training programs. In addition,

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the NJC will establish needs assessment and evaluation processes to determine and evaluate existing and future training programs.

The NJC will pursue the most cost effective means for developing effective training programs. Further, the NJC will explore the feasibility and practicability of sharing development costs on common programs with other joint Union-Company training centers.

(B) Establishment of Joint Health and Safety Training Sub-Committee

In that connection, a Joint Health and Safety Training Sub-Committee comprised of two (2) representatives of the Company appointed by the Vice-President of Employee Relations of the Company and two (2) representatives of the Union appointed by the Vice President and Director of the Chrysler Department-UAW will be established to serve as a resource of the NJC to assist in achieving the National Committee's training objectives.

(C) Training Programs

During these Negotiations, the parties discussed various potential subjects for training, including topics such as: leadership, roles and responsibilities, and general awareness, as contained within the Joint Health and Safety our Bringing Excellence to Safety Teams (BEST) Program. ~~We believe BEST~~ The Joint Health and Safety Program has produced significant opportunities for breakthrough results and we are committed to its development, roll out and maintenance. We also discussed the potential training topics that were more specific in nature to particular job functions. To that end, the NJC recognizes that the LJHSC will work with the Skilled Trades Trainer in the development of a health and safety training needs assessment for their particular location. At Parts Distribution Center locations this needs assessment will be performed by the LJHSC. This jointly developed needs assessment will be reviewed by the LWPCP to ensure it meets the facility's health and safety training requirements. Accordingly, wWe agreed that the NJC shall evaluate the needs and define specific training programs for development and delivery during the term of this Agreement. Programs under consideration, subject to resources and funding allocation issues, are:

- (1) general risk assessment and hazard control,
- (2) skilled trades,
- (3) non-routine use of powered material handling equipment,
- (4) ladder safety,
- (5) office health and safety, and
- (6) non-routine jobs related to power generation and distribution, waste handling, and storage and distribution of hazardous liquids and gases.
- (7) update all existing training programs as necessary.

Jointly developed training efforts will be concentrated in the following areas:

(1) Hazard Communication training, including basic refresher training. In addition, the parties will conduct trial programs directed at chemical hazard communication issues concerning specific manufacturing processes.

(2) Skilled Trades safety training, including Electrical Safety Work Practices Training (Arc-Flash) NFPA 70-E for appropriate personnel.

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- (3) Union representatives and supervisors, and
- (4) Local Joint Health and Safety Committees.
- (5) General Hazard Recognition
- (6) The NJC will oversee additional programs in areas such as:

- New hire orientation, in which all new represented employees shall, prior to work assignment on the manufacturing floor, receive at a minimum, jointly developed training in Hazard Communication, Pedestrian Safety and PPE. New employees will receive additional training based on the facility health and safety training needs assessment.

- Refresher training for all employees in existing programs within the life of the agreement;

- Annual Train-the-Trainer instruction in Health and Safety developed by the NTC;

- Orientation training for new Health and Safety Representatives, ~~regular replacement~~ Alternate Health and Safety Representative and Management members of the ~~Local Committees~~ LJHSC's;

- Appointed Health and Safety Representative Instruction;

- Instruction is to be scheduled by the NTC for newly appointed Health and Safety Representatives within 30 days of official appointment. Instruction topics shall be agreed upon by the NJC;

- Furthermore, within one year following ratification of the agreement, instruction is to be scheduled by the NTC for appointed Health and Safety Representatives who have not yet received instruction;

- Annual first aid, CPR and rescue technique training for confined space ~~R~~rescue ~~T~~team members and emergency response personnel;

- Bloodborne Pathogens Awareness for Skilled Trades;

- CPR Hands Only training made available to employees with opportunity to practice;

- Production safety awareness;

- Annual Lockout Awareness Refresher Safety Talk;

- Hazard communication for machining operations;

- Hand tools;

- NTC Health and Safety Certification Training. All UAW Health and Safety Representatives newly appointed by the International UAW and Chrysler Health ~~&and~~ and Safety Representatives will complete 240 hours of certification training (employees who have completed a degree in health ~~&and~~ and safety, related degree or have achieved a nationally recognized certification in health ~~&and~~ and safety are exempt). Upon completion of

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the certification training, 24 hours of online training shall be required annually to maintain certification. Certification maintenance training shall be completed during regular working hours. Time spent on recertification will not be deducted from hours allowed for UAW Health and Safety Representatives. In addition, on an annual basis, current and newly appointed plant/PDC Health and Safety Representatives will complete one of the following courses: OSHA 30 hour General Industry training, Occupational Health and Safety Technologist Certification, Specialized Industrial Hygiene or Specialized Ergonomics training.

During these negotiations, the parties discussed various delivery methods for refresher training. The parties agree mandatory Safety Talks addressing refresher training topics on Office Safety, Personal Protective Equipment, Pedestrian Safety, Ergonomics, Hazard Communication, Metal Working Fluids, Adjunct Lockout, Powered Industrial Vehicle Operation, Aerial Lift Operation, Crane/Hoist/Sling Safety, Robot Safety, and Dock Safety, Hazardous Substances and Low Frequency High Risk will be jointly developed by the NTC Health and Safety Department and Corporate Safety. Safety Talks will be delivered by Supervisors in an appropriate manner agreed upon by the LWPCP with oversight by the NJC. In addition, the NTC computer based training (CGCW-NTCHST14) for Safe Operation of Powered Industrial Vehicles shall be repeated at the time in which a PIV operators license is reissued, or as otherwise required in accordance with the Company PIV policy (S-24).

The parties jointly agreed that the LJHSC will review refresher safety training subjects annually and determine the need for additional refresher training requirements based on injury/illness experience trends at the location.

Jointly developed health and safety training programs are currently available via the Company's tTraining & eEmployee dDevelopment sSystem (TEDS). Training programs for UAW represented employees shall be scheduled and delivered under the direction of the facility's UAW Health & Safety Trainer. All Authorized lockout training for necessary employees shall be scheduled and delivered under the direction of the facility's UAW Skilled Trades Trainer.

(D) Job Specific Training

Continue to provide jointly developed health & safety training programs and job specific training of affected employees during scheduled work hours based upon the recommendations of the National Joint Health & Safety Committee.

It is understood that the parties will pursue a program development cost-sharing arrangement between General Motors, Ford and ~~Chrysler Group~~ FCA US LLC.

(E) Computer Training for Access to OSHA Data

Provide access and training to the Local and National Committees through existing terminals to on line OSHA 301 and 300 data and reports of ergonomics activity and accident investigation status. During the 2003 Negotiations, the parties discussed the desire to provide refresher training on the Health & Safety information system to the UAW Health & Safety representatives. Training of designated users will be conducted at the Annual Health, & Safety and Ergonomics Conference. Initial and refresher training for

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the UAW Health and Safety representatives and the ~~regular replacement~~ Alternate Health and Safety Representative on the Health and Safety Information System (OHM) will be a self-tutorial model that users will be able to use at their worksite and the OSH Help Desk will be available for questions. Similar training will be available for the Local Union Presidents, Shop Committees, Chief Stewards and Ergonomic Analysts on the specific screens of OHM they may access. The UAW Ergonomic Analyst shall be provided access to injury/ and illness data through the OHM system including all occupational related first aid visits.

VIII. Ergonomics

During the current negotiations, the parties discussed the comprehensive ergonomics program covering facilities under the National Production, Maintenance and Parts Supplemental Agreement which had been agreed to by the Company and the UAW.

The Company explained to the Union that Advance Manufacturing Engineering (AME) has developed a set of internal guidelines for ergonomics. These guidelines are contained within the Chrysler Company ergonomic design criteria Do's and Don'ts for Tool Design Standards and will be reviewed with the UAW Chrysler Department and the International Union. The parties understand the importance of implementing sound ergonomic guidelines at the earliest stages of the product/process development cycle. In that context, Design and Process personnel, including suppliers will review the principles of the Chrysler Company ergonomic design criteria Do's and Don'ts and take them into account when working on advance programs. The Company will review the internal guidelines for ergonomics with the NJC every six (6) months.

The parties agreed that to facilitate proper control, training and communication of ergonomic factors, the various phases of the jointly developed ergonomics program will be applied to employees at all UAW represented facilities including Skilled Trades, O&C and Engineering, Office and Clerical Bargaining Unit employees.

(A) Coordination of Activities

The UAW-Chrysler National Training Center shall coordinate its ergonomic activities under the direction of the NJC with coordination of Corporate Occupational Safety and Health (OSH) and Advance Manufacturing Engineering ergonomic activities and provide on-going technical support to plant/PDC ergonomic efforts. Such support may include:

- a. Data collection and analysis
- b. Job analysis methodology
- c. Advanced job modification design
- d. Training for Ergonomics personnel
- e. Training for Engineering personnel
- f. Training for Medical staff in medical data management
- g. Communication of solutions/failures to other facilities
- h. Ergonomics program evaluation analysis and follow-up

The NJC will use the NTC to coordinate activities and disseminate information, as required, to facilitate on-going ergonomics efforts. The NJC will make recommendations to the Joint Activities Board regarding resources needed to implement these activities. Quarterly, Corporate OSH and AME shall report to the NJC, summarizing current ergonomics activities and future plans. The parties agree that the current composition of the NTC Health and Safety Certification Program

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contains adequate ergonomic curriculum to allow UAW Ergonomics Analysts and other participants to perform the functions necessary to facilitate ergonomic improvement activities at our facilities. In addition, the ergonomic focus of the current NTC ~~H&S~~ Health and Safety Certification Program will be enhanced with the incorporation of existing AME ergonomic courses. Further, ergonomic courses from the UAW President's ~~H~~Health and Safety Department will be reviewed with the NTC and Corporate Health and Safety.

(B) Local Ergonomics Committees

Each facility has established a Local Ergonomics Committee (LEC) with the objective of introducing and exploring ways to reduce injuries and illnesses through the application of sound ergonomics principles. Upon request, the NJC shall assist the Ergonomics Committees in determining proper allocations of resources. The LEC meeting shall include the LJHSC, the UAW Ergonomic Analyst, the Management WO Pillar Lead, and representative from Industrial Engineering, Plant Medical, designated Workers' Compensation representative and Plant Production. In addition, the committee will utilize the expert resource(s), of the Plant/Regional Ergonomist where applicable. If certain positions are not applicable at a facility, the LJHSC should document and utilize site specific resources. The Local Health and Safety representatives will serve as co-chairpersons of the Local Ergonomics Committees as specified in the appropriate NJC directive. In the event Corporate Health and Safety representatives and/or Regional Safety/Ergonomic remediation specialists visit a facility to work on an ergonomic issue, they will coordinate their activities with the Local Co-Chairpersons.

Given the effect that ergonomic injuries may have on employees and the costs associated with Workers' Compensation, and to address the interrelationship between Workers' Compensation and ergonomic injuries in our Parts Distribution Centers and Production and Maintenance P&M facilities we agreed to the following:

1. One (1) of the facility's Health & Safety trainers The appointed Ergonomic Analyst will work with the WCM Workplace Organization (WO) Pillar at Manufacturing facilities, and the WCL WO Pillar at PDCs where implemented. The Ergonomic Analyst will be allowed time away from their job to perform ergonomic functions and to assist in reducing Workers' Compensation costs. This individual will also be required to develop and communicate a training schedule for initial ergonomic training for all hourly employees to ensure goals are met.

2. This individual shall be allowed to function in these activities up to forty (40) hours per week in Production and Maintenance P&M facilities and up to sixteen (16) hours per week for Parts Distribution Center PDC operations.

3. This individual shall be responsible to identify "regular" ergonomic fixes each month that meet the criteria defined in the SOP for jobs requiring remediation per the schedule below.

- Thirty (30) per month - Production and Maintenance P&M locations
- Six (6) per month - Parts Distribution Center PDC operations and facilities with a part time analyst.

4. This individual shall be responsible to perform all ergonomic risk assessments associated with the credited ergonomic fixes. Credited ergonomic fixes will be those that have, both, a complete pre and post ergonomic risk assessment.

5. Bi-weekly, this individual shall be responsible to provide to the LEC a list of the ergonomic first aids and recordable injuries. This individual shall be responsible to review the

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Ergonomic Trend Report, OSHA 300 Injury/Illness Log, the WCM first aid report and any MURI element score of 3 to identify jobs that require an assessment.

6. This individual will be required to prepare for the LEC meeting that will be held on a bi-weekly basis at manufacturing locations and monthly in non-manufacturing locations. The preparation will include performing Pre- ErgoPal assessments and all applicable secondary assessments to provide a list of identified jobs that are prioritized by highest risk for the LEC to review. For the jobs that are jointly identified as fixable by the LEC Co-Chairs, the ergonomic analyst will be responsible to provide: a completed ErgoFix in the database, recommendations to eliminate or reduce the risk(s) identified in the ErgoPal, identify and follow up with the key people responsible for progress, keep a record of all minutes and sign in sheets and provide evidence of ergonomic risk reduction by performing a Post-ErgoPal.

67. ~~This individual~~ The Ergonomic Analyst and a designated Workers' Compensation representative shall be members on the Local Ergonomics Committee. The Local Ergonomics Committee shall continue to function as initially established, and the local parties, including the Local World Class Participation Council (LWCPC), are encouraged to ensure their committees are active and performing their intended responsibilities. A quarterly report of their activities will be submitted to the NJC.

78. This individual's duties are to be determined by the NJC.

89. Tools used in analyzing jobs shall include ErgoPAL to identify general risk factors, BakPak to look at lifting and lowering conditions, the Snook-Ciriello Tables to evaluate push and pull motions, and the ~~Chrysler Company~~ Ciriello manufacturing engineering ergonomic guidelines. Training will be provided for UAW Ergonomic Analysts in the Secondary Analysis tools identified above. Additional requirements will be assessed by the Joint Study Committee defined in Letter 162 and reviewed by the NJC for approval.

10. The Ergonomic Analyst will be afforded the opportunity to attend the WCM WPI course that includes training and provides access to the WPI applicable Jack software.

911. The NJC shall annually review the program's performance and effectiveness and make appropriate modifications as required.

(C) Control Measures and Skilled Trades

The parties agree, to the extent possible, to encourage the use of all reasonable control methods to prevent MSD's. Ergonomic remediation efforts may be based on the results of a variety of tools, including job analysis. Job analysis on skilled trades jobs will be performed as required. Selection of controls will be based on the hierarchy, which gives preference to engineering solutions over procedures and personal protective equipment. Members of the Local Ergonomics Committee will consider solutions within a combination of feasible controls such as:

- a. Re-design or re-orient parts, tools and equipment
- b. Use of mechanical devices or power tools
- c. Provide adjustable fixtures and work surfaces
- d. Job re-design

As interim measures pending engineering changes, or where engineering changes are limited in controlling risk factors, administrative controls and feasible work practices will be implemented. Members of the ergonomics committee could consider solutions for reduction of

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repetitive motions within a combination of feasible administrative controls such as job sharing and job rotation. Where element(s) are added to an existing work station and an operator with physical restrictions is assigned to that workstation, the LJHSC shall review the results of the updated ErgoPAL for additional ergonomic considerations. The recommendations of the Local Ergonomics Committee shall be mutually agreed upon with the Plant/PDC Shop Chairman and the Labor Relations Supervisor or PDC Manager. Problems not resolved at the local level will be forwarded to the ~~National Joint Committee~~ DHSRB for final resolution. Jobs considered potential candidates for administrative control practices will be reviewed by the health and safety trainer/ergonomic analyst to determine that the original condition will not be further aggravated. Any type of control established should be evaluated in light of the hierarchy within 30 days of its implementation to confirm its effectiveness. After three months, the symptom survey / medical review section and the operator / analyst input section of the Post ErgoPAL must be updated. If a problem is identified at this time, a new issue must be opened.

(D) Job Analysis and Time Lines

The LEC shall follow standard operating procedures (SOP) for how ergonomic concerns are raised, reviewed and resolved. A jointly developed workstation element change review process that involves team leaders and affected employees, will be incorporated into the SOP. This process will require the LJHSC, the UAW Ergonomic Analyst, Industrial Engineering and WO Pillar Team to jointly review workstation changes prior to implementation. Jobs will be identified as candidates for analysis by reviewing injury/illness and lost time data, including the "54-08" lost time tracking ~~R~~report and appropriate OHM report(s). A good faith effort shall be made to conduct an initial job analysis, as required, within two (2) months of when a job is identified as having a potential MSD risk factor. The UAW ergonomic analyst must use the Ergonomics Database Suite to record progress with ergonomic modification efforts for the purpose of documentation and communication. In that regard, a monthly report will be required of the Local Ergonomic Committee to be forwarded to Corporate OSH and the UAW Chrysler Department. Each facility shall implement feasible measures to control MSD risk factors. A good faith effort will be made to implement ergonomic solutions within a six (6) month time frame after the Local Ergonomics Committee determines that corrective action is required and it prioritizes the remediation. The parties acknowledge that there may be times when it may take longer than six (6) months to make the proper correction, and the reasons need to be documented. The Local Ergonomics Committee is to develop a "top five" list of the most concerning jobs requiring remediation. Factors to be considered for placing a job on the "top five" list shall include injury rates, ErgoPAL scores, lost work time rates and investment cost paybacks. The LEC will work aggressively to find practical, feasible, economical solutions to the "top five" list. In the event that a Local Ergonomics Committee believes that a facility is not making proper technical resources from the plant/PDC available, it should raise the issue with the LWCP. If not resolved, the matter should be referred to the National World Class Participation Council (NWPC) for immediate resolution. During the length of this contract each Production and Maintenance, and PDC P&M facility will be audited jointly by the Chrysler OSH group and the UAW Chrysler Department to verify the process the LEC is following.

(E) Ergonomic Support Equipment

Ergonomically-designed seats, and chairs are considered appropriate solutions to control ergonomic risk factors. The Company agrees that it will not remove approved ergonomic support equipment that is currently in use for ergonomic reasons without mutual agreement with the Local Ergonomics Committee.

(F) Program Management

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The Company will continue to support a medical management program for early detection, treatment and placement of employees with musculoskeletal disorders (MSD's).

The NJC will continue to review and, when necessary, revise audit procedures in an effort to ensure the effectiveness of the ergonomic process. The NJC will also review periodic reports of the occurrence of cumulative trauma from all UAW represented facilities. Problems arising regarding the proper functioning of Local Ergonomics Committees may be referred to the NJC for review and resolution by appropriate Corporate and Union representatives.

During the course of these negotiations, the parties agreed that in order to strengthen our health and safety initiatives, the NJC will design and deliver combined annual Health and Safety and Ergonomics conference to disseminate information about state-of-the-art application, to review project funding procedures and other health, safety, and ergonomic administrative matters and to share information on successful local health, safety, and ergonomics projects.

Acceptable new methods of employee training, medical evaluation, and Ergonomics Committee training will be evaluated and implemented by the NJC, as appropriate, to assure efficient control of MSD's. Recognizing the value of continuing education and the importance of performing the function necessary to facilitate ergonomic improvement activities at our facilities the Local Ergonomics Committee will be provided specialized ergonomic training as appropriate, at the annual Health, Safety and Ergonomics conference, at the discretion of the NJC.

New workable ergonomic concepts, including specific technical information, will be distributed by the NJC to all UAW-represented plants/PDCs. A video library of corrective actions taken regarding ergonomic problem areas, by various ~~Chrysler Group~~ FCA US LLC facilities with documentation for dissemination to facilities will be maintained at the National Training Center.

The parties recognized that ergonomic activities are being conducted at many ~~Chrysler Group~~ FCA US LLC facilities, including ergonomics committees established during the previous agreements. It is not the intent of the parties to reduce any currently existing efforts in ergonomics.

This procedure shall not preclude the filing of a Health and Safety Grievance at Step 1 of the Grievance Procedure.

The parties are hopeful that by providing these resources, positive gains in employee morale, injury rates, quality and costs will be realized.

(G) Standing Support Solutions

The Company informed the UAW of its intent to replace traditional matting with a safer alternative wood composite support solution in our UAW represented plants/PDCs. The use of wood composite support solutions will not apply to locations where not technically feasible, such as spray booth operations. Prior to the installation of alternative standing support solutions, the LJHSC will review the proposed alternatives and communicate the agreed changes to the appropriate personnel. Options for standing support solutions will be defined, and installation implemented, in accordance with the jointly reviewed Standing Support Solutions SOP. Transitions from traditional to alternative support solutions will be completed as swiftly as practicable as when matting is removed. The Local Parties may refer any unresolved concerns to the Divisional Health and Safety Review Board Corporate Health and Safety and the UAW Chrysler Health and Safety Department Representatives for resolution and escalation to the NJC if necessary.

IX. Energy Lockout/Energy Control Program

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It is recognized by both parties that an effective energy lockout/energy control program as required by the Company's mandatory safety Manufacturing Technical Instruction "Procedure for Neutralizing and Locking Out Energy Sources for Machinery Equipment and Facility Services" can only be implemented at the plant/PDC level. In order to remain effective, this program must be reviewed and reemphasized.

Machine and equipment lockout/energy control graphics required by the Company's Policy (SMI -107) shall be reviewed biennially to ensure lockout points are appropriately identified and representative of the procedure required for lockout/energy control. The LJHSC shall maintain documentation of the completed reviews.

In that context, within ninety (90) days following ratification of the Agreement, the written program will be reviewed by the ~~Local Committee~~ LJHSC and the Plant/PDC Shop Committee to assure compliance with government regulations and applicable Corporate instructions. It is understood that the Committees will discuss the program and, as deemed necessary, make recommendations to improve upon it. This program shall then be reviewed and signed by the Co-Chairs of the LWPCP, and submitted to the NJC. A joint energy lockout/energy control program review team shall be established, utilizing existing resources, comprised of one member from Corporate Safety and one member from the NTC Health and Safety Department. The joint team shall review the programs' minor servicing task lists, where applicable, for standardization and compliance with the Company's lockout policy. This is to ensure that each plant/PDC has an effective energy lockout/energy control program. Each employee entering a work area in which that employee is exposed to unexpected hazardous energy is responsible for following the plant's/PDC's Lockout/ Energy Control Program and is required to control all unexpected hazardous energy to which that employee is exposed.

X. Improvement of Medical and Industrial Hygiene Services

(A) Industrial Hygiene Monitoring

The Company is committed to improving the services provided by its industrial hygiene staff. This will include the regular monitoring of employee exposures to regulated and/or hazardous workplace air contaminants and measurement of ventilation system functioning at operations with a potential for hazardous exposures.

(B) Consultants

The Company reserves the right to select and hire appropriate consultants for health and safety services. The Union will be informed in advance and be provided an account based on specific legitimate requests regarding qualifications of the Consultant(s) engaged by the Company to provide services. The Union may recommend consultants for Management's consideration. Included in such recommendation should be an account of the qualifications of the consultants recommended by the Union.

The ~~Local Health and Safety Committee~~ LJHSC will be informed regarding the engagement of consultants to provide industrial hygiene and safety services. Qualifications of such consultants will be provided upon request. Reports prepared by such consultants will be provided to the ~~Local Health and Safety Committee~~ LJHSC.

(C) Medical Visit Data

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Plants have designed and used various systems to collect information regarding visits to the plant medical department. These systems were designed to be planning tools for internal use by plant medical departments only. Summary reports of this data will be made available to the ~~Local Health and Safety Committee~~ LJHSC as now maintained. In addition, a protocol for reporting on tests given to identify effects of workplace exposures will be developed and implemented. Because of the variance in data collection methods and systems, the data may not be useful for comparative purposes.

(D) Air Sampling Plan

Management in conjunction with the ~~Local Joint Health and Safety Committee~~ LJHSC, will at each facility develop and implement an air sampling plan unless it has been determined by the LJHSC and Corporate Industrial Hygiene that a plan is not required. The LJHSC in conjunction with Corporate Industrial Hygiene will determine the need for the plan to include measurements for both routine and intermittent exposures. Corporate Industrial Hygiene shall coordinate air sampling events with the LJHSC. The LJHSC will advise the plant/PDC Health and Safety Trainer of scheduled air sampling events. The plant/PDC UAW Health and Safety Representatives will have the right to accompany and participate in the sampling with the ~~Chrysler Company~~ Industrial Hygienist, ~~who performs the sampling.~~ The parties recognize the importance of participation in local efforts to reduce personal exposures. To that end, Health and Safety ~~Trainers and LJHSC at manufacturing plants and PDCs~~ will be offered direction and specialized appropriate training from jointly coordinated by Corporate Industrial Hygiene and UAW FCA Health and Safety Department, on the use of existing direct read sampling equipment and instrumentation with emphasis on mapping oil mist and noise. The NJC shall review existing training programs and provide recommendations for additional Industrial Hygiene training if/as needed. All data obtained shall become the exclusive property of ~~Chrysler Group~~ FCA US LLC with any interpretation, reporting, dissemination of data performed by ~~Chrysler~~ Corporate Industrial Hygiene. Reports of industrial hygiene and noise measurement surveys will be provided to the LJHSC ~~Local Health and Safety Committee~~. Upon request from the NJC, Corporate Industrial Hygiene will review plant/PDC air sampling plans at a scheduled NJC meeting.

(E) Chemical Hazards & Permissible Exposure Limits

The NJC will regularly review established permissible exposure limits in light of available scientific evidence to determine if change is required. The Company agrees to make available to the NJC and the LJHSC Chrysler Permissible Exposure Limits (PELs) on an annual basis. Further, the Company will discuss limits lower than OSHA Permissible Exposure Limits, where necessary, taking into consideration such things as OSHA proposals, NIOSH recommendations, ACGIH TLV's, consensus standard recommendations and other validated and consensed scientific evidence as well as technical and economic feasibility. ~~During the 2007 Agreement, The Corporation Company~~ agrees to discuss ACGIH TLV's limits for carbon monoxide, diesel exhaust, a number of solvents, mineral dusts, wood dust and sulfuric acid, and other materials based on recommendation from the NJC. In addition, special emphasis on chemical control programs will be continued for cutting fluids. The LJHSC will be familiarized with the review and interpretation of data contained in IH reports.

(F) Surveys and Audits

The Company agrees to arrange for regular surveys and audits of each plant/PDC by the Company's Industrial Health and Safety Staff and provide special surveys at the request of either plant/PDC management or the International Union. Such survey and audits reports, including recommendations for the correction of identified overexposures or unsafe conditions, will be provided to the International Union and to the Union member of the ~~Local Committee~~ LJHSC. The Union member of the ~~Local Committee~~ LJHSC shall be allowed to accompany health and safety specialists whenever hired by the Company to perform the functions normally performed by the

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Company's Industrial Health and Safety Staff. Such specialists' reports, including recommendations for the correction of identified overexposures or unsafe conditions, will be provided to the International Union and to the Union member of the ~~Local Committee~~ LJHSC.

During this Agreement the Company agrees to provide a plant/PDC noise survey at each applicable facility. The survey will include noise measurements that illustrate levels above 85 dBA, between 80 and 85 dBA, and below 80 dBA. Results of the survey will be provided to the LJHSC. In addition, the LJHSC will be provided an overview of noise abatement control methods. To that end, the Company will endeavor to engineer and design new equipment to attain a time weighted average noise limit that does not exceed 80 dBA for initial production start up as specified in the Company Sound Level Specification for Industrial Machinery and Equipment.

(G) Full Chemical Formulas

The Company agrees to explore in National Joint Committee meetings methods to improve communications between Chrysler and the UAW in health and safety areas. Initial efforts will continue to be directed at obtaining from suppliers full chemical formulations on a non-confidential basis and when obtained as such this information will be provided on Hazard Communication Sheets. The Company informed the Union that it has already provided some full chemical formulations on Hazard Communication Sheets and that it plans to provide 100% of all non-confidential supplied formulation information for active materials.

(H) Identity of Materials

The Company shall disclose and submit in writing to the National Joint Committee and the ~~Local Committee~~ LJHSC in a timely manner the identity of any known potentially harmful chemicals or materials to which employees are exposed. Such information shall also contain a description of the remedies, antidotes, and protective measures for such chemicals. Periodic meetings will be conducted to review newly approved chemicals.

(I) Medical Services

The Company agrees to provide competent staff and medical facilities for Manufacturing locations and medical support for PDCs adequate to implement its obligation as outlined in (J, K and L) below.

(J) Access to Medical Exams

The Medical Staff shall provide to employees who are exposed to potentially harmful agents or toxic materials, at no cost to them, those medical services, physical examinations and other appropriate tests including audiometric examinations, pulmonary function tests, and appropriate medical surveillance as identified by the NJC, at a frequency and extent necessary to determine whether the health of such employees is being adversely affected. Also, to provide the specific tests required for employees in jobs with special physical requirements.

(K) Employee Access to Medical Test Results

The Medical Staff shall provide to each employee or their physician, upon written request of the employee, a complete report of the results of any such test or examination given to them, including the results in those instances where it is determined that an employee had a personal exposure exceeding the permissible levels set forth in 29CFR-1910.1000, Air Contaminants.

The Medical Staff shall protect the confidentiality of employee's personal health information and medical records as required by applicable law and professional conduct. Patient interviews shall take place at a location that ensures privacy, as in, an exam room.

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Provide upon request to the International Union, a copy of such reports after receipt of the employee's written permission to do so.

Each employee has the right of access to his or her medical record information within the framework of existing laws, medical ethical guidelines, and corporate procedures. Whenever an employee requests access to that employee's medical record, the Company will ensure that access is provided in a reasonable time, place, and manner. ~~If access to their record cannot reasonably be provided within fifteen (15) working days for active employees, the Medical Department will within the fifteen (15) days apprise the employee requesting the record of the reason for the delay in the earliest date when the record can be made available.~~ Any unresolved issues will be directed to the DHSRB for resolution.

Upon request, an employee who visits a facility medical department shall be given a copy of the electronic medical pass, where implemented, no later than twenty-four (24) hours after the visit.

(L) Medical Operations

The Company has coordinated healthcare services in order to achieve timely, optimal quality care delivered in a cost effective manner. Great emphasis has been placed on internal medical departments continuing to meet local, state, and federal regulations. Guidelines set forth by nationally recognized medical organizations such as the American College of Environmental and Occupational Medicine (ACOEM), the American Association of Occupational Health Nurses (AAOHN), and the American Medical Association (AMA) are also reviewed for applicability in our delivery models.

The Company shall maintain a coordinated medical emergency response process (First Responder notification, CPR, AED, and EMS notification) to achieve prompt and effective response to medical emergencies on the plant/PDC floor.

During Negotiations, the Union raised concerns regarding the provision of medical service staffing during production periods. The Company agreed to provide medical staffing during production operations at all manufacturing locations when at least 300 employees are working. The Company also agreed to review joint recommendations submitted by the LJHSC LWCPC as it relates to medical service staffing and implement appropriate scheduling options that meet the needs of the facility and protect the efficiency of the operations, within approved regular hours.

In the event there are issues regarding the timeliness or quality of medical care, at a particular facility, the issue should be immediately addressed to the Corporate Medical Operations. If unresolved, it should be referred to the NJC for discussion at its next meeting.

(M) Plant/PDC Ambient Temperature

The Company will continue to maintain plant/PDC ambient temperatures to protect against hazards associated with temperature extremes. Job tasks that may periodically expose workers to temperature extremes will be evaluated using the JSRA process to determine appropriate safety measures, which may include the use of PPE/thermal weather clothing. Non health related temperature conditions associated with employee comfort shall be addressed by the LWCPC.

(N) Lactation Rooms

The Company agrees to provide an appropriate room that is private and secure for nursing mothers to express milk at non-work times during the workday in accordance with applicable law. At a minimum, the room shall include a table, chair, electrical outlet, a waste basket, and be properly maintained on a regular cleaning schedule.

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XI. New Equipment Review

The Company agrees to, as early as possible in the planning process, involve the ~~Local Committee~~ LJHSC in the joint review of new plant layouts, new, modified and relocated manufacturing or PDC equipment and major process changes where employee health or safety may be affected. This review process will be incorporated into the new equipment specifications. The LJHSC will provide technical support, review risk assessments and consult with other subject matter experts as needed. Completing these reviews may include participating in equipment or process layout reviews. The ~~Local Joint Committee~~ LJHSC may be required to travel to vendors, plants or other locations to review such equipment and/or processes. The NJC will oversee development and administration of training regarding design-in-safety for the ~~Local Committee~~ LJHSC. The training will include informational material, guidelines, standards and checklists. In addition, management will periodically review with the International Union the introduction of new technology and/or chemicals at ~~Chrysler~~ FCA US LLC locations where employee health or safety may be affected.

To ensure that ~~H&S~~ health and safety issues associated with new launches and/or major plant/PDC rearrangements are not repeated, the LWPCP will submit to the NJC a written review of ~~H&S~~ health and safety issues associated with these events.

XII. Preventive Maintenance

Within two (2) weeks of the effective date of the new Collective Bargaining Agreement, the Company will prepare a letter for distribution to all locations that stresses the need and importance of established preventive maintenance programs with regard to safety-related legally required regulatory, code, and standards for facility equipment including ventilation systems. An updated written program will be reviewed and signed by the Co-Chairs of the LWPCP annually. The signed program will then be submitted to the NJC for review. Skilled trades personnel who's jobs include work on ventilation systems will be instructed in preventive maintenance of such systems.

Preventive Maintenance for process ventilation systems at manufacturing/PDC locations will be reviewed annually by the LJHSC and Corporate Industrial Hygiene at a Weekly Incident Review Board Meeting.

XIII. Emergency Response

Each facility shall have an effective emergency response plan that addresses the facility's response to health and safety emergencies. The plan will include trained volunteers that can assist in an emergency response situation when Security Services and/or Medical has not yet arrived on scene. It is understood that Security Services and/or Medical will direct all aspects of the emergency response coordination, including directing the involvement, if required, of the volunteers and involving the local Incident Management Team as necessary. Each location will select volunteers that work in major populated production areas and remote locations of the facility. There will be a volunteer for each of these areas of the facility, and these volunteers will be afforded time off their job in the event of an emergency in their designated area. These areas will be determined by the LWPCP and Local Security Operations at each location. Volunteers will be trained to the appropriate level of response based on the guidelines established by Corporate

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Medical Operations and Corporate Security Services. In conjunction with the emergency plan, where appropriate, ~~emergency response training and~~ associated equipment will be provided to all parties.

During ~~the first and third years of this Agreement,~~ annually each facility shall perform an appropriate evacuation ~~exercise~~ response/drill on each shift when workers are present. ~~During the second and fourth years of this Agreement,~~ On an annual basis, each facility shall ~~also perform an appropriate~~ provide a safety talk covering the take-shelter procedures ~~exercise~~ on each shift when workers are present.

XIV. Refusal of Hazardous Work

A worker who has a reasonable belief that their work assignment may result in serious physical injury, including illness, may immediately notify supervision. Failing resolution, the issue may be discussed with their union representative.

Should technical consultation be necessary, the Local Committee will be notified to respond. In line with this Memorandum of Understanding on Health and Safety, upon joint recommendation, the machine or operation will be taken out of service to perform any and all corrective action.

Failing resolution of the matter, it may be taken up in accordance with Section (23) of the Grievance Procedure.

XV. Working Alone

It is the policy of the Company with respect to the assignment of employees to work in isolated areas that when such assignments are recognized as potentially hazardous, appropriate precautions are taken. The Parties agree the LWCP will ensure ~~sSuch~~ precautions include providing air sampling and ventilation when necessary, necessary protective equipment, a reliable communication system, including as needed, electronic communication devices, appropriate personnel surveillance arrangements and, as required, adequate support personnel assigned to the area. When an employee brings to Management's attention a situation where they are reasonably concerned their safety is at risk because they are working alone, management will provide a Job Safety Risk Assessment (JSRA). If a JSRA is not available, the LJHSC will coordinate the completion of a JSRA within 5 working days. The LJHSC working with the local joint leadership, if necessary, will determine appropriate safety measures to implement until the JSRA has been completed. Following completion of the JSRA, each location will jointly update or develop a written Standard Operating Procedure for the job task assigned in the isolated area.

Employees shall be prohibited from working alone when troubleshooting live electrical systems 600 volts or greater. Employees handling potentially hazardous materials for non-routine ~~activities~~ activities may consult the LJHSC for specific requirements. This will not change or restrict any mutually satisfactory local practice. Problems with any of the above items, which cannot be easily resolved, shall be referred to the ~~Local Committee~~ LJHSC for disposition.

XVI. Hands Out of Point of Operation

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The purpose of machine guarding is to protect the machine operator and other employees in the work area from hazardous conditions. The ultimate objective of the Company is to eliminate through engineering and process development the need for operators to expose their hands to the dies in a power press or similar equipment. Where the needed continues to exist, appropriate safe-guards are employed, such as hand tools, brake monitors, safety blocks, sensing devices, lock-out procedures, mechanical interlocks, guarding, and dual controls.

To ensure safe handling of material without the operator placing a hand in the hazardous location of machines and/or equipment, special hand tools when necessary, may be used for placing and removing material. Such tools will not be used in lieu of other approved guarding methods, but can only be used to supplement primary safeguarding methods. Hand tools used for this application will be assessed by the JSRA process with involvement of the LJHSC prior to implementation.

Hands out of point of operation continues to be an important Company policy and the Company has committed to provide effective training. Procedures will be developed, implemented and must be clearly understood by affected personnel. Any issues shall be raised promptly with the LJHSC.

XVII. Personal Protective Equipment and Safety Glasses

(A) The Company agrees to provide the necessary or required personal protective equipment, devices and clothing at no cost to employees. The Company agrees to maintain an adequate supply of personal protective equipment in available sizes to accommodate employees as needed.

(B) The Company will provide prescription safety glasses to seniority employees working on a job or in an area where eye protection is a company requirement provided the employee furnishes a prescription from their own doctor or optometrist. The Company will replace such glasses if damaged by a cause attributable to the employee's employment or if the employee presents a new and different prescription from their doctor or optometrist. The Company will establish the standards and specifications for the frames and lenses and will select the manufacturing source.

The parties agree that a 100% Eye Safety Program in certain plants, PDCs and areas is desirable and the union will support the implementation of such a program. Therefore, the ~~Local Committee~~ LJHSC will develop and recommend a mutually agreeable eye protection program.

XVIII. Powered Industrial Vehicles and Pedestrian Safety

During these negotiations, the parties ~~discussed at length better workplace design and pedestrian safety. The parties agreed to continue current practices regarding powered industrial vehicles (PIV). The parties further agreed that company personnel operating~~ powered industrial trucks and aerial devices at FCA US LLC locations will adhere to Company Policies (S-24) Powered Industrial Trucks - Operator Selection, Training, Licensing, and Precautions, and (MHEP-204) Industrial Truck Preventive Maintenance Program. In addition, contractors operating industrial trucks and aerial devices at FCA US LLC locations will adhere to (SMI- 163) Contractor Safety. Additionally, wWithin twelve (12) months of the effective date of the new Collective Bargaining Agreement the NJC will

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review the Company's Guidelines for Pedestrian Safety and explore new methods that would improve jointly developed programs in these areas. Further, The Company agrees to investigate the effectiveness and feasibility of new PIV equipment designed to improve operator visibility.

Additionally, the PIV subcommittee established at applicable locations shall consist of the LJHSC, the Labor Supervisor or PDC Manager, a Material Control Supervisor, a Steward representing the Material Control team members, and the UAW Skilled Trades Trainer. The subcommittee shall review and report plant/PDC performance of the PIV process to the WIRB on a monthly basis. The parties further discussed the importance of having an effective pedestrian safety program. To that end, Company locations will also adhere to SMI-161, Guidelines for Pedestrian Safety, to ensure all pedestrians are provided a safe work environment while working around powered industrial vehicles. The Company PIV policy and Pedestrian Safety Guidelines will be reviewed annually by the NJC to ensure program elements provide effective PIV/Pedestrian safety measures.

XIX. Inspections and Grievances

The Chief Steward in each district of each plant/PDC, and/or the appropriate member of the Plant/PDC Shop Committee for such district, will conduct a weekly tour to determine whether safe, healthful and sanitary conditions are being maintained. The Union Representative shall report to the ~~Local Committee~~ LJHSC any conditions which they believe to be in need of correction which they have not been able to get corrected through discussions with Management in their district.

The Union member of the ~~Local Committee~~ LJHSC will conduct an investigation of those matters contained in such reports. Those matters not resolved as a result of such investigation may be placed on the agenda of the regular conference between the Plant/PDC Shop Committee and the Labor Relations Supervisor or PDC Manager and discussed at its next scheduled meeting or, in those situations the Union member of the ~~Local Committee~~ LJHSC deems urgent, be referred directly to the National Joint Committee.

This procedure shall not preclude the filing of a Health and Safety Grievance at Step 1 of the Grievance Procedure. The primary responsibility of resolving differences involving health and safety matters remains with the plant/PDC supervision and the Local Union representatives.

Grievances arising under these provisions shall not be in the jurisdiction of the Appeal Board.

XX. International Union Access and Confidentiality

The Company agrees to:

(A) Provide access, upon reasonable notice, to all Company plants/PDCs and locations to health and safety representatives of the International Union. Reports on such surveys will be provided to the Company.

(B) Provide to the Union member of the Local Committee and to the National Committee prompt notification of fatalities and serious accidents. Upon making proper

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arrangements, immediate investigation may be made of such events by the International Union's health and safety professionals upon request.

The Union agrees to maintain in a confidential manner any statistical data or proprietary information supplied to it under the terms of this Memorandum of Understanding.

XXI. Employee Rights

Nothing herein shall be construed to restrict any employee's rights under Section 502 of the National Labor Relations Act, as amended by the Labor Management Relations Act, 1947.

XXII. Liability

In our Health and Safety initiative, nothing in our agreements, booklets, manuals, and joint programs is intended nor should it be taken to impose upon the International Union, Local Unions, Union Health and Safety Committee and Union Officials, employees or agents, a legal or financial liability for either the health and safety of ~~Chrysler Group FCA US~~ LLC employees or for work connected injuries, disabilities, diseases or related losses incurred by employees of ~~Chrysler Group FCA US~~ LLC or its subsidiaries or by third parties while on the property of Company Chrysler.

XXIII. Fall Protection Program

During these negotiations, the parties discussed the importance of maintaining a comprehensive fall protection program for all FCA US LLC locations where employees may be exposed to a fall hazard. Both parties jointly recognize that eliminating injuries from falls will require a comprehensive fall protection program to ensure employees are trained, fall hazards are identified and procedures are implemented.

In that regard, the Company is committed to implementing a fall protection program that follows the guidelines established in the Fall Hazard Control Requirements (SMI-157).

The first step to prevent a fall hazard should be to eliminate the hazard or control exposures to it. If it is not feasible, then fall protection methods should be selected based on a hierarchy of control measures.

The implementation of a well-designed fall protection program followed by trained employees will eliminate fall hazards and prevent injuries. In that context, within ninety (90) days following ratification of the Agreement, the written program will be reviewed by the LJHSC and the LWPCP to ensure compliance with government regulations and applicable Company instructions. This comprehensive fall protection program will provide FCA US LLC with a standardized approach to preventing fall hazards.

The Fall Hazard Control Requirements (SMI-157) shall then be reviewed and signed by the Co-Chairs of the LWPCP, and submitted to the NJC.

Dated and signed at Auburn Hills, Michigan, on October 12, 2014 September xx, 2015.

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UNITED AUTOMOBILE,
AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW

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(M-04) Memorandum of Understanding on Plant Closings

**MEMORANDUM OF UNDERSTANDING
ON PLANT CLOSINGS**

This Memorandum of Understanding supplements the National Production and Maintenance Agreement and the National Parts Depot Agreement between Chrysler FCA US LLC and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, and certain of its Local Unions, both dated October 29, 2007 September xx, 2015 as follows:

WHEREAS, the Company and the Union wish to provide work opportunity to employees laid off as a result of the phasing-out of operations prior to a plant closing and those laid off as the result of the closing itself and

WHEREAS, due to the plant closing such laid off employees have no recall rights to any Company plant.

NOW, THEREFORE, it is hereby agreed that effective and concurrent with the National Production and Maintenance Agreement and the National Parts Depot Agreement.

†

~~Laid off employees of a plant the Company has announced its intention to close or has closed who are working at another Company plant pursuant to Section (64) shall be credited at such plant with the same seniority date they had at the closed plant as openings created by reason of the death, retirement, discharge or quit of employees (hereinafter called "attritional openings") occur in the plant at which they are working, and their seniority at all other plants shall terminate.~~

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Employees laid off from a plant the Company has announced its intention to close and who are not expected to be recalled due to the closing will be placed on a list in the order of their seniority at the closed plant. As work they are qualified to do becomes

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available at other plants of the Company in the United States ~~as a result of attritional openings~~, employees on the list will be eligible for placement in such jobs insofar as reasonably practicable in the order of their seniority at the closed plant.

Such employees will be placed at the new plant with the seniority they had at the closed plant, and their seniority at all other plants shall terminate.

An employee placed pursuant to this Paragraph II will be placed only when his seniority is greater than the seniority of a laid off employee of the plant in which the ~~attritional opening occurs and who otherwise would be recalled to the attritional opening.~~

III

~~Employees placed pursuant to Paragraphs I and II, above, in a new plant of the Company within twelve (12) calendar months of the date it ships its first production will be credited at such plant with their full seniority at the closed plant at the time of their placement.~~

IV

~~Employees who decline an opportunity to be placed pursuant to Paragraphs II or III above, shall be removed from the list and thereafter shall be ineligible for placement pursuant to the terms of this Memorandum but shall remain eligible for placement pursuant to Section (64) of the respective agreements.~~

VII

The parties recognize that the provisions of this Memorandum have complex administrative implications. Accordingly, claims of violation may be referred to the Company's Employee Relations Staff and the UAW's National Chrysler Department for resolution. The Company shall not incur any liability for claimed violations or errors in administration of this Memorandum, and employees will not accumulate seniority or other rights by reason of this Memorandum.

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW

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(M-08) Memorandum of Understanding - Absenteeism

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**MEMORANDUM OF UNDERSTANDING
ABSENTEEISM**

Philosophy

It is important to our operation for every employee to come to work every day and on time. Attendance is our foundation for teamwork — we rely on each other for the success of the business, and we depend on every employee to be where he or she is supposed to be. As employees must cover for vacations and absenteeism, a burden is placed on the entire team when a fellow employee is absent.

The parties agree to continue the National Attendance Council which shall consist of two (2) members of the International Union and two (2) members of the Company who shall meet as often as deemed necessary or desirable, at the request of either party. The Council shall monitor the application and effectiveness of the UAW/ FCA US LLC-Attendance Procedure as set forth in this Memorandum Of Understanding. The Council is specifically empowered, during the term of the Agreement, to make mutually satisfactory adjustments in the UAW/FCA US LLC Attendance Procedure and to explore other constructive approaches to reduce absenteeism that may be implemented during the term of this Agreement.

The parties further agree to the following understandings regarding absenteeism:

i) Call in -- In order to ensure a fair and consistent process, the parties discussed examples of satisfactory reasons for failing to call in an absence or tardiness. These examples include, but are not limited to:

- The employee, current spouse, or minor child suffers a severe illness resulting in immediate emergency medical treatment at the same time the employee would otherwise be required to call.
- The employee is involved in a car accident on the way to work resulting in a significant injury precluding the ability to call in as required.

Instances as described above will require the employee to submit written documentation to Management to substantiate the inability to comply with the call in requirement.

ii) Plant Shutdowns -- At locations which announce and take a vacation shutdown period, and where vacation leave of absence entitlements are reduced by a plant shut down, such time will be

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considered active, on-roll time for the purposes of calculating the "rolling" twelve (12) month period of active, on-roll employment.

iii) Definition of One (1) Week -- For the purposes of calculating the "rolling" twelve (12) month period of active, on-roll employment, a layoff period of one (1) week means seven (7) consecutive calendar days.

iv) Holidays -- Days designated as holidays pursuant to Section (95) of the National P&M Agreement shall be considered to be active, on-roll days of employment.

v) Timeliness of Discipline After S&A Application Period - Where the serving of discipline hinges on whether an employee has or will be applying for Sickness and Accident benefits, Management will determine no later than the end of the S&A application period whether the discipline shall be served. The discipline shall not be considered untimely in any case, notwithstanding any local agreement provisions to the contrary.

vi) An employee who is on a regular scheduled day off, who has not previously accepted overtime, or is on an approved scheduled vacation and is subsequently called in to work by Management as a result of an emergency situation shall not be assessed an occurrence in the attendance or tardy procedure.

vii) Short-term absences incurred as a result of out-patient surgery or procedures or conditions that require emergency room treatment (including an employee's current spouse or dependent child, if such conditions are serious and uncontrollable) shall not be counters under the Attendance Policy so long as satisfactory evidence is provided. If satisfactory evidence is provided, such absences will be coded appropriately and remain a non-occurrence in the procedure. NOTE: Employees must call in at least thirty (30) minutes prior to the start of their shift.

viii) If an employee has less than one half ($\frac{1}{2}$) of a shift as a balance of PAA hours, he would be excused for up to one half ($\frac{1}{2}$) of a shift and paid the actual balance of PAA hours. Likewise, if an employee has more than one half ($\frac{1}{2}$) of a shift, but less than a full shift as a balance of PAA hours, the employee would be excused for up to a full shift and paid the actual balance of PAA hours.

Attendance Policy Procedure:

Instances of lost time due to absence or tardiness are considered occurrences, and are counted as follows:

Tardy:

~~The first four tardy occurrences accounted for in the rolling 12-month period of active on-roll employment will each be charged as a 1/2 occurrence, as long as the employee is not in a locked period within the procedure. Thereafter, each tardy will be counted and charged as a full occurrence. An employee who arrives to work more than one (1) hour after the start of the scheduled shift will be considered as absent and will incur a full occurrence.~~

Absence:

Occurrence — Each absence, whether separate or consecutive, shall count as an occurrence. Employees will be subject to discipline under the Attendance Progressive Disciplinary Guideline Process after they have accumulated more than two (2) occurrences in any rolling 12 month period, of active on-roll employment. Partial absences will not be counted.

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Attendance Progressive Discipline Guideline:

1st Absence - - -Verbal Warning

2nd Absence - - -Written Warning

3rd Absence - - -Written Warning and Counseling

4th Absence - - -Three (3) Day Disciplinary Layoff

5th Absence - - -Thirty (30) Calendar Day Disciplinary Layoff

6th Absence - - -Discharge

~~_____ • _____ The 4th Occurrence in a rolling twelve (12) month period of active on roll employment will result in a written reminder / warning and the employee will enter a locked twelve (12) month period of active on roll employment.~~

~~_____ • _____ The 5th Occurrence will result in a Corrective Action Conference and the employee will enter a locked two (2) year period of active on roll employment.~~

~~_____ • _____ The 6th Occurrence will result in a Decision-Making Leave / DLO.~~

~~_____ • _____ The Decision-Making Leave is one day off, with pay, to allow the employee to reflect on whether he or she wants continued employment with Chrysler.~~

~~_____ • _____ Upon returning from the one day Decision-Making Leave the employee will be required to submit a Formal Corrective Action / Commitment letter to the Human Resources Department.~~

~~_____ • _____ The employee enters a locked two (2) year period of active on roll employment.~~

~~_____ • _____ The 7th Occurrence will result in dismissal.~~

Under normal circumstances, dependent on the employee's availability, the Company will issue discipline for attendance violations within 14 days following the occurrence, or the discipline will be considered untimely and the discipline void. The employee will be afforded the opportunity to have his union steward present.

Employees returning from a disciplinary layoff (excluding terminations) will not be required to submit to a drug test upon return.

Coding:

Occurrences under the policy are defined as casual time off from work. Not considered an occurrence are contractually permitted absences for reasons such as Holiday, Vacation, Jury, Bereavement (for which one is eligible for bereavement pay pursuant to Section 81 of the PM&P), Military, In-plant injury balance of the shift, FMLA, Paid S & A Leaves, Leave of Absence, approved PAA time, Layoff, Union Leave, Disciplinary Suspension, Company Mandated Time Off, sent home partial shift per Management discretion, and/or Worker's Compensation.

Reinstatement:

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~~The expectation is that all employees returning from disability leaves of absence will be ready and available at the start of the shift on the day the employee is scheduled to return.~~

~~• Day shift employees returning to work from disability leave of absence are required to report to the Human Resources Office for reinstatement processing on the day prior to their scheduled return.~~

~~• Afternoon or evening shift employees are required to report to the Human Resources Office for reinstatement processing in time to start their shift.~~

~~If the employee does not complete the reinstatement process as required, he/she will be sent home and the day counts as an occurrence in the attendance procedure.~~

Employees returning from a medical leave of absence will be required to report to the designated Employment Office for reinstatement processing in advance of returning to work to ensure they are available at the start of their respective shift. The employee will be considered to be "at work" for the purpose of attendance and paid time will commence upon reporting to their work station.

Call-in:

If an employee does not call in an unscheduled absence or tardy at least thirty (30) minutes prior to the start of the shift, the absence or tardy will be considered an occurrence in the Progressive Disciplinary Guideline process ~~Attendance Policy~~, whether or not the absence or tardy is permitted under the policy.

Employees are required to call in to the designated Call-in number for proper accountability.

Job Posting:

~~An employee is restricted from posting if he or she is in or beyond the Corrective Action Conference Step of this procedure and shall remain restricted until he or she has fully recovered.~~

Turnaround Policy:

Employees will be allowed to work if they arrive within one hour of the start of their shift. The tardy will be counted as an occurrence in the Tardy Procedure ~~or 1/2 occurrence as applicable~~. Employees arriving more than one hour late ~~are~~ may be sent home at Management's discretion, without pay, and the absence will count as an occurrence in the Attendance Policy ~~Procedure~~.

Tardy Procedure:

While punctuality is expected, the parties understand that unforeseen circumstances may cause an employee to be tardy on rare occasions. Furthermore, the parties adhere to the long-standing principle that discipline should be corrective rather than punitive in nature.

To this end, employees who exhibit tardiness will be subject to discipline under the Progressive Disciplinary Guideline Process after they have accumulated more than two (2) tardies in any rolling 12 month period, of active on-roll employment.

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Tardy Progressive Discipline Guidelines:

1st Tardy - - -Verbal Warning

2nd Tardy - - -Written Warning

3rd Tardy - - -Written Warning and Counseling

4th Tardy - - -Three (3) Day Disciplinary Layoff

5th Tardy - - -Thirty (30) Calendar Day Disciplinary Layoff

6th Tardy - - -Discharge

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA, UAW

CHRYSLER GROUP LLC/FCA US LLC

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(M-9) Joint Activities

M-9

MEMORANDUM OF UNDERSTANDING ON JOINT ACTIVITIES

During current negotiations, the parties discussed the challenges in the market place from both foreign and domestic competitors. There is mutual recognition that these challenges require a fundamental change to maximize the potential of our human resources. This change can occur only by building on our current joint efforts and by fostering a spirit of cooperation and mutual dedication that will permit the full development of the skills of our people and meaningful involvement in the decision-making process. Success in these endeavors benefits all of the parties: the UAW through a strong and viable membership; the employees through job satisfaction and job security; and the Company through achieving its goal of becoming a world class competitor.

The parties agree that in order to make constructive progress in this regard, there is a need to reach a common understanding of the concept of "Jointness" and to establish a facilitating mechanism to assure that the various programs related to changes in the work environment are appropriately and effectively administered.

The term "Jointness" is understood to mean that concepts for these activities be jointly developed, implemented, monitored, and evaluated. Furthermore, decisions must be arrived at in a setting which is characterized by the parties working together in an atmosphere of trust; making mutual decisions at all levels which respect the concerns and interests of the parties involved; sharing responsibility for the problem-solving process; and sharing the rewards of achieving common goals.

The parties agree that the appropriate facilitating mechanism for joint endeavors is the Joint Activities Board.

I. JOINT ACTIVITIES BOARD

It is agreed that the Co-Chairmen of the Joint Activities Board will be the Vice President of Employee Relations of ~~Chrysler~~ FCA US LLC and the Vice President and Director of the Chrysler Department-UAW. Each will appoint an equal number of persons from their respective organizations as members of the Joint Activities Board.

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The Joint Activities Board will actively direct and support the UAW/Chrysler National Training Center programs to include but not limited to: Employee Assistance Program, Tuition Assistance Program, ~~the Product Quality Improvement Program,~~ ~~Child/Elder Care~~ Health and Safety, and other joint ~~committees programs~~ and activities as may be mutually agreed to by the Union and the Company.

The duties and responsibilities of the Joint Activities Board will include, but not be limited to, the following:

- A. setting policies and providing guidelines,
- B. allocating funds for programs, projects, and activities,
- C. monitoring expenditures for approved programs, projects and activities,
- D. ~~coordinating the efforts of the National Committees referred above,~~
- ~~E.D.~~ evaluating and auditing the ongoing performance and results of ~~these committees joint activities~~, and
- ~~F.E.~~ integrate joint activities with Company structures and business decisions,
- ~~G.F.~~ keeping UAW leadership and Company management informed of joint Union-Management activities ~~and the progress of the national committees~~ in achieving their objectives, including encouraging regular meetings at group, division, and staff level to share appropriate business and joint activity information.

~~The Vice President of Employee Relations of Chrysler and the Vice President and Director of the Chrysler Department of the UAW will appoint an equal number of representatives from their organizations to serve on the National World Class Participation Council (NWPC). Additional persons external to either party may also be appointed with the mutual approval of the Co-Chairmen.~~

II. NATIONAL TRAINING CENTER

The National Training Center will continue ~~at the national level. The former duties of the Local Joint Training Committee comprised of the President of the local Union, the Chairman of the Shop Committee or their representatives and the Plant Manager, the Human Resources Manager or their designated representatives have been assumed by the Local World Class Participation Council (LWPC). The UAW Regional Director and/or his representative should be fully involved regarding local skill development and training efforts of each LWPC.~~

~~The objective of these joint committees is to promote the development and implementation of skill development and training activities for active and displaced employees.~~ Chrysler FCA US LLC and the UAW strongly encourage all employees to avail themselves of these training and development activities.

Efforts for displaced employees will be directed at securing employment within the Chrysler Group FCA US LLC structure but, failing that, training and job placement efforts will be directed at finding such displaced employees comparable employment as soon as possible.

Existing Company training programs ~~and functions~~ as well as Education and Training programs developed by the UAW-International, its Regions and Locals are available to assist in carrying out the objectives of this program. It is strongly recommended that the parties at all levels draw heavily on these important assets and facilities.

III. OTHER JOINT ACTIVITIES

In addition to its previously described functions, the UAW/Chrysler National Training Center will support ~~other joint National Committees by coordinating joint efforts, projects and the various National Committees and other~~ appropriate joint training proposals presented by either the union or management at the direction of the Joint Activities Board by:

1. Coordinating the requests to the Joint Activities Board for funding of joint activities, studies, pilot programs, training, etc.
2. Providing professional and staff support for joint program development, implementation and administration.
3. Providing facilities as required for joint program development, implementation and administration.
4. Providing appropriate communication vehicles or information sharing processes for joint activities.
5. Providing mechanisms, facilities and staff to monitor, audit, and evaluate joint activities.

IV. FUNDING

A. National Funds

The Joint Activities Board shall mutually establish and approve an annual budget based on the circumstances that exist at the time of budget preparation.

~~It is agreed that the Company will make available funding at five cents (5¢) per hour worked for use at the national level. Further, the Company will make available additional funding up to \$5.00 per overtime hour worked in incremental amounts in excess of five percent (5%) of straight time hours worked (calculated on a twelve month rolling average). Such additional funding will be calculated in accordance with the following incremental table:~~

Overtime hours as Percent of Straight Time Hours	Additional Amount Per Hour
5% or less	\$0.00
Greater than 5% thru 12%	1.25
Greater than 12% thru 13%	1.50

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Greater than 13% thru 2.00
14%

Greater than 14% thru 2.50
15%

Greater than 15% thru 3.00
16%

Greater than 16% thru 3.50
17%

Greater than 17% thru 4.00
18%

Greater than 18% thru 4.50
19%

Greater than 19% 5.00

B. Reservoir and Local Funds

It is agreed that the Company will make available funding at ten cents (10¢) per hour worked for use either in the plants (Local Funds) or certain nationally approved projects/activities (Reservoir funds). The parties will allocate the ten cents (10¢), between Local Funds and Reservoir Funds on an as required basis over the term of the Agreement.

C. Funding Under the 1990 Agreement

It is agreed that uncommitted funding balances accrued under the 1990 National Agreement in both the five cents (5¢) per hour fund and the ten cents (10¢) per hour (Local Funds and Reservoir Funds) as of September 15, 1999 will be carried forward under the new National Agreement. Subsequent to September 15, 1999, a final reconciliation and balancing of accounts, expenditures and commitments as of September 15, 1999 will occur. Thereafter, the remaining funds will be available for the parties.

D. B. Government Funding

The parties have agreed to establish a joint committee with representatives from the National Training Center and the Company Government Affairs Office to review respective efforts in seeking funding for training from government sources. This joint committee will meet semi-annually unless otherwise required.

E. Plant Closings

~~In the event the Company announces their intent to close a UAW represented facility (including any previously announced) the following procedure will apply:~~

~~Upon the actual closing of a facility, remaining Local Joint Training funds will immediately transfer to the National Joint Training fund, except that where employees from such facility are transferred pursuant to Section (68) the National Agreement, Local Joint Funds will be transferred to the Local Training fund account of the receiving plant on a per capita basis, subject to the prior approval of the Joint Activities Board.~~

F.C. Agreement Expiration

In the event the parties should agree to discontinue, in whole or in part, this Memorandum prior to the expiration date of the new National Agreement, or upon expiration, the parties shall meet to discuss any problems arising out of the termination. After reconciliation of claims, commitments, and accruals through the expiration date of the new National Agreement, remaining National, Reservoir and Local Funds funds shall be disposed of in such manner as the parties shall agree consistent with the objectives of this Memorandum.

~~In the event of discontinuance or expiration, any balances of Local Funds will remain with the Company and the Union will have no claim on such funds.~~

V. APPROVAL PROCESS

A. National and Reservoir Local Funds

Requests for authorization to expend National, Reservoir or Local Funds must be approved in advance by the UAW/Chrysler National Training Center and the Joint Activities Board.

In order to ensure that expenditures follow this protocol, a system of internal controls shall be implemented, including adequate separation of duties, dual approvals, adherence to established uniform delegations of authority, and such other procedures characteristic of a robust system of internal control.

NTC and the Joint Activities Board have sole discretion to establish particular training or other programs consistent with the terms of the National Agreement, including the right to cease to offer, or refrain from offering, particular programs. The parties further agree that the provisions of M-9 do not create any obligation on the part of the Company, the Union, or the NTC to provide any particular form of training, program or initiative covered under this MOU and that the Joint Activities Board has sole discretion to establish, or refrain from establishing, any particular form of training or other initiative, for any reason (including lack of funds).

B. Local Funds

~~Requests for authorization to expend Local Funds must first be jointly agreed to by the local parties. Where mutual agreement to request authorization to expend local funds cannot be reached, either party may appeal to the UAW/Chrysler National Training Center for resolution. In addition, all requests to lease or purchase real property or capital items must be approved in advance by the UAW/Chrysler National Training Center and the Joint Activities Board.~~

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VI. FUNDS UTILIZATION

~~The National, Reservoir and Local Funds may only be used for joint endeavors in furtherance of this Memorandum of Understanding, or in support of those National Committees specified in Paragraph I above. Administrative guidelines with illustrative examples of appropriate uses of the various funds have been jointly developed and are available at the UAW/Chrysler National Training Center.~~

Examples of appropriate funds utilization

A. National Funds

- Health and Safety
- Non-Profit/charitable organizations that meet Federal guidelines
- Joint Leadership Meetings
- National and local efforts to assist laid-off workers
- Area efforts to assist laid-off workers
- Specific projects dealing with active workers
- Tuition Assistance Program
- National Training Center
- Regional Training Center
- Joint National Studies
- Joint National Pilot programs
- Joint National Training efforts
- Joint National Agreement administration

B. Reservoir Funds

- ~~Training of active employees when local funds have been exhausted~~
- ~~Training of active employees at new, reopened or retooled plants where sufficient local funds have not been generated~~

C. Local Funds

- Training efforts of active employees in job-related skills,
- Specific studies, pilots, activities, etc. agreed to by the National Parties.
- Providing training for employees where there has been a significant change in the technology.
- Providing training for employees who are assigned to new duties resulting from modified work assignment practices.

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- Providing training to enhance communication and interpersonal relationship skills for local Union officials and those members of Management who are involved in the daily administration of the labor agreements.

- Providing training for employees who participate in programs and activities that are undertaken by the ~~National Employee Participation Council~~ Joint Activities Board, and.

- Training efforts to further WCM goals/objectives.

~~Examples of inappropriate funds utilization~~

In order to ensure that funds are used in accordance with the NTC's charter and IRS exemption letter, the parties agree to engage counsel to review such documents and make any legally required changes such that the NTC continues to operate in compliance with all applicable laws and regulations.

Further, the parties agree that in order to ensure that the books and records of the NTC are appropriately maintained and that annual financial statements are fairly stated, an independent third-party accounting firm shall be engaged each year to audit the NTC's financial statements.

It is understood that Funds ~~at any level~~ may not be utilized for contractually specified training such as apprentice training nor for funding of time off the job of designated or elected UAW representatives routinely functioning in administration of the contract. In addition, funds should not be used to train employees who will be required to service newly introduced technology. ~~However~~, subsequent general training of other tradesmen on this equipment to broaden their skills is appropriate. Further, funds should not be used for the training of tradesmen to implement a newly negotiated change in classifications, however, the use of funds to freshen or update generally the skills of tradesmen is appropriate.

It is understood that nothing in this Memorandum limits the rights of either party to provide education and training programs on the same, similar or other subjects.

The parties are specifically empowered to review and evaluate this Memorandum and the guidelines and make mutually satisfactory adjustments and modifications during the term of this Agreement.

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(M-11) Memorandum of Understanding - Return to "Home" Plant

**MEMORANDUM OF UNDERSTANDING
RETURN TO "HOME" PLANT**

The parties recognize that some employees placed pursuant to Section (64), Section (65) or Letter 247 - Placement and Workforce Utilization of the P&M or Parts Depot Agreements may have the desire to return to their "home" plant. The parties recognize also that, in affording such employees the opportunity to return, it is necessary to do so in a manner consistent with the maintenance of quality and efficiency in both the releasing and receiving plants. Accordingly, the purpose of this Memorandum is to provide methods and procedures and to detail the circumstances whereby eligible employees will be offered the opportunity to return to their "home" plant.

After the effective date of the 2015 Agreement, an employee's home plant is defined as the plant where he first obtains seniority except as follows:

Employees who made past "home" plant elections or forfeited seniority based on contractual provisions will have their current plant defined as their "home" plant.

1. Eligible employees are those active employees who have been assigned to a plant other than their "home" plant or to a plant outside the Labor Market Area pursuant to Section (64), Section (65) or Letter 247 - Placement and Workforce Utilization. Eligible employees are further defined as those placed:

a. Prior to the effective date of the 2014¹⁵ Agreement who were not offered an opportunity to return to their "home" plant pursuant to the provisions of this Memorandum of Understanding, or

b. Subsequent to the effective date of the 2014¹⁵ Agreement and who have worked at least six (6) months at the new plant.

2. Eligible employees may file an application to return to their "home" plant at the Employment Office on or after their anniversary of the sixth (6th) month following placement. Employees will be provided a copy of their application.

3. Eligible employees who have applied to return to their "home" plant shall be placed (in seniority order) on a "return home" list at the "home" plant.

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4. An employee who transferred to another location pursuant to Section (67)(b) or previously lost seniority pursuant to Section (49)(f) or elected an Enhanced Relocation Option in accordance with Exhibit E is not eligible for return to home plant.

45. Each facility will maintain an applicant listing for use by the local parties.

56. Should a plant with a "return home" list have employment requirements, it will combine its "return home" list and recall list (if any) in seniority order and recall from such combined list until its needs are met or such combined list is exhausted. Should the combined list be exhausted and additional employment required, it will fill further openings in accordance with other applicable agreements between the parties and then by hire.

67. Should an employee return to his "home" plant under the provisions of paragraph 56 above, the employee will forfeit seniority rights at the "releasing" plant. Should an employee, having requested return under paragraph 2 above, subsequently refuse an offer of return, the employee shall lose seniority at all plants of the Company except the plant at which he is working.

78. It is recognized that the plant from which the eligible employee is released must do so in a manner consistent with the maintenance of quality and efficiency. Accordingly, no eligible employee will be released until a fully trained replacement is available. Consistent with these principles, it is recognized that the rate at which employees are released may vary due to the types of jobs held by "returnees", the availability of replacement personnel, product or new model launch, releasing plant staffing requirements, etc. In all cases, management will endeavor to release employees as quickly as possible. Disputes regarding this issue may be referred to the Company's Employee Relations Staff and the UAW's National Chrysler Department for resolution.

89. Employees transferring pursuant to the provisions of this Memorandum will be placed on available work and will not be eligible to alter the vacation schedules in effect at the time of their return.

910. An employee accepting transfer will be eligible to receive a relocation allowance as provided in the Exhibits to the National Agreement after providing documentation satisfactory to Management that the employee has changed permanent residence and relocated.

1011. It is understood that this Memorandum in no way alters the placement provisions as set forth in the Memorandum of Closed Plants.

12. It is recognized that the purpose of the six (6) month waiting period is to minimize churning and not intended to create opportunities to hire shortly after individuals are placed from one plant to another. If unique situations involving the six (6) month Home Plant Return Provision arise, the National parties can review those situations and, if appropriate, provide a deviation to the application of the six (6) month waiting period.

1113. The parties recognize that the provisions of this Memorandum have complex administrative implications. Accordingly, claims of violation are not subject to the Grievance Procedure but instead may be referred to the Company's Employee Relations Staff and the UAW's National Chrysler Department for resolution.

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(M-13) Memorandum of Understanding - UAW-Chrysler Entry Level Wage & Benefit Agreement

**MEMORANDUM OF UNDERSTANDING
UAW-CHRYSLER GROUP LLC FCA US LLC EMPLOYEES
HIRED ON OR AFTER OCTOBER 29, 2007
WAGE & BENEFIT AGREEMENT**

During the ~~2009~~ 2015 negotiations the parties discussed at length the provisions of M-13, ~~unrelenting competitive pressures that changed the nature of the U.S. automotive industry and acknowledged that the business environment was not a cyclical downturn but a structural change for the domestic manufacturers. The parties understood the need to effectively modify the labor agreements to achieve a competitive labor cost structure that positioned the Company to respond appropriately to industrial and competitive pressures and compete with the best in the world. These actions would in turn help secure long term job security for UAW-Chrysler Group LLC employees.~~

Thus, in accordance with and as part of the ~~2011~~ 2015 UAW-Chrysler Group LLC FCA US LLC Production, Maintenance and Parts (PM&P) Agreement between the International Union, UAW (hereinafter referred to as UAW) and ~~Chrysler Group LLC~~ FCA US LLC, the UAW and ~~Chrysler Group LLC~~ FCA US LLC agree as follows regarding wage and benefit levels and other matters applicable to certain employees hired on or after October 29, 2007 and continuing through the duration of this Agreement.

Except as otherwise specified in this Memorandum, employees hired on or after October 29, 2007 and through the duration of this Agreement will be covered in all respects by the ~~UAW-Chrysler Group LLC~~ FCA US LLC PM&P Agreement. Notwithstanding the foregoing, or anything else to the contrary, this Memorandum applies to all UAW-represented ~~Chrysler Group LLC~~ FCA US LLC facilities covered by the ~~2011~~ 2015 UAW-Chrysler Group ~~LLC~~ FCA US LLC PM&P Agreement.

I Duration

This Memorandum shall take effect on the effective date of the ~~2011~~ 2015 UAW-Chrysler Group ~~LLC~~ FCA US LLC PM&P Agreement ("Effective Date") and continue until

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11:59 p.m. (Detroit, Michigan time) on September 14, ~~2015~~2019, subject to the modification and termination provisions of Section (117) of the ~~2011~~2015 UAW-Chrysler Group LLC FCA US LLC PM&P Agreement.

II Applicability

The terms of this Memorandum apply to all employees at all ~~Chrysler Group LLC FCA US LLC~~ facilities covered by the ~~2011~~2015 UAW-Chrysler Group LLC FCA US LLC PM&P Agreement. "Employees" means:

- ~~Full-time~~ ~~Non~~-skilled classified employees hired or rehired on or after October 29, 2007 or

- Skilled trade classified employees hired or rehired on or after October 12, 2011.

III Seniority and Transfers

Non-skilled employees hired under this Memorandum may apply and be transferred, if qualified, to the skilled trades, apprentice or Temporary Skilled Trades Employee classifications.

Notwithstanding any such transfer, these employees will continue to be covered by this Memorandum.

IV Wages and Classification

There ~~is one (1)~~are four (4) non-skilled team member wage rates and corresponding classifications as set forth below.

Effective the Monday following ratification, ~~E~~employees covered by this Memorandum will receive the following rates of pay:

	Team
	Member
	Support 2
Team Member Maximum Rate	<ul style="list-style-type: none">• Assembly \$19.28\$29.94• Powertrain \$29.84• Stamping \$29.83• Mopar \$29.76
Starting Rate Team Member Minimum	\$15.78 \$17.00

1. Non-Skilled Wages

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a. Team Member Rates—Employees Hired on or After October 29, 2007 and Prior to the Effective Date of This Memorandum Agreement

i. Employees hired on or after October 29, 2007 and prior to the effective date of this Memorandum Agreement shall be placed at a rate in accordance with their current rate step effective Monday following ratification following schedule in accordance with the table below. Those employees whose rates are increased to the next rate step on the Monday following ratification shall maintain those rates until they meet the required timing for subsequent rate step increases. This Section 1.a.i. is not applicable to Axle Operations.

Wage increases for this group will be effective upon ratification and then in twelve month intervals thereafter. For clarity, increases occurring for In-Progression Employees, subsequent to the increase upon ratification, will be employee specific and will be effective on the Monday following the anniversary of the employees' hire date.

	Years of Service At Ratification:		
	1 or less	>1 to 2	2 or more
At Ratification	\$15.78	\$16.66	\$17.53
As of Sept 15, 2012	\$17.53	\$18.41	\$18.41
As of Sept 15, 2013	\$19.28	\$19.28	\$19.28
Team Member Rate	\$19.28	\$19.28	\$19.28

Years of Service at Ratification	Monday Following Ratification	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8 Maximum Production Rate by Division*
Less than 1	\$17.00	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*
1 < 2	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*	*
2 < 3	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*	*	*
3 < 4	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	*	*	*	*
4 < 5	\$22.50	\$24.00	\$26.00	\$28.00	*	*	*	*	*
5 < 6	\$24.00	\$26.00	\$28.00	*	*	*	*	*	*
6 < 7	\$26.00	\$28.00	*	*	*	*	*	*	*
7 < 8	\$28.00	*	*	*	*	*	*	*	*

* Maximum Production Rate by Division Prior to September 17, 2017: Assembly \$29.07, Powertrain \$28.97, Stamping \$28.96, Mopar \$28.89; On or After September 17, 2017: Assembly \$29.94, Powertrain \$29.84, Stamping \$29.83, Mopar \$29.76

ii. Axle Operations Employees hired on or after October 29, 2007 and prior to the effective date of this Agreement shall be placed at a rate in accordance with their current rate step effective the Monday following ratification in accordance with the table below. Those employees whose rates are increased to the next rate step on the Monday following ratification shall maintain those rates until they meet the required timing for subsequent rate step increases:

Years of Service at Ratification	
----------------------------------	--

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	<u>Monday Following Ratification</u>
<u>Less than 1</u>	<u>\$16.25</u>
<u>1 < 2</u>	<u>\$17.16</u>
<u>2 < 3</u>	<u>\$18.06</u>
<u>3 < 4</u>	<u>\$18.96</u>
<u>> 4</u>	<u>\$19.86</u>

Employees who progress to the maximum rate of \$19.86 will receive an annual three percent (3%) increase on the anniversary date of the agreement in 2016, 2017, and 2018.

b. Team Member Rates, Employees Hired on or After the Effective Date of This Memorandum Agreement

i. For all Non-Mopar PDC and Non-Axle Operation employees hired after the effective date of this Memorandum Agreement, rates and wage progression to the Team Member maximum rate shall be established as follows:

At Hire _____ \$15.78
 After 12 Months _____ \$16.66
 After 24 Months _____ \$17.53
 After 36 Months _____ \$18.41
 After 48 Months _____ \$19.28
 Team Member Rate _____ \$19.28

	<u>Team Member Support</u>
<u>At Hire</u>	<u>\$17.00</u>
<u>After 12 Months</u>	<u>\$18.00</u>
<u>After 24 Months</u>	<u>\$19.50</u>
<u>After 36 Months</u>	<u>\$21.00</u>
<u>After 48 Months</u>	<u>\$22.50</u>
<u>Team Member Rate</u>	<u>\$22.50</u>

ii. For Mopar PDC employees hired after the effective date of this Agreement, rates and wage progression to the Team Member maximum rate shall be established as follows:

	<u>Mopar PDC</u>
<u>At Hire</u>	<u>\$17.00</u>
<u>After 12 Months</u>	<u>\$18.00</u>

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After 24 Months	\$19.00
After 36 Months	\$20.00
After 48 Months	\$21.00
After 60 Months	\$22.00
After 72 Months	\$23.00
After 84 Months	\$24.00
After 96 Months	\$25.00
Team Member Rate	\$25.00

iii. For Axle Operation employees hired after the effective date of this Memorandum Agreement, rates and wage progression to the Team Member maximum rate shall be established as follows:

	<u>Axle Operations</u>
At Hire	\$16.25
After 12 Months	\$17.16
After 24 Months	\$18.06
After 36 Months	\$18.96
After 48 Months	\$19.86
Team Member Rate	\$19.86

e 2. Skilled Trade Wages

The wage rates for skilled trades employees provided in Section (109) Wage Rate Increases of the ~~UAW-Chrysler Group LLC FCA US LLC~~ PM&P Agreement will continue to cover skilled trades employees, including journeypersons hired after the Effective Date, new apprentices hired directly into an apprentice classification after the Effective Date, and production employees hired under this Memorandum who are subsequently promoted to a journeyperson classification, transferred to a Temporary Skilled Trades Employee status, or indentured as an apprentice.

V Vacation Entitlement

The maximum annual Payment In Lieu of Vacation (PILV) and Paid Absence Allowance (PAA) entitlement for employees covered by this Memorandum shall be 160 hours.

VI Memorandum of Joint Activities and Legal Services

~~The funding provisions of Section IV, Subsections A and B of the Memorandum of Understanding on Joint Activities (M-9) and Letter (110) Funding — Health and Safety Training and Research of the UAW-Chrysler Group LLC FCA US LLC Agreement will continue to be applicable for employees covered by (M-9). Such employees will be covered by the Health & Safety NTC Joint Programs, the administration of the Dependent Care Assistance (D-CAP) Plan, the Diversity Awareness / Training Program, Employee~~

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~~Assistance Program, Critical Incident Response Program, and the Workplace Violence Prevention Program. These programs, services and related activities will continue to be jointly administered, developed, and implemented, under the provisions of Memorandum of Understanding on Joint Activities (M-9) and the new Legal Services Plan.~~

~~The UAW—Chrysler Legal Services Plan will be terminated as of December 31, 2013 upon the terms set forth in the UAW—Chrysler Legal Services Plan.~~

~~Letter (191)—Retiree Tuition Assistance Plan, Letter (194)—UAW-Chrysler Scholarship Program for Dependent Children, Letter (102)—Future Planning/Retired Worker Programs, Letter (107)—National Paid Educational Leave Program, and Letter (104)—Child/Elder Care resource and referral services will not be provided for employees covered by this Memorandum.~~

~~—The UAW-Chrysler National Training Center Joint Activities Board will meet within 90 days after ratification of the 2011 National Agreement to evaluate alternatives and develop a plan to implement a Tuition Assistance Program for active Bargaining Unit employees by January 1, 2012.~~

~~—Such programs or services will be offered if the parties are able to develop a process for making such programs or services available to employees covered by this Memorandum on a space available basis without cost.~~

~~Letter (119)—New Hire Orientation Program~~

~~—The New Hire Orientation Program developed by the parties was modified to incorporate a thorough understanding of the Industry's need to transform to meet the challenges of the marketplace. The program includes the role of the parties in preserving jobs while still maintaining the core values historically provided in the parties' bargaining agreements.~~

VII Benefit Plans

~~Except as set forth in this Memorandum or Attachment A, employees covered by this Memorandum will be covered by the benefit plans set forth in the UAW-Chrysler Group LLC FCA US LLC PM&P Agreement and/or Exhibit B. Employees, as defined in Section II Applicability above, who are classified as Full Time are covered under (1) the 2015 UAW-FCA US LLC PM&P Agreement, (2) Exhibit B - The Life, Disability and Health Care Benefits Program, and (3) Exhibit G Supplemental Agreement - Company Health Care Contributions and Company Defined Contribution with the exceptions set forth below in Attachment A - Benefit Plans Agreement.~~

VIII Scope

~~Except as specifically provided in this Memorandum, all provisions of the 2014⁵ UAW-Chrysler Group LLC FCA US LLC PM&P Agreement and understandings and local agreements existing as of the Effective Date shall apply to employees covered by this Memorandum.~~

~~Any future changes to the UAW-Chrysler Group LLC FCA US LLC PM&P Agreement, Agreements or understandings will apply to employees covered by this Memorandum only by expressed agreement between the National Parties.~~

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IX Compliance — Dispute Resolution

Disputes, local and national, involving the application or interpretation of this Memorandum, including but not limited to the commitments set forth above, will be reviewed by a joint committee consisting of three (3) members appointed by the UAW Vice President and Director of the Chrysler Department and three (3) members appointed by the Vice President, Employee Relations, ~~Chrysler Group LLC~~ FCA US LLC.

The Joint Committee shall meet at least quarterly. ~~Chrysler Group LLC~~ FCA US LLC and the UAW shall advise the Joint Committee at each meeting of any issues surrounding the administration and implementation of this Memorandum. ~~Chrysler Group LLC~~ FCA US LLC will provide information as necessary on any issue raised for discussion or resolution. The parties commit to the thorough investigation of and the prompt resolution of all issues discussed relative to this Memorandum.

The Joint Committee will have full authority to settle all matters that are properly before it, recognizing that disputes covered by appeal procedures of the respective Benefit Plans, and other issues consistent with applicable law, may be outside the scope of the Committee's authority. If the Joint Committee is unable to resolve a matter properly before it, the matter will be referred directly to arbitration, using the arbitration provisions, including the restrictions in powers of the Impartial Chairman, contained in the UAW-~~Chrysler Group LLC~~ FCA US LLC PM&P Agreement. Such matters will immediately be given top priority for resolution.

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA, UAW

~~CHRYSLER GROUP LLC~~ FCA US LLC

Attachment A

Benefit Plans Agreement

The ~~2011-2015~~ Supplemental Agreements covering the Benefit Plans between the UAW and ~~Chrysler Group LLC~~ FCA US LLC are applicable with the following exceptions: Employees, as defined in Section II Applicability above, who are classified as Full Time are covered under (1) the 2015 UAW-FCA US LLC PM&P Agreement, (2) Exhibit B - The Life, Disability and Health Care Benefits Program, and (3) Exhibit G Supplemental Agreement - Company Health Care Contributions and Company Defined Contribution with the exceptions set forth below in Attachment A - Benefit Plans Agreement.

SECTION I: Health Care Benefits Program

For purposes of the Health Care Benefits Program, "Employees" as defined in this Memorandum will not be eligible for post-retirement health care coverage from the Company or for Company-provided coverage for their survivors. They will be eligible for contributions to a fund discussed in subsection 10, below.

Additionally, "Employees" will be subject to the adjustments to the ~~Chrysler~~ FCA US LLC Health Care Benefits Program for Hourly Employees as discussed in subsections 1 through 11, below.

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1. They will become eligible for health care coverages under Exhibit B, The Life, Disability and Health Care Benefits Program (Group Hospital, Surgical, Medical, Drug, Dental, Vision and Hearing Aid Coverage) as provided in Article III, Section 1. (A.) of the Program.

2. They will become eligible for coverage for one routine oral examination and one prophylaxis (scaling and cleaning of teeth) per calendar year under Exhibit B Section 6. (Dental Plan) and for annual eye exams under Exhibit B Section 7. (Vision Plan), on the first day of the month next following the month in which the employee is actively at work (or on disability leave) after acquiring ~~three (3) years~~ one (1) year of seniority. ~~Eyeglass frames and lenses may be obtained at discount through Vision network providers.~~ They will become eligible for full coverage under Exhibit B Section 6. (Dental Plan) on the first day of the month next following the month in which the employee is actively at work (or on disability leave) after acquiring three (3) years of seniority.

3. They will become eligible for coverage for one eye exam every twenty-four (24) months under Exhibit B Section 7. (Vision Plan), on the day which the employee is actively at work (or on disability leave) after acquiring ninety (90) days of seniority. Eyeglass frames and lenses may be obtained at discount through Vision network providers. They will become eligible for full coverage under Exhibit B Section 7. (the Vision Plan) on the first day of the month next following the month in which the employee is actively at work (or on disability leave) after acquiring five (5) years of seniority.

4. They will not be able to enroll Sponsored Dependents.

5. At the end of the month in which the maximum Extended Disability Benefit amount is payable, the employee's coverage for health care will cease.

6. They will have their Medical Plan enrollment limited to the Standard Care Network Option, modified to include the cost-sharing requirements shown in the table below:

Annual Deductible	
In-Network	
Single	\$300
Family	\$600
Out-of-Network	
Single	\$1,200
Family	\$2,100
Co-Insurance	
In-Network	10%
Out-of-Network	35%
Out-of-Pocket Maximum	
In-Network	
Single	\$1,000
Family	\$2,000
Out-of-Network	
Single	No Limit
Family	No Limit

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Prescription Drugs (Retail and Mail Order)	
Generic	\$7.50/script
Brand	\$15.00/script

~~7. Article III. Section 3.A (1) regarding the Urgent Care Center co-payment and the Emergency Room co-payment will not apply.~~

87. The opportunity for survivors to continue coverage, or Employees to continue coverage post-employment or for periods not in active service, will be limited to self-pay continuation that may be available under federal law.

98. During the life of the Memorandum, the Company will provide annual credits to a Health Care Reimbursement Account (See Health Care Reimbursement Account (HRA) below).

109. In lieu of Company contributions for health care coverage in retirement (or for surviving spouse health care coverage), the Company will make a contribution as provided in the Exhibits to the Production, Maintenance & Parts (PM&P) Agreement of ~~October 12, 2011~~ September xx, 2015, Exhibit G - Supplemental Agreement Company Health Care Contribution, Company Defined Contributions.

140. Health Care Reimbursement Account (HRA) - Employees will be eligible for a credit to a HRA in the amount of \$300.00 for an employee with individual health care coverage, or \$600.00 for an individual with family coverage, at the time they first become eligible for health care coverages. In subsequent years, they will be eligible for Company credits to such HRAs in any year (or portion thereof) in which they are eligible for health care coverages.

Employees who are not eligible for health care coverages at the beginning of any year, will not be eligible for Company credits to the HRA. However, if coverage commences or is reinstated during the year, the individual immediately will become eligible for the account.

Subject to changes in federal tax law, almost any health care expense that is eligible for a deduction for federal income tax purposes may be eligible for reimbursement from the HRA. However, a new hire may not deduct an eligible expense on his/her federal income tax return and receive reimbursement for that same expense. In addition, expenses eligible for reimbursement from a HRA include deductibles and co-payments, but not contributions, paid for health care coverage continued through Chrysler Group LLC FCA US LLC or premiums paid for non-Chrysler Group LLC FCA US LLC coverage.

The entire amount of the HRA is available to be paid for eligible expenses at any time, as long as the expense is incurred while covered by the Account. If an Employee's health care coverages are terminated during the year, the individual will still be able to file claims for services rendered during that year.

Claims may be filed for services received in any year for which the HRA is established. Claims for services incurred in a calendar year may be submitted for

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reimbursement through April 30 of the following year. Employees have until April 30 of the following year to submit expenses for services rendered during the prior plan year. Claims that are submitted after that time for a prior year cannot be reimbursed.

If an individual submits a reimbursement claim form and is reimbursed for expenses that are not covered, or for more than should not be allowed, federal law requires that such reimbursement is taxable income to claimant. The claimant will be responsible for paying any tax required on such amounts.

HRA credits may be used only for eligible expenses. However unused amounts at the end of each calendar year will be forfeited (the "Use it or lose it" rule).

SECTION II: ~~Pensions~~Retirement

~~Pension Retirement~~ benefits for employees are provided pursuant to Exhibit G - Supplemental Agreement - Company Health Care Contribution and Company Defined Contribution. ~~the Chrysler Group LLC FCA US LLC Cash Balance Plan originally effective October 29, 2007 and most recently amended and restated effective October 12, 2011.~~

~~— In lieu of pension benefits, effective the first pay date in April 2012, or if later, the first pay period in which an employee is covered by this Memorandum M-13, the Company will make a contribution as provided in the Exhibits to the Production, Maintenance & Parts (PM&P) Agreement of October 12, 2011, Exhibit G, Company Contributions ("Exhibit G").~~

~~— Pay credits will cease under the Cash Balance Plan effective March 31, 2012. Company contributions will be made under Exhibit G immediately following the cessation of pay credits under the Cash Balance Plan. In no event will an employee receive both a Company Defined Contribution and a pay credit under the Cash Balance Plan for the same period of service.~~

SECTION III: Life and Disability Benefits Programs

Except as specifically modified herein, all benefits shall be governed by the provisions of the respective Programs.

A. Life Insurance Benefits:

Eligibility:

Employees hired on or after October 29, 2007 shall be eligible for Basic Life Insurance and Accidental Death and Dismemberment Insurance on the first day of employment with the Company.

Basic Life Insurance:

The Company will provide Basic Life Insurance coverage in the amount of forty-five thousand dollars (\$45,000).

Accidental Death and Dismemberment Insurance:

The Company will provide Accidental Death and Dismemberment Insurance in the amount of twenty-two thousand five hundred dollars (\$22,500).

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Continuation of Company Provided Life Insurance Post Employment:

An insured employee with ten (10) or more years of seniority and at least age fifty-five (55) at the time of separation from employment with the Company will be eligible for continuation of Basic Life Insurance coverage in the amount of fifteen thousand dollars (\$15,000) and Accidental Death and Dismemberment Insurance coverage in the amount of seven thousand five hundred dollars (\$7,500).

B. Work Related Death Benefit:

The work related death benefit coverage will be based on the amount of Accidental Death and Dismemberment Insurance then in force for employees hired on or after October 29, 2007 of twenty-two thousand five hundred dollars (\$22,500).

C. Sickness and Accident Benefits:

Eligibility and Duration:

Sickness and Accident Benefits and Extended Disability Benefits coverage under the Life and Disability Program will apply on the date following the date an employee acquires one year of seniority.

Duration:

For eligible employees with at least 1 year but less than 3 years seniority as of the day on which disability commenced— 26 week maximum

For eligible employees with at least 3 years seniority as of the day on which disability commenced — 52 week maximum

D. Extended Disability Benefits: Eligibility and Duration:

For eligible employees with at least 1 year but less than 3 years seniority as of the day on which disability commenced— 13 week maximum

For eligible employees with at least 3 years but less than 5 years seniority as of the day on which disability commenced— 26 week maximum

For eligible employees with at least 5 years seniority as of the day on which disability commenced but less than 10 years - time for time.

For eligible employees with 10 or more years seniority as of the day on which disability commenced - 10 years or age 65, whichever comes first.

At the end of the month in which the maximum EDB amount is payable, the employee's coverage for health care will cease. Life insurance post employment rules will apply.

SECTION IV: Supplemental Unemployment Benefit Plan (SUB)

All Benefits shall be governed by the Supplemental Unemployment Benefit Plan of the 2014⁵ PM&P Agreement, except as otherwise specifically modified herein:

A. Eligibility and Duration

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- Employees with less than one (1) year of seniority shall be ineligible for regular SUB Benefits
- Employees with at least one (1) year but less than three (3) years of seniority, eligibility for regular benefits for periods of qualifying layoff under the SUB Plan shall be limited to a maximum of 13 weeks during the life of the 2014¹⁵ National Agreement
- Employees with three (3) or more years of seniority, eligibility for regular benefits for periods of qualifying layoff under the SUB Plan shall be limited to a maximum of 26 weeks during the life of the 2014¹⁵ National Agreement
- Employees are not eligible for Transitional Assistance (TA)
- The weekly durational provisions contained in this Section pertaining to the Supplemental Unemployment Benefit (SUB) benefit shall be replenished as of the effective date of this Agreement.

B. Amount

The SUB Benefit amount shall be determined according to the Regular Benefit Table, Article II Section 1(a) which will equal, on average, 95% of an employee's weekly after-tax pay minus \$15.00 to take into account work-related expenses not incurred. In calculating the weekly regular SUB Benefit for an Employee on a qualifying layoff, the offsets for State Unemployment Insurance benefits received for that week shall apply; however, no offsets for wages from another employer shall apply, unless such wages are treated as earnings by the State Unemployment Agency.

SECTION V: Profit Sharing Plan

Eligibility based on current Plan provisions.

SECTION VI: Hourly Employees Deferred Pay Plan

Eligibility based on current Plan provisions

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Supplemental Agreements



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(S-1) Supplemental Agreement - Temporary Employees

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SUPPLEMENTAL AGREEMENT
Temporary ~~Part-Time~~ Employees

During 2015 National Production, Maintenance and Parts Agreement negotiations, the parties held lengthy discussions regarding the use of Temporary Employees. The parties agreed that replacing full-time seniority employees who are temporarily absent due to certain specific reason codes with Temporary Employees, while not circumventing the hiring of full-time employees, was mutually beneficial.

Accordingly, ~~the parties agree that the~~ Company may hire Temporary ~~Part-Time~~ employees to supplement the work force for straight-time, overtime or weekend work in any plant covered by the ~~2011-2015~~ Production, Maintenance, and Parts Agreement.

Therefore, it is agreed this Supplemental Agreement shall govern the employment of such ~~Temporary part-time~~ Employees.

I. ~~Temporary Part-Time~~ Employees are employees hired by the Company who shall normally be scheduled to work ~~on Mondays and through Fridays in and~~ additionally may be scheduled to work Saturdays, Sundays, and Holidays, subject to the following:

A. Temporary Employees may be utilized any day of the week to replace employees not at work for certain absence codes, specifically, unexcused absences, Intermittent Family Medical Leave Act (FMLA) leaves/absences, or sick leaves of absence of less than twelve (12) months. The number of Temporary Employees eligible at each facility will be based on that facility's average of the aforementioned absences calculated as a percentage of total absenteeism multiplied by the number of full-time employees (active on roll plus temporarily inactive). Temporary Employees are not to be used to circumvent Local overtime scheduling provisions. Additionally, Temporary Employees can be utilized, with mutual agreement, on other occasions such as, but not limited to, product launch, high vacation periods, and awaiting transfer of laid off employees from other locations.

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B. The parties recognize the need to utilize a higher number of Temporary Employees (than the calculated allowance) on Mondays, Fridays, Saturdays, Sundays and Holidays to accommodate the greater number of absences that occur on these days.

AC. On days they are scheduled to work, Temporary ~~Part-Time~~ Employees may be scheduled any part or all of the hours scheduled for the department in which they are assigned.

BD. Temporary ~~Part-Time~~ Employees may be scheduled to work extended hours and Saturdays, Sundays, and Holidays provided they do not displace regular full-time employees.

GE. The employment by the Company of Temporary ~~Part-Time~~ Employees shall not be considered as an infringement of the rights of regular employees under the 20112015 Chrysler Group FCA US LLC-UAW Production, Maintenance, and Parts Agreement, provided, however, at In no case will a seniority employee be indefinitely laid-off from a plant if the plant is regularly scheduling a Temporary Employee Monday through Friday. At the time of a reduction in force, a seniority employee who is scheduled to be indefinitely laid off from the plant pursuant to such a reduction may request to displace a Temporary ~~Part-Time~~ Employee. Seniority employees who displace Temporary ~~Part-Time~~ Employees shall, during the period they would otherwise be on indefinite layoff, be required to comply with the work schedule for Temporary ~~Part-Time~~ Employees.

DE. A seniority employee who ~~upon being indefinitely laid off elects to~~ displaces a Temporary ~~Part-Time~~ Employee or who, while on such layoff is hired to work as a Temporary ~~Part-Time~~ Employee shall be paid at a wage rate determined in accordance with the applicable provisions of Section (114) or MOU-13 of the Production, Maintenance, and Parts Agreement in effect when the employee was last hired. Such employee shall also be provided the level of life, accidental death and dismemberment insurance, and the HSMDDVH coverage, but not Supplemental Unemployment Benefits (SUB), FCA US LLC-UAW Pension Agreement, Supplemental Agreement (Exhibit G) to which he would have been entitled if he had continued as a laid-off seniority employee, but only for the length of time he would have been entitled to such benefits if he had remained on indefinite layoff in accordance with this Supplement.

G. A seniority employee who displaces a Temporary Employee will remain available for recall and work opportunity to full time openings in the Labor Market Area pursuant to the PM&P provisions as if he were on indefinite layoff.

II. Temporary ~~Part-Time~~ Employees (except temporary part-time skill trades employees hired to work in an apprenticeable or non-apprenticeable skilled trades classification) shall be subject to the provisions of Section (114) or MOU-13, of the current PM&P Agreement. It is understood that such employees shall receive one (1) week of credit toward wage progression pursuant to Sections (114) or MOU-13 for each five (5) days actually worked. Each increase shall be effective at the beginning of the first pay period following the completion of the required number of days actually worked paid in accordance with Attachment A of this Supplemental Agreement.

III. A Temporary ~~Part-Time~~ employee hired to work in an apprenticeable or non-apprenticeable skilled trades classification shall be paid as follows:

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~~A. If the employee possesses the qualifications required for journeyman or permanent employee status in the classification in which he is employed he/she shall be paid the maximum rate upon completion of sixty (60) days actually worked.~~

~~IVIII. A Temporary Part-Time eEmployee shall not accumulate time toward the fulfillment of the ninety (90) day probationary period while employed as a Temporary Part-Time eEmployee. In the event a Temporary Part-Time eEmployee becomes a regular full-time employee he shall be considered a new employee and shall receive no credit for any purpose for time during which he was employed as a Temporary Part-Time eEmployee.~~

~~Provided, however, that such employee shall receive credit for time "at work" (as defined in Section XII, of this Letter S-1) while employed as a Temporary Part-Time eEmployee for the purpose of fulfilling the H-S-M-D-V-H-D waiting period for commencement of coverage in accordance with Article 1, Section 3(D) (1) of Exhibit B or MOU-13 of the Collective Bargaining Agreement. The effective date of coverage will be determined based upon the employee's most recent date of hire as a Temporary Part-Time eEmployee immediately preceding the date regular employment commenced. The foregoing shall also apply in the case of a Temporary Part-Time employee who accepts employment as a temporary employee pursuant to Letters (19) and (21) of the Letters, Memoranda and Agreements to the Production, Maintenance, and Parts Agreement except that HSM coverage only will be provided in accordance with Section XII. of the Letter S-1.~~

~~VIV. The Company may discharge or terminate the employment of a Temporary Part-Time eEmployee at any time provided, however, the Union may protest in the grievance procedure the discharge or termination of a Temporary Part-Time eEmployee in cases of claimed discrimination on account of race, color, religion, age, national origin, age, status as a qualified person with a disability, handicap, sex or religion, including sexual harassment, sexual orientation, gender identity/expression, union activity and membership in any legally protected class.~~

~~VIV. A Temporary Part-Time eEmployee shall be entitled to Union representation including the grievance procedure in cases of alleged violation of this Supplemental Agreement. After one year of continuous employment an employee will be entitled to Union Representation per all provisions of the FCA US LLC-UAW Production, Maintenance and Parts Agreement.~~

~~VIVI. A Temporary Part-Time eEmployee shall be subject to the provisions of Sections (9) through (14) of the 2014 2015 Chrysler Group FCA US LLC-UAW Production, Maintenance, and Parts Agreement. The initiation fee and monthly dues regularly required of Temporary Part-Time eEmployees shall be as determined by the International Union, UAW. Notice of the amounts of such fee and dues shall be given to the Company in writing by the International Union, UAW.~~

~~VIIIVII. A Temporary Part-Time eEmployee will not be assigned to an operation expressly for the purpose of establishing a production standard on that operation: nor will his performance be considered either in establishing a production standard or in a dispute over the production standard.~~

~~IXVIII. A Temporary Part-Time eEmployee shall not be covered by the SUB Plan (Exhibits C and D), FCA US LLC-UAW Pension Agreement, Supplemental Agreement Company Health Care Contribution Company Defined Contribution (Exhibit G) or the~~

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Insurance Program except as provided in Sections I.D. F. and XII of this Supplemental Agreement. He shall have only such rights, privileges, compensation or benefits as are expressly set forth by this Supplemental Agreement and the following sections of the ~~2011~~ 2015 Chrysler Group FCA US LLC-UAW Production, Maintenance, and Parts Agreement:

Sections (84), (85) and (88) through (94) - Working Hours

~~XIX.~~ A Temporary ~~Part-Time~~ employee shall be paid time and one-half for time worked in excess of eight (8) hours in any continuous twenty-four (24) hour period beginning with the starting time of the employee's shift and for time worked in excess of forty (40) hours per week. For time worked on Saturday, except when a shift starts on Friday and continues into Saturday; provided, that hours in excess of eight (8) per day or forty (40) per week on such shift will be paid at time and one-half. Double time will be paid for time worked on the calendar Sunday or calendar holidays designated in Section (95).

~~XIX.~~ A Temporary ~~Part-Time~~ Employee shall receive eight (8) hours pay at his regular straight-time hourly rate for any of the holidays enumerated under Section (95) of the ~~2011~~ 2015 Chrysler Group FCA US LLC-UAW Production, Maintenance, and Parts Agreement when such holidays occur on a regular workday on the employee's workweek, provided the employee (1) actually worked at least ninety (90) days prior to such holiday, (2) worked his last scheduled working day prior to and his next scheduled working day after such holiday within the scheduled workweek, and (3) would otherwise have been scheduled to work on such day if it had not been observed as a holiday.

~~XII.~~ Temporary ~~Part-Time~~ Employees will be provided \$3,750 life insurance and \$1,875 accidental death and dismemberment insurance. The Company will pay the premiums for coverage for any month in which the employee receives pay from the Company for any time during such month. Such coverage begins on the first day of the first calendar month next following the month in which employment commences and ceases on the last day worked where employment is terminated.

Temporary ~~Part-Time~~ employees shall be provided H-S-M coverage under MOU-13, Attachment A, Section 1, Paragraphs 1, 4, 6, and 7 but not Prescription Drug, Dental Expense, Vision Expense, Hearing Aid Expense, Contributions to a Fund (HRA), or Nursing Home Expense benefits or other benefits as provided under the Insurance Program. It is understood there will be no duplication of benefits because of coverages provided under either of the Company's Insurance Programs. The Company will pay the monthly premium for the applicable coverage for each employee while he is at work. An employee is considered "at work" in any month if he receives pay for any time during such month. Such coverage begins on the first day of the eighth calendar month next following the month in which employment commences provided the employee is actively at work. Coverage ceases at the end of the month in which employment is terminated, except that if employment is terminated solely due to the fact the employee accepted employment as a regular full-time employee or a temporary employee pursuant to Letters (19) and (21) of the ~~Letters, Memoranda and Agreements to the Production, Maintenance, and Parts Agreement~~, health care coverage will be continued as long as the employee remains so employed.

~~XIII.~~ Temporary ~~Part-Time~~ employees newly hired will receive wages and benefits as defined in the Memorandum of Understanding, UAW-Chrysler Group LLC Employees Hired On Or After October 29, 2007 Wage and Benefit Agreement.

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~~XIV~~XII. This Agreement shall become effective concurrently with, and continue in full force and effect during the term of the Production, Maintenance, and Parts Agreement.

~~XV~~XIII. This Agreement supersedes and in all respects replaces the ~~2007~~2011 Supplemental Agreement - Temporary Part-Time Employees.

The calculation to determine the allowable number of Temporary Employees eligible to work any day of the week will be calculated annually or when there is a significant event at a specific location. To ensure compliance of this Agreement, Corporate Union Relations will closely monitor the use of Temporary Employees and will give notice to the International, UAW in advance of hiring Temporary Employees. Upon request, Management will provide the Local Union President, the names of the temporary employees working in the plant. Problems relating to the implementation and administration of the above provisions may be raised by either party, and resolved by mutual agreement with the International Union, UAW and Corporate Union Relations.

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW

CHRYSLER GROUP FCA US LLC

Attachment A
Temporary Employee Rates

Temporary Employees Hired Prior to October 29, 2007

Temporary Employees Hired Prior to October 29, 2007 will be placed at the maximum rate of the Team Member on the Monday following the Ratification Bonus Payment.

Temporary Employees Hired on or After October 29, 2007 and Prior to the 2015 Agreement

Temporary Employees Hired on or After October 29, 2007 and Prior to the Effective Date of This Agreement will be placed at rates in accordance with their current rate step on the Monday following the Ratification Bonus Payment in accordance with the table below. Those Temporary Employees whose rates are increased to the next rate step shall maintain those rates until they meet the required timing for subsequent rate step increases:

<u>Months of Service</u>	<u>Temporary Employee Rate at Ratification</u>	<u>Temporary Employee Rate Following Ratification</u>
Up to 12 Months	\$15.78	\$17.00
>12 to 24 Months	\$16.66	\$18.00
>24 to 36 Months	\$17.53	\$19.50
>36 to 48 Months	\$18.41	\$21.00

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>48 to 60 Months	\$19.28	\$22.00
>60 to 72 Months	\$19.28	\$22.00
>72 to 84 Months	\$19.28	\$22.00
Maximum Rate	\$19.28	\$22.00

Temporary Employees Hired on or After Effective Date of the 2015 Agreement

For all Temporary Employees Hired on or After the Effective Date of this Agreement, rates and wage progression shall be established as follows:

<u>Months of Service</u>	<u>Temporary Employee Rate</u>
<u>Up to 12 Months</u>	<u>\$15.78</u>
<u>>12 to 24 Months</u>	<u>\$16.66</u>
<u>>24 to 36 Months</u>	<u>\$17.53</u>
<u>>36 to 48 Months</u>	<u>\$18.41</u>
<u>>48 to 60 Months</u>	<u>\$19.28</u>
<u>Maximum Rate</u>	<u>\$19.28</u>

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Parts Letters



FIAT CHRYSLER AUTOMOBILES

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Alternate Work Schedules

~~October 29, 2007~~ September xx, 2015

(10A) ~~Flexible Operating Patterns~~ Alternate Work Schedules

International Union, UAW

Attention: ~~General Holiefield~~ Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties discussed the need for Mopar to be flexible and adaptive to the retail dealer environment and to rapid changes in customer demand in the market place. When implemented, ~~Flexible Operating Patterns (FOP's)~~ Alternate Work Schedules (AWS) will allow Mopar to increase competitiveness, provide greater job security for our employees, utilize assets more efficiently and improve profitability.

In the parts distribution business, it is essential that Mopar provide the right part, to the right customer, at the right time. In providing such a service, Mopar hourly and daily operations must align with the customer and market business needs of each PDC. Customer efforts to improve profitability have driven operating patterns that utilize variable workweeks ranging from five (5) to seven (7) operating days per week, a Holiday schedule consistent with regular retail Holiday observances and ever-increasing hours of operation. Accordingly, Mopar must develop ~~operating patterns~~ alternate work schedules that provide a cost-efficient system of parts delivery in a manner that meets customer requirements. Such ~~operating patterns~~ alternate work schedules may include but are not limited to multiple work crews, four-day work weeks and seven day service provisions as examples.

Further, the vast majority of Mopar's supply chain utilizes an internal structure of National and Field PDCs that provides an opportunity for inventory cost reduction through alternate facility ~~operating schedules~~ alternate work schedules.

Additionally, the extreme variability of PDC operating requirements, the result of multiple inputs, could be efficiently addressed through usage of ~~flexible operating patterns~~ alternate work schedules.

The determination of an appropriate ~~operating pattern~~ alternate work schedule may vary at each PDC based on its position in Mopar's integrated supply chain. The parties

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encourage the development of FOP AWS options with the goal of determining the most cost effective and optimal choice for a warehousing operation.

Where an FOP AWS is deemed appropriate, a business case must be prepared and submitted to the World Class Logistics Steering Committee (WCLSC) for review. The business case must describe the selected ~~operating~~-alternate model and detail its anticipated impact and benefit. The implementation of any such ~~flexible operating pattern~~ alternate work schedule will require the approval of the Vice President and Director of the National ~~Chrysler~~ FCA US LLC Department-UAW and the Vice President of Employee Relations.

In the event an FOP AWS would affect and require changes in the administration of wage or benefit payment practices, the parties agree that such changes shall maintain the original intent of those practices to the extent possible, but shall not increase costs to the Company in comparison to their application to work schedules traditionally recognized by the National Production, Maintenance and Parts Agreement.

Local agreements affected by an FOP AWS described herein, shall be interpreted in such a manner to make them consistent with the terms of this agreement. Either party may refer specific unresolved local issues to the ~~Lean Operating Steering Committee~~ World Class Logistics Steering Committee.

To accommodate the implementation of an FOP AWS, the parties agree to the application or waiver of certain provisions of the National Production, Maintenance and Parts Agreement. It is further understood that in implementing an Flexible Operating Pattern alternate work schedule, the Company does not prejudice its right to schedule and determine working hours pursuant to Section (2) of the National Production, Maintenance and Parts Agreement, or its right to determine, assign and schedule manpower to work a regular five (5) day, eight (8) hour schedule with daily overtime and weekend work.

Very Truly Yours,
Chrysler LLC-FCA US LLC
By J. Franciosi Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Norwood H. Jewell

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Mopar Steering Committee

~~October 12, 2011~~ September xx, 2015

(12A) Mopar Steering Committee

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Mr. Norwood H. Jewell

Dear Sir:

The parties are committed to the philosophical belief that we must continually look for ways to improve processes in order to sustain our ability to compete. It is the responsibility of each person to participate in identifying issues and eliminating waste. To accomplish this, the World Class Logistics Steering Committee (WCLSC) was established.

The WCLSC, consisting of Mopar Senior Management and the International U.A.W., is committed to the success of the Mopar Parts organization. The parties recognize the importance of this committee and agree that the WCLSC shall drive implementation and sustainment of WCL across the Parts Division and provide guidance and counsel to ensure success in implementing WCL processes.

The ultimate success of a PDC is dependent upon the Local World Class Partnership Council (LWCPC) taking responsibility to lead the necessary changes to transform their location into WCL operations. To ensure the accountability and commitment of the LWCPC, the Co-Chairs, the WCLSC will take the following actions:

1. Provide a structure of accountability, by establishing Joint Co-Chairs, one Co-Chair being the Director of Global Parts Supply Chain and one Co-Chair being a UAW Administrative Assistant.
2. Develop a standardized report to be used by each PDC, to regularly provide status updates on WCL implementation, sustainment, ~~and~~ continuous improvement and any inhibitors (i.e. shortage of spare parts, equipment / tools).
3. Establish an Assessment Process to measure and review WCL elements at each PDC and provide direction for implementation and sustainment.

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4. Establish a process for assigning UAW represented employees to joint Technical Pillar lead positions.

COMMITMENT TO QUALITY AND PRODUCTIVITY

The parties also recognize the importance of making sure that the right part is delivered to the right place at the right time. It is essential that we continue to strive toward improving customer satisfaction. The parties are committed to standardized work processes and driving improvement through joint initiatives. To help accomplish quality and productivity objectives, the parties agree to jointly participate in quality and productivity awareness reviews with all employees.

The Company and Union recognize the competitive environment that exists in the Parts Industry. It is agreed that the only manner in which operations can survive and provide job security is to become lean and efficient, while eliminating waste. Accordingly, the National parties provide their full commitment to this Letter.

Very truly yours,

~~Chrysler Group LLC FCA US LLC~~
By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

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Parts Memorandums



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(MOU2) Memorandum of Understanding - Communication and Joint Efforts to Achieve World Class Quality and Efficiency

MOU-02

**MEMORANDUM OF UNDERSTANDING
COMMUNICATION AND JOINT
EFFORTS TO ACHIEVE WORLD
CLASS QUALITY AND EFFICIENCY**

During these negotiations, the parties raised numerous issues which impact the Customer, the Bargaining Unit, and Management. After considerable discussion, it became apparent that the lack of meaningful continuous communication is the most prominent common thread throughout the parties concerns. The parties expressed their sincere belief that most problems experienced at the local level can be resolved with open, honest, and continuous communication.

The ~~Corperation~~Company and the Union recognized that communication is linked to quality, efficiency, and customer satisfaction. It was further recognized that the combination of such items creates job security. The parties reaffirmed their belief that mutual respect and recognition of the others concern is essential to create an atmosphere in which communication, quality, efficiency, customer satisfaction, and job security can flourish.

Therefore the ~~Corperation~~Company and the Union have incorporated the following understandings relative to Continuous Communication, Joint Quality and Efficiency Initiatives, Utilization of the Workforce, and Manpower Utilization during Holiday Periods. This memorandum of understanding serves as a framework between Management and the Union, enabling an environment of continuous communication through open, honest and frequent dialogue between the parties. It is mutually recognized and agreed that the best form of job security is created in an environment in which Management and Union work together in all aspects of the operation.

Continuous Communication

During these negotiations the parties discussed at great length the need for continuous, open communications and regular meetings. The parties acknowledged that

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Joint Quality and Efficiency Initiatives

Utilization of the Workforce

Manpower Utilization during Holiday Periods

To ensure that an appropriate balance is reached in future scheduling, the parties have agreed that the Parts Distribution Center Management, Local President or Chairperson shall meet at least four (4) weeks prior to such holiday periods to thoroughly review a location's specific means and methods, which can be acted upon to ensure that customer demand will be met.

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If despite the good faith efforts of the local parties, the projected available manpower during the holiday period is insufficient to adequately address the needs of customers and the dealer body, the matter will be referred to Corporate Union Relations and the International Union, UAW who will jointly provide their best efforts toward ensuring that the needs of customers and the dealer body are met.

Conclusion

The ~~Corporation~~ Company and Union recognize that quality and operating efficiency are vital to job security and that a high level of quality and operating efficiency requires mutual respect, communication, and recognition of each others problems and concerns. Within six (6) months of the effective date of the Agreement, each Local PDC Manager and Local Union will review with Divisional Management, Corporate Union Relations and the International Union, UAW the PDC's plans with respect to the above items and other issues relative to its ability to compete in the market.

Efforts of the local parties to improve operational effectiveness may require change or waiver of certain agreements or practices. It is understood that any such waivers, modifications or changes will not be effective unless agreed to by the local parties involved and approved in writing by the Union Relations Staff of the Corporation and the UAW, ~~Daimler~~ Chrysler Department of the International Union. Such changes will be effective only at the location(s) specifically designated and would require no further ratification.

INTERNATIONAL UNION, UAW

~~DAIMLERCHRYSLER CORPORATION~~ FCA US LLC

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New Letters



FCA US LLC

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3-2-120 Summit

September xx, 2015

(N-xx) 3-2-120 Summit

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the course of these negotiations, the parties had extensive dialogue regarding the rationale for implementing the 3-2-120 Alternative Work Schedule. The Union specifically raised concerns associated with the potential impact that this work schedule had on specific crews.

The company responded by explaining that there are a multitude of items to consider when establishing a work pattern, including where products will be manufactured globally, the manufacturing cost at those locations, customer demand and volume capacity. Once product has been identified at a manufacturing location, the company considers a number of work patterns with a primary focus on maximizing throughput to meet customer demand.

As a result of these discussions, the Union identified examples where the Local parties have developed hybrid work pattern models to address specific local operating needs while considering the concerns of the local workforce. Consequently, the parties recognize the importance of on-going dialogue regarding our mutual interest and shared objective in developing solutions that support the business needs while considering the needs of the workforce.

Accordingly, within sixty (60) days of ratification the parties will identify and establish dates to meet with the National and Local UAW Leadership at those facilities where the Union expressed concern to further discuss the business rationale for determining short, medium and long range volume decisions as well as the opportunity to consider other alternative work schedules.

Very truly yours,

FCA US LLC

By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

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Good Record Criteria

September xx, 2015

N-xx Good Record Criteria

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

The company and union discussed implementing a process that allows employees with a good record to receive an excused absence in situations that would normally result in an occurrence in the attendance procedure. As a result, the company agrees to allow employees one (1) excused absence in a rolling twelve (12) month on-roll period to cover an absence, provided the following conditions are met:

- Employee has a minimum of one (1) year of on-roll employment.
- Has not been issued discipline for an occurrence under the Memorandum of Understanding - Absenteeism within the last twelve (12) months of on-roll employment.
- Has had no more than two (2) sick leaves per year in the last three (3) years.
- The day of absence is not the last scheduled work day prior to, or the first scheduled work day after, a contractual holiday or scheduled layoff/shutdown.
- There was no adverse effect to production or related operations due to the collective level of unplanned absences. Work days that have historically demonstrated high absenteeism will be pre-determined at the local level (e.g. Monday after the Super Bowl, Halloween, March Madness Tournament).

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

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Holiday Schedule Adjustments

September xx, 2015

(N-xx) Holiday Schedule Adjustments

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the course of these negotiations, the Union raised concern regarding employees being required to work regularly scheduled work days on a Saturday following a Friday Holiday which inhibits employees on alternative schedules from having two (2) consecutive days off. The Company agrees to meet with the International UAW to discuss alternatives to address these situations based upon the Contractual Holiday Schedule.

Very truly yours,

FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

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Notice of Suspension

September XX, 2015

(N-xx) Notice of Suspension

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 negotiations, the parties discussed the use of suspensions when management is contemplating the possible issuance of discipline to an employee. The Union communicated concerns associated with management suspending employees for violations that they did not deem serious enough to warrant an immediate suspension.

In recognition of the unions concerns, the parties agreed that suspensions pending further investigation should only be considered in cases involving serious standard of conduct violations.

Should an employee be suspended pending further investigation the company will advise the Union and endeavor to have a final disposition rendered in a timely manner.

Very truly yours,

FCA US LLC
By Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW

By Norwood H. Jewell

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PAA Utilization

September xx, 2015

N-xx PAA Utilization

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

The company and union discussed implementing a process that allows employees to utilize Paid Absence Allowance (PAA) time in situations that would normally result in an occurrence in the attendance procedure. As a result, the company agrees to allow employees to use up to forty (40) hours of their annual Paid Absence Allowance (PAA) allotment to cover an absence provided the request is made thirty (30) minutes or more prior to the start of his shift and the following conditions are met:

- The employee has annual PAA, not PAAH, available to use.
- PAA has to be taken in increments consistent with payroll practices and/or the plant work schedule.
- Employee has a minimum of one (1) year of on-roll employment.
- Has not been issued a step of disciplinary time off under the Memorandum of Understanding-Absenteeism within the previous twelve (12) months of on-roll employment.
- The PAA day is not used the last scheduled work day prior to, or the first scheduled work day after, a contractual holiday or scheduled layoff/shutdown.
- There was no adverse effect to production or related operations due to the collective level of unplanned absences. The work days that have historically demonstrated high absenteeism will be pre-determined at the local level (e.g. Monday after the Super Bowl, Halloween, March Madness Tournament).

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

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[Signature]

September xx, 2015

Pension Funding

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

During these negotiations the parties discussed the Company's planned contributions to the FCA US LLC – UAW Pension Plan (the "UAW Plan"), the Jeep Corporation – UAW Retirement Income Plan (the "Jeep Plan") and the American Motors – Union Retirement Income Plan (the "AMC URIP") (collectively, the "Plans"). The Company indicated its intent to make legally required pension contributions and keep the Plans in compliance with funding regulations. In that regard the Company will meet funding requirements through the use of Funding Standard Carryover Balance ("Credit Balance") where appropriate, and, if necessary, make cash contributions.

Based on the current funded status of the Plans, anticipated asset returns and discount rate movements, current pension funding regulations and participant behavior, the Company anticipates cash contributions over the 2015 – 2019 period of \$1.7 billion.

The Company reserves the right to adjust actual contributions as business conditions require and/or funding requirements change and this letter in no way constitutes a commitment to make cash contributions in the forecasted amount.

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

NHJ 10-7-15

JH 10-7-15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Performance Bonus Payment - Employees Hired On or After October 29, 2007

September xx, 2015

(N-xx) Performance Bonus Payment - Employees Hired On or After October 29, 2007

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties agreed that the employees hired on or after October 29, 2007 and reach the maximum production rate prior to the year that the Performance Bonus is calculated shall receive the Performance Bonus payment as those employees hired prior to October 29, 2007.

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

NHJ 10-7-15

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mp CR*

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

New Letter Progressive Discipline

September xx, 2015

(N-xx) New Letter Progressive Discipline

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 Negotiations, the Company agreed that the maintenance of discipline should be standardized, progressive and administered impartially throughout all FCA US LLC facilities.

Accordingly, the Company agrees to abide by the progressive discipline guideline outlined in Section (39) of the P, M & P Agreement. However, it is understood that the Company has the ability to issue corrective disciplinary action including repeating prior disciplinary steps in appropriate cases.

Very truly yours,

FCA US LLC
By Glenn Shagena

Accepted and Approved:

International Union, UAW
By Norwood H. Jewell

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Rideshare Programs

September xx, 2015

(N-xx) Rideshare Programs

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

The parties discussed our mutual desire to identify and communicate sustainable, alternate transportation options for our employees' awareness and consideration. Consistent with this desire, the Company has made the Union aware of the third party vanpool service which is currently supported by the Company and its information which is available on the Company's intranet site. The parties agree that it is in their mutual interest to support such programs, where available, in an effort to reduce commuter stress and expense, alleviate parking congestion, and promote fuel conservation measures.

However, it is understood and agreed that any rideshare program operates independently and is not affiliated with the Company or the Union. Thus, the Company and the Union will not have any responsibility or liability for such program.

Very truly yours,
FCA US LLC
Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

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P M & P / LMA

Services Provided by Walbridge

September xx, 2015

(N-xx) Services Provided by Walbridge

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

During the 2015 Negotiations, the parties discussed services currently being provided by Walbridge at the Trenton and Dundee Engine Plants. The parties agreed that Walbridge's services will be limited to the maintenance associated with the building / facility and will not extend to maintenance on machinery and equipment used in the production process.

Very truly yours,

FCA US LLC

By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

NHJ 10-6-15
N.H.J. 10-6-15

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LDR
10/6/15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Skilled Trades Award

September xx, 2015

(N-xx) Skilled Trades Award

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

The Company recognizes the significant contributions its UAW-represented skilled workforce has made toward the Company's manufacturing competitiveness. To further encourage and reward such ongoing commitment to World Class Manufacturing (WCM), the Company has agreed to establish a Skilled Trades Award.

(a) The Skilled Trades Award payment, based upon the location's Professional Maintenance (PM) audit score, will be made in accordance with the following table:

<u>Professional Maintenance (PM) Audit Score</u>	<u>Skilled Trades Award Payment</u>
<u>1</u>	<u>\$0</u>
<u>2</u>	<u>\$500</u>
<u>3</u>	<u>\$750</u>
<u>4</u>	<u>\$1,000</u>
<u>5</u>	<u>\$1,500</u>

The payment amount will be determined according to the location's most recent audit score thirty (30) days prior to the payment date.

The Company will finalize the Skilled Trades Award metric definitions for non-manufacturing locations within 90 days of the effective date of the Agreement. The Company will establish respective targets in advance of each plan year. All targets will be reviewed with UAW Leadership prior to their implementation.

(b) Skilled Trades Award payments will be made to each eligible employee in accordance with the following table:

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<u>Eligibility Date</u>	<u>Eligibility Year</u>	<u>Payable During the Week Ending</u>
<u>November 28, 2016</u>	<u>November 30, 2015 through November 27, 2016</u>	<u>December 25, 2016</u>
<u>November 27, 2017</u>	<u>November 28, 2016 through November 26, 2017</u>	<u>December 24, 2017</u>
<u>November 26, 2018</u>	<u>November 27, 2017 through November 25, 2018</u>	<u>December 23, 2018</u>

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

- Active with seniority;
- On temporary layoff status;
- On Pre-Retirement Leave;
- On leave pursuant to Family Medical Leave Act;
- On vacation, receiving paid absence allowance, receiving bereavement pay, on jury duty;
- On an approved leave of absence which has not exceeded ninety (90) days as of the eligibility date.

In addition, should the International Union, UAW-Chrysler Department raise any question regarding the eligibility of a specific employee, the Company agrees to meet on such cases to review the facts.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

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 UM 9/15/15



FINANCIAL CRIMINALS ASSOCIATION

P M & P / LMA

Sunday Double Time Clarification

September xx, 2015

(N-xx) Sunday Double Time Clarification

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

This will confirm our understanding reached during these negotiations regarding Sunday double time pay. An employee is paid double time for all hours worked on a calendar Sunday per Section (87) Double Time of the National Agreement except as otherwise stated below. The parties further clarified their understanding by affirming that a third shift employee who begins a shift on Sunday and works into Monday will receive double time for hours worked on Sunday and straight time for the hours worked on Monday.

Notwithstanding the above, employees working on an Alternative Work Schedule (AWS) will be paid straight time for regularly scheduled hours worked except as otherwise provided for in the 2015 National P, M & P Agreement.

The parties recognize that this letter is not intended to circumvent existing local pay practices. In the event disputes arise regarding local pay practices, such matters may be referred to the national parties for resolution.

Very Truly Yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

International Union, UAW
By: Norwood H. Jewell

Handwritten signature and date: 10-2-2015



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Understanding Regarding Dundee and Trenton Engine Plants

September xx, 2015

(New-xx) Understanding Regarding Dundee and Trenton Engine Plants

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 negotiations, the Union expressed concerns regarding practices and understandings at the Dundee and Trenton Engine Plants. The Company reaffirmed to the Union that Dundee and Trenton Engine Plants are FCA US LLC facilities in accordance with Schedule 'A' of the National Agreement. As such, local practices and agreements shall operate consistent with the provisions of the 2015 National Production, Maintenance and Parts Agreement. Where the local parties identify conflicting local agreement language or local practices, the matter may be referred to the national parties for resolution.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

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October xx, 2015

U.S. Investment

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

The parties recognize that FCA's ability to maintain its U.S. footprint, including a commitment to future product and significant investment with the potential for associated job growth is predicated on:

- Stable market segments and market demand, that generate profitable volumes
- Favorable business cases / profitable vehicles
- Flawless execution of World Class Manufacturing / World Class Logistics
- Preservation of the Company's overall competitive cost structure, including competitive labor costs

Investment and Plant Loading

The parties understand and agree that the North American and global economies remain highly volatile, and as such continue to be unpredictable. As a result, the Company will continue to study and assess the most efficient utilization of its manufacturing, wholesale/distribution center and transportation assets.

The following investment opportunities totaling an estimated \$5.3B over the period of this Agreement, clearly demonstrate the Company's ongoing commitment to the UAW and its workforce.

Assembly Division

Potential total investment of \$3.4B

Belvidere Assembly

- Product Allocation & Work Retention
 - Current products and platform build out in 2016
 - Existing product loading in 2016 planned through the life of this agreement
- Potential workforce increase of 585

Conner Assembly

- Product Allocation & Work Retention
 - Current product build out in 2017
 - No future product has yet been identified beyond the product lifecycle

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Jefferson Assembly

- Product Allocation & Work Retention
 - Current products continue through the product lifecycle
- Current workforce retained

Toledo Assembly Complex (Combined)

- Current workforce, including positions associated with Kuka and Mobis, retained. No impact to current Complex employment levels.

Toledo North Assembly Plant

- Product Allocation & Work Retention
 - Current product build out 2016
 - New product loading 2017 planned through the product lifecycle

Toledo Supplier Park Assembly Plant

- Product Allocation & Work Retention
 - Current product build out in 2017
 - New product loading 2018 planned through the product lifecycle

Sterling Heights Assembly Plant

- Product Allocation & Work Retention
 - Current product build out in 2016
 - New product loading 2018 planned through the life of this agreement
- Potential workforce increase of 1,751

Warren Truck Assembly Plant

- Product Allocation & Work Retention
 - Current product build out in 2017
 - New product loading in 2019 planned through the product lifecycle
- Potential workforce reduction of 2,406

Powertrain

Potential total investment of \$1.5B

Dundee Engine Plant

- Product Allocation & Work Retention
 - Current production to continue through product life-cycle
 - Launch new engine
- Current workforce to be retained

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Mack Ave. Engine Plant

- Product Allocation & Work Retention
 - Continue production of engines through product life-cycle
- Current workforce retained

Trenton North Engine Plant

- Product Allocation & Work Retention
 - Continue production of current engines through product life-cycle
 - Continue production of engine blocks through product life-cycle
 - Launch new engine
- Current workforce retained

Trenton South Engine Plant

- Product Allocation & Work Retention
 - Continue production of current engine through product life-cycle
 - Production of new upgrade engine through product life-cycle
- Current workforce retained

Toledo Machine Plant

- Product Allocation & Work Retention
 - Capacity Expansion for Torque Converter (8-speed)
 - Capacity Expansion for Torque Converter (9-speed)
- Current workforce retained; net zero with steering column product deduction

Kokomo Casting Plant

- Product Allocation & Work Retention
 - Capacity Expansion for Transmission castings
 - Conversion of 8-speed from Gen1 to Gen2
 - New product introduction of Transmission castings
 - Die Refurbishment included for all existing products
- Current workforce retained; net zero with legacy product deduction/new product addition

Kokomo Transmission Plant

- Product Allocation & Work Retention
 - Capacity Expansion for 9 Speed Transmission Machining & Adaptation for new vehicle models
 - Capacity Expansion for 8 Speed Transmission Machining and Assembly
 - Conversion of 8-speed from Gen1 to Gen2
 - New product introduction of Transmission Machining
 - New Product introduction of PentaStar Upgrade Block Cubing
- Current workforce retained; net zero with legacy product deduction

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Indiana Transmission Plant - I

- Product Allocation & Work Retention
 - Capacity Expansion for 9 Speed Transmission Machining & Adaptation for new vehicle models
 - New product introduction of Gear Machining
- Potential manpower increase of 220

Indiana Transmission Plant - II

- Product Allocation & Work Retention
 - Capacity Expansion for 8 Speed Transmission Gears
- Potential manpower reduction of 450 due to legacy product build out

Tipton Transmission Plant

- Product Allocation & Work Retention
 - Capacity Expansion for 9 Speed Transmission Assembly & Adaptation for new vehicle models
 - New product introduction of Transmission Assembly
- Potential workforce increase of 403

Stamping

Potential total investment of \$315M

Sterling Stamping

- Product Allocation & Work Retention
 - Increased capital investment
 - Continued machinery upgrade and rehab
- Current manpower retained

Warren Stamping

- Product Allocation & Work Retention
 - Increased capital investment
 - Continued machinery upgrade and rehab
- Current manpower retained

Mopar Parts Distribution Center Operations

- Estimated investment of \$34M

Fiat Chrysler Auto Transport (FCAT) Operations

- Estimated investment of \$2M

JF 7/21/15

MAG 10-2-15

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It is mutually understood that the product, investment and employment levels detailed above are directional and subject to approval by the FCA Group Executive Council and contingent upon consumer demand generating sustainable and profitable volumes for all U.S. manufacturing locations described above.

Very truly yours,

FCA US LLC

By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

MD 10715

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P M & P / LMA

Vacation Time Off Clarification

September xx, 2015

(N-xx) Vacation Time Off Clarification

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the Company and the Union agreed that employees who in accordance with Letter (69) Plant Vacation Shutdown U.S. Plants, observe a vacation shutdown, will be eligible to request additional time off without pay up to the number of hours that the employee's vacation was reduced due to the observance of the vacation shutdown. Consideration for such request shall be made on an individual basis, considering the wishes of the employee and the efficient operation of the department, provided the request does not adversely impact the vacation schedules of other employees as referred to in Section (79) Vacation Time Off.

Very Truly Yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

NHJ 10-6-15
N.A.S. 10-6-15

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P M & P / LMA

WCM Award

September xx, 2015

(N-33) WCM Award

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

The Company recognizes the significant contributions its UAW-represented workforce has made toward the Company's manufacturing competitiveness. To further encourage and reward such ongoing commitment to World Class Manufacturing (WCM), the Company has agreed to establish a WCM Award.

(a) A WCM Award payment shall be made to eligible employees assigned to those locations in the year in which they achieve the Bronze, Silver, Gold, or World Class status, based upon the location's World Class Manufacturing (WCM) Level Audit Score. These payments will be made to each eligible employee in such years in accordance with the following table:

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

The Company will finalize the WCM Level metric definitions for non-manufacturing locations within 90 days of the effective date of the Agreement. The Company will establish respective targets in advance of each plan year. All targets will be reviewed with UAW Leadership prior to their implementation.

(b) WCM Award payments will be made to each eligible employee thirty (30) days following the effective date in which the applicable WCM Level Audit Score is awarded. The eligibility date is defined as the date the audit score is achieved.

An employee shall become eligible for the WCM Award payments provided herein, if the employee has seniority as of the date on which the WCM Level Audit Score is achieved.

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(c)--Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

Active with seniority;
On temporary layoff status;
On leave pursuant to Family and Medical Leave Act;
On pre-retirement leave;
On vacation, receiving paid absence allowance, receiving bereavement pay, on jury duty;
On leave of absence which has not exceeded ninety (90) days as of the eligibility date

In addition, should the International Union, UAW-Chrysler Department raise any question regarding the eligibility of a specific employee, the Company agrees to meet on such cases to review the facts.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

(N-52) XXIII. Fall Hazard Control

XXIII. Fall Protection Program

During these negotiations, the parties discussed the importance of maintaining a comprehensive fall protection program for all FCA US LLC locations where employees may be exposed to a fall hazard. Both parties jointly recognize that eliminating injuries from falls will require a comprehensive fall protection program to ensure employees are trained, fall hazards are identified and procedures are implemented.

In that regard, the Company is committed to implementing a fall protection program that follows the guidelines established in the Fall Hazard Control Requirements (SMI-157).

The first step to prevent a fall hazard should be to eliminate the hazard or control exposures to it. If it is not feasible, then fall protection methods should be selected based on a hierarchy of control measures.

The implementation of a well-designed fall protection program followed by trained employees will eliminate fall hazards and prevent injuries. In that context, within ninety (90) days following ratification of the Agreement, the written program will be reviewed by the LJHSC and the LWPCP to ensure compliance with government regulations and applicable Company instructions. This comprehensive fall protection program will provide FCA US LLC with a standardized approach to preventing fall hazards.

The Fall Hazard Control Requirements (SMI-157) shall then be reviewed and signed by the Co-Chairs of the LWPCP, and submitted to the NJC.

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

National Attendance Council Understandings

October 12, 2011

(11) National Attendance Council Understandings

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

_____ The parties agree to continue the National Attendance Council which shall consist of two (2) members of the International Union and two (2) members of the Company who shall meet as often as deemed necessary or desirable, at the request of either party. The Council shall monitor the application and effectiveness of the UAW/Chrysler Attendance Procedure as set forth in the MOU-8, Absenteeism. The Council is specifically empowered, during the term of the Agreement, to make mutually satisfactory adjustments in the UAW/Chrysler Attendance Procedure and to explore other constructive approaches to reduce absenteeism that may be implemented during the term of this Agreement.

_____ The parties further agree that the following understandings regarding the MOU-8, Absenteeism have been made:

_____ i) _____ Call in -- In order to ensure a fair and consistent process,

the parties discussed examples of satisfactory reasons for failing to call in an absence or tardiness. These examples include, but are not limited to:

_____ The employee, current spouse, or minor child suffers a severe illness resulting in immediate emergency medical treatment at the same time the employee would otherwise be required to call.

_____ The employee is involved in a car accident on the way to work resulting in a significant injury precluding the ability to call in as required.

Instances as described above will require the employee to submit written documentation to Management to substantiate the inability to comply with the call in requirement.

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~~ii) Plant Shutdowns — At locations which announce and take a vacation shutdown period, and where vacation leave of absence entitlements are reduced by the terms of the national agreement, such time will be considered active, on roll time for the purposes of calculating both the "rolling" twelve (12) month and "locked" twelve (12) month and twenty four (24) month periods of active, on roll employment referred to in the MOU-Absenteeism.~~

~~iii) Definition of One (1) Week — For the purposes of calculating the "rolling" twelve (12) month and "locked" twelve (12) month and twenty four (24) month periods of active, on roll employment, a layoff period of one (1) week means seven (7) consecutive calendar days.~~

~~iv) Holidays — Days designated as holidays pursuant to Section (95) of the National P&M Agreement shall be considered to be active, on roll days of employment.~~

~~v) Timeliness of Discipline After S&A Application Period — Where the assessment of discipline hinges on whether an employee has or will be applying for Sickness and Accident benefits, Management will determine no later than the end of the S&A application period whether the discipline shall be served. The discipline shall not be considered untimely in any context, notwithstanding any local agreement provisions to the contrary.~~

~~vi) An employee who is on an approved and scheduled full week of vacation and is subsequently called in to work by Management, as a result of an emergency situation shall not be penalized for doing so in the attendance procedure.~~

~~vii) Short term absences incurred as a result of out patient surgery or procedures or conditions that require emergency room treatment, if such conditions are serious and uncontrollable, shall not be counters in the UAW/Chrysler Attendance Procedure so long as satisfactory evidence is provided. If satisfactory evidence is provided, such absences will be coded ill personal both hospital and S&A excused (IPBE) or ill personal no hospital S&A paid excused (IPSE) and remain a non-occurrence in the procedure. NOTE: Employees must call in thirty (30) minutes prior to the start of their shift.~~

~~viii) If an employee has less than four (4) hours as a balance of PAA hours, he or she would be excused for up to four (4) hours and paid the actual balance of PAA hours. Likewise, if an employee has less than eight (8) hours as a balance of PAA hours, he or she would be excused for up to eight (8) hours and paid the actual balance of PAA hours.~~

~~Very truly yours,
CHRYSLER GROUP LLC
By A. A. Iacobelli~~

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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9/14/15

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FCA CREDIT SERVICES

P M & P / LMA

Vacation Replacement Employees

October 18, 1993

(19) Vacation Replacement Employees

International Union, UAW

Attention: Mr. Stan Marshall

Dear Sirs:

____ Pursuant to Section (79) of the National Production and Maintenance Agreement, the Corporation hires vacation replacement employees to replace seniority employees who take vacation leaves of absence beginning May 1 of each year and ending no later than the first Saturday following the Labor Day Holiday or during such other prime periods that have been mutually agreed upon when seniority employees schedule vacation leaves of absence. In that regard, the Union is assured that when hiring vacation replacement employees, it is not the Corporation's intent to hire more employees than are needed to replace the seniority employees expected to be on vacation from that plant during the succeeding weeks. However, both parties acknowledged that the number of seniority employees on vacation leaves of absence at a plant fluctuates from day to day and week to week and hence the number of vacation replacement employees at work may not coincide with the number of seniority employees on vacation at the plant.

____ The Union was also assured that vacation replacement employees will not be retained in that status solely for the purpose of circumventing the ninety (90) day probationary period as set forth in Section (45)(a) which is applicable to a permanent employee.

____ Very truly yours,
____ CHRYSLER CORPORATION
____ By T. Gallagher

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Stan Marshall

n.a.s. 9-15-15

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AN 9/15/15

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[Signature]



(15) CHRYSLER CORPORATION

P M & P / LMA

Temporary Employees

(21) Temporary Employees

International Union, UAW

Attention: Mr. Marc Stepp

Dear Sirs:

During negotiations the Union expressed concern over the manner in which the Corporation was using temporary employees.

The Corporation assured the Union a temporary employee will not be retained in that status for the purpose of circumventing the ninety (90) days probationary period provided in Section (45)(a) for a permanent employee, nor will a temporary employee be hired when it is expected that the job for which such employee would be hired will last more than one hundred twenty (120) days. In addition, a temporary employee will not be hired at a plant when there are laid off seniority employees from that plant or laid off seniority employees at other Corporation plants in the same labor market area, established under the Supplemental Unemployment Benefit Plan, Exhibit "D".

The Corporation will afford a temporary employee the opportunity to become a permanent employee during the first one hundred nineteen (119) days of employment provided the temporary employee expresses the wish to become a permanent employee, there is a permanent job opening in the plant and plant management agrees to make the employee's status permanent. If the employee's status changes from temporary to permanent after ninety (90) days of employment, his name shall be added to the seniority list in accordance with Section (45)(a) of the Agreement. Upon request, the local management will provide to each Plant Shop Committeeman the names of the temporary employees working in his district.

Very truly yours,

CHRYSLER CORPORATION

By Thomas W. Miner

Accepted and Approved:

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AR 9/15/15

INTERNATIONAL UNION, UAW
By Marc Stepp

W.A.S. 9-15-15
JB 9/15/15

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AR 9/15/15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Closed Plants Replacements

November 19, 1990

(28) Closed Plant Replacements

International Union, UAW

Attention: Mr. Stan Marshall

Dear Sirs:

In discussions leading to the Production and Maintenance Agreement, the Union, while acknowledging that thousands of laid-off employees have been properly placed pursuant to the Memorandum of Understanding on Plant Closings nevertheless claimed that some plants have failed to fill attritional openings in accordance with the aforementioned Memorandum.

It was agreed, therefore, that when the International Union claims a plant is failing to properly implement the provisions of the Memorandum, the Union may make such claim to the Union Relations Department. The Union Relations Department will arrange for a joint investigation of the charge which may include a joint review of the pertinent employment records of the plant where the violation was alleged to have occurred.

Very truly yours,
CHRYSLER CORPORATION
By A. P. St. John

Accepted and Approved:

DAB 8/31/15

INTERNATIONAL UNION, UAW
By Stan Marshall

DL 9-1-15

DR 8-1-15

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LOR
8/31/15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Closed Plant Attritional Openings

October 12, 2011

~~(30) Closed Plant Attritional Openings~~

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

Pursuant to the Memorandum of Understanding on Plant Closings, upon the reinstatement of a discharged employee the number of attritional openings at a plant will be reduced by one.

The Corporation shall not incur any liability for claimed violations or errors in administration of this letter.

Very truly yours,
CHRYSLER GROUP LLC
By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

DAB 8/31/15

DL 9-1-15

DR 9-1-15

308

LOR
8/31/15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Bereavement Pay

October 29, 2007

(65) Bereavement Pay

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

— This will confirm our understanding that an employee who is eligible to receive three (3) or five (5) days of Bereavement Pay as referenced in Section 81 of the National Production, Maintenance and Parts Agreements must use such days within a ten (10) normally scheduled working day window commencing with the date of the death excluding Saturdays, Sundays and Holidays, or in the case of seven-day operations, excluding regular off days and holidays.

— In the event a member of an employee's immediate family dies while in the active service of the Armed Forces of the United States, the employee may, should the funeral be delayed, have such excused absence from work delayed until three (3) of the employees normally scheduled working days that include the date of the funeral.

— In the event the body of a member of an employee's immediate family is not buried in continental North America solely because the cause of death has physically destroyed the body, or the body is donated to an accredited North American hospital or medical center for research purposes, the requirement that the employee attend the funeral will be waived.

— In the event an employee is granted a leave of absence because of the illness of a member of the employees immediate family and such family member dies within the first seven (7) calendar days of the leave, the requirement that the employee otherwise would have been scheduled to work will be waived.

— In the event the body of a member of an employee's immediate family is not buried in continental North America and a memorial service is held within ten (10) calendar days of the date of death, the employee shall be eligible for bereavement pay in accordance with Section (81), provided the employee furnishes local Management with documentation

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~~reflecting the employee attended a bona fide memorial service held at a funeral home or an acknowledged place of worship.~~

~~_____ In the event the funeral of an immediate family member is delayed, for reasons other than those cited in the above paragraphs, an employee excused from work under Section (81) may receive bereavement pay for up to three (3) days of absence taken in conjunction with the funeral provided he attends the funeral. This includes days immediately preceding or days immediately following the date of the funeral even if one or more of the successive days in question occurs after the tenth (10th) day following the date of death.~~

~~_____ In determining whether an employee on layoff or leave of absence may qualify for bereavement pay on the occasion of the death of a member of the employees immediate family, the count for the three (3) day bereavement period shall begin with the day immediately following the date of death, rather than with the day of death under the current practice.~~

~~_____ An employee's immediate family includes those members named in Section (81) of the Production and Maintenance Agreement dated today, or appropriate Sections of the Parts, Office and Clerical and Engineering Agreements.~~

Very truly yours,
CHRYSLER LLC
By J. Franciosi

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Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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P M & P / LMA

Leave Of Absence - Pay-In-Lieu Schedule

May 16, 1988

~~(72) Leave Of Absence - Pay-In-Lieu Schedule~~

International Union, UAW

Attention: Mr. Marc Stepp

Dear Sirs:

During the 1988 negotiations, the Union discussed its concern regarding the opportunity for an eligible employee to schedule a leave of absence, up to the total number of hours of the basic payment in lieu of vacation with pay schedule, based on the employees seniority level on May 1 of the vacation eligibility year as specified in Section (104)(a).

The Corporation and Union recognize that the provisions of Section (79)(b) provide that a vacation leave of absence will not exceed the number of hours represented by the employees vacation payment rounded out to periods of full weeks. However, it is understood that if an employee makes a request for a leave of absence for additional time off without pay up to the number of hours of the basic payment in lieu of vacation schedule as provided in Section (104)(a), consideration for such request shall be made on an individual basis, considering the wishes of the employee and the efficient operation of the department, provided the request does not adversely impact the vacation schedules of other employees.

Very truly yours,

CHRYSLER CORPORATION

By A. P. St. John

Accepted and Approved:

INTERNATIONAL UNION, UAW

By Marc Stepp

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P M & P / LMA

Date of Basic Payment in Lieu of Vacation

October 12, 2011

(85) Date of Basic Payment in Lieu of Vacation

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During the 2011 negotiations, the Union expressed its concern that the basic payment in lieu of vacation provision of the National Production and Maintenance Agreement, namely Section (104)(d) (i), provides only that such payment be made to eligible employees during the month of May of each year and not on a specific date. The Union requested that such payment be made the third week in May of each year of the new Agreement.

The Company stated that in order to accurately verify, audit and process pay-in-lieu of vacation payments, three (3) full pay periods are required following the end of the vacation eligibility year.

Accordingly, and in consideration of the Union's request, the Company agreed that during the term of the 2011 Agreement eligible employees entitled to the basic payment in lieu of vacation would receive such payment on the following dates:

May 25, 2012
May 24, 2013
May 23, 2014
May 22, 2015

Very truly yours,
CHRYSLER GROUP LLC
By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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Health Awareness Training

October 12, 2011

~~(100) Health Awareness Training~~

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

The UAW Chrysler National Training Center in conjunction with the Joint Insurance Committee and other groups within the Company and the Union will develop and assist in implementing educational and health awareness training programs having components such as:

- information to encourage covered persons to obtain quality health care in a cost-effective manner, and
- information to help covered persons develop and maintain healthy lifestyles.

Very truly yours,
CHRYSLER GROUP LLC
By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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Future Planning/ Retired Worker Program

October 12, 2011

(102) Future Planning/ Retired Worker Program

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

Recognizing that Chrysler Group LLC employees, retirees, and their spouses could benefit from specific retirement courses, the parties have agreed to continue the jointly developed Future Planning and Retired Worker Programs.

Participants will learn about many aspects of retirement, including such topics as: remaining healthy, financial planning, budgeting, taxes, investments, leisure activities and community/ union involvement.

The programs will be funded and administered under the direction of the Joint Activities Board.

Very truly yours,
CHRYSLER GROUP LLC
By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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Personal Financial Planning

October 12, 2011

(108) Personal Financial Planning

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

This will confirm that an education program in the management of personal finances has been established by the UAW-Chrysler National Training Center. This program is designed to provide practical information to interested UAW-represented Chrysler Group LLC employees in the areas of understanding personal financial decisions and various financial planning and investment alternatives, to include income tax preparation, 401(K) plan, stocks, bonds, mortgages and loans.

Further it was agreed that spouses and dependents may participate in this program at the Regional Training Center or other mutually agreed upon locations.

The National Training Center will review the program as necessary to determine the best promotion and delivery methods, and whether to include new issues which may affect employee's personal financial planning. The costs associated with the program will be paid through local training funds. Exceptions regarding funding will be reviewed by the Joint Activities Board.

Very truly yours,
CHRYSLER GROUP LLC
By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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P M & P / LMA

Multimedia Learning

October 12, 2011

(112) Multimedia Learning

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

Since the 1988 negotiations, the Joint Activities Board, through the UAW-Chrysler National Training Center, has developed and implemented a Telecommunications Service at the National Training Center and the Regional Training Center.

During the 1999 negotiations, the parties agreed, under the authority of the Joint Activities Board, to continue providing distance learning services, utilizing effective and cost efficient multimedia technologies.

Further, it was agreed that eligible dependents, and other jointly approved persons are encouraged to participate by utilizing this service on a space available basis.

In addition, the parties have agreed that, within 90 days of the conclusion of these National Negotiations, the Joint Activities Board will appoint a committee to evaluate the National Training Center's Multimedia Learning Program, to include the feasibility of delivering such programs to all UAW represented Chrysler Group LLC locations.

Also, it was reaffirmed that Local Joint Training Committees may use in-plant telecommunication systems to broadcast video material produced or approved by the UAW-Chrysler National Training Center. Furthermore, the parties agree it would be beneficial for the NTC and the Chrysler Group LLC Employee Network to continue its cooperative initiatives to provide education and informative communication to Chrysler Group LLC employees.

The Joint Activities Board will establish the appropriate funding, guidelines, and extent of staff support for this activity.

Very truly yours,
CHRYSLER GROUP LLC

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By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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P M & P / LMA

Annual Meeting

September 27, 1999

(123) Annual Meeting

International Union, UAW

Attention: Mr. Stephen P. Yokich

Dear Sirs:

In order to promote a greater degree of understanding and cooperation between the Union and the Corporation, the parties will convene an annual meeting of local union leadership and management representatives to discuss matters of mutual interest such as:

— Current conditions and outlook for the global auto industry and DaimlerChrysler.

— State of management/union relations.

— Matters of mutual interest and concern.

— Matters of special interest to either party.

Local union leadership shall include the presidents, plant shop chairperson and one (1) unit chairperson of a local union (except in the case of Local 889 and Local 412 in which case the number of unit chairpersons in attendance shall be four (4) and five (5) respectively), the regional directors and international representatives servicing DaimlerChrysler local unions. Management representatives from the plants, division and corporate staffs shall be designated. Additional attendees may be invited at the discretion of the Joint Activities Board on an annual basis.

These annual meetings will be chaired by the Senior Vice President—Employee Relations and the Vice President and Director, DaimlerChrysler Department, UAW.

Appropriate expenses and lost time for the local leadership will be reimbursed from the joint training funds.

Very truly yours,

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By T. Gallagher

Accepted and Approved:

INTERNATIONAL UNION, UAW

By Stephen P. Yokich

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Job Security Discussions During Significant Volume Declines

October 12, 2011

~~(126) Job Security Discussions During Significant Volume Declines~~

~~International Union, UAW~~

~~Attention: Mr. General Holiefield~~

~~Dear Sirs:~~

~~During the course of these negotiations, the parties held numerous discussions relative to the negative effect of declining market conditions on the job security of our UAW represented workforce. The parties also recognize that employment levels may fluctuate as a result of the cyclical nature of demand in our industry. The Company acknowledges, however, the importance of minimizing layoffs even in instances where volume related declines are unavoidable. In particular, the Union stressed the importance of reducing overtime and shifting dual sourced production requirements to UAW Chrysler plants in the event of overall market declines. The Company agrees to take these and other actions whenever practical.~~

Very truly yours,
CHRYSLER GROUP LLC
By A. A. Iacobelli

~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW
By General Holiefield~~

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Liberty Project/Small Car Commitment

October 28, 1985

(139) Liberty Project/Small Car Commitment

International Union, UAW

Attention: Mr. Marc Stepp

Dear Sirs:

During the course of the current negotiations, the Union has expressed serious concerns about the job security of its members, particularly as it relates to sourcing actions on the part of Chrysler Corporation.

The Corporation recognizes the importance of the employment it affords its employees and shares the desire of the Union to preserve and create jobs on a competitive basis. The Corporation reaffirms its desire to remain a viable domestic enterprise and a major American employer and declares its objective to achieve a competitive posture within a framework that contributes to the job security of employees and that is responsive to the changing dynamics characterizing our industry.

The Corporation has been and is committed to having a manufacturing presence and employment in North America (i.e., U.S. and Canada). This commitment requires flexibility if it is to be achieved in a competitive manner. In addition, Chrysler cannot be unfairly penalized relative to competitors who have aggressive foreign sourcing plans or capabilities in place. The Corporation has been and continues to be reluctant to engage in a higher level of foreign vehicle and component sourcing in the hope that it can become a competitive producer of small cars.

The Corporation and the Union are keenly aware of the significant penetration achieved by the Japanese motor vehicle manufacturers in the U.S. small car market. Moreover, the parties are aware that of the major domestic automobile manufacturers, Chrysler Corporation has the largest percentage of its total production devoted to the production of small cars.

Given these conditions, it is understandable that the Union expressed considerable concern during these negotiations about the job security of its members, particularly as it relates to sourcing decisions by the Corporation. This is to advise that the long term

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strategy is for Chrysler to continue with the major portion of its facilities, people, spending and assembly capacity in this country. To do this, however, the Corporation must be fully competitive on a worldwide basis in quality, design, cost and fuel economy. The success of this strategy involves modernized facilities, planning, and new products. The ability and willingness of both the Corporation and Union to produce fully competitive vehicles will be paramount.

— In 1983, when the Corporation returned to profitability, it undertook extensive capital investment and product development programs. The purpose of these programs was to increase the efficiency of our existing facilities by adopting the latest state-of-the-art technology, production processes and design concepts, and to redesign and resize its vehicles in an effort to capture a larger share of the domestic market.

— During this period, the Corporation spent about \$6 billion. Major investments during this period were directed toward the production of the T-115 Van, the Laser and Daytona and Lancer and LeBaron GTS. The investments undertaken between 1983 and 1985 are part of a long-range strategy of the Corporation to spend about \$11.5 billion in North America during the next five years to modernize and expand our existing facilities and to develop new products.

— The Corporation and the Union jointly acknowledge that if the Corporation is to remain a viable producer of small vehicles in the U.S. as exemplified by the Liberty Project, a new and innovative labor relations approach must be established which emphasizes cooperation, mutual trust and good faith. Conversely, to the extent possible, traditional adversarial roles must be minimized.

— We invite the UAW's participation in planning a new concept small car project seeking innovative approaches to product design, engineering and manufacturing—The Liberty Project. To this end, we will explore ways in which the Union's role can be expanded beyond its current levels of involvement in all aspects of the project including future development work.

— In recognition of our common interest in the success of the Liberty Project, the parties acknowledge the desirability and need of achieving greater cooperation between the Union and Management in improving work practices and undertaking other measures which will permit the Corporation to effectively compete domestically in the manufacture of small vehicles. To the extent that the efforts of this project are successful, they would form the basis for Management's recommendation that the Board of Directors approve domestic production of these vehicles.

— A key element of our strategy is Chrysler's commitment to provide the training necessary to promote the personal growth and development of our employees. The commitment made in the 1985 Agreement is expected to provide more than \$45 million for the training of our employees and is further evidence of the Corporation's enduring and fundamental commitment to its work force. The increased skills acquired through this training will enable Chrysler employees to form an effective partnership with tomorrow's technology to make a highly efficient team for the continued production of high quality, state-of-the-art vehicles and components in the United States.

Very truly yours,
CHRYSLER CORPORATION
By T. W. Miner

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Accepted and Approved:

INTERNATIONAL UNION, UAW
By Marc Stepp

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U.S. and Canadian Operations

October 28, 1985

(142) U.S. and Canadian Operations

International Union, UAW

Attention: Mr. Marc Stepp

Dear Sirs:

During the current negotiations, the parties discussed the Corporation's investment relationship between the U.S. and Canada in the years ahead.

Recognizing the important place that the automotive industry occupies in the industrial economy of the two countries, as well as the interest of industry, labor and consumers in sustaining high levels of efficient production, the Corporation assured the Union that its future U.S. investments would recognize job security for the Corporation's U.S. employees as an important element in its decision making.

The Corporation stated that it is committed to the U.S. Canada Automotive Products Trade Agreement principle that its operations in both countries should participate on a continued fair and equitable basis in the North American vehicle market. The Corporation assured the Union that any major shift of component or automotive manufacturing operations to Canada would be discussed in advance with the Union.

Very truly yours,
CHRYSLER CORPORATION
By T. W. Miner

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Marc Stepp

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Home Plant Return Procedure Within a Labor Market Area

October 18, 1993

(149) Home Plant Return Procedure Within a Labor Market Area

International Union, UAW

Attention: Mr. Stan Marshall

Dear Sirs:

During 1993 negotiations the parties discussed the administration of the six (6) month Home Plant Return Procedure within a Labor Market Area. The parties agreed that the purpose of the six (6) months waiting period was to minimize churning and not intended to create opportunities to hire shortly after individuals are placed from one plant to another.

Accordingly, the parties agreed that if unique situations involving the six (6) month Home Plant Return Provision arise, the National parties can review those situations and, if appropriate, provide a deviation to the application of the six (6) month waiting period.

Very truly yours,
CHRYSLER CORPORATION
By T. Gallagher

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Stan Marshall

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Labor Market Area Placement Election

October 12, 2011

(151) Labor Market Area Placement Election

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During the 2011 negotiations, the parties discussed the procedures for developing the order of placement of employees from the Combined Labor Market Area list on job opportunities within the Labor Market Area. The parties agreed that, for placement purposes, employees on the Combined Labor Market Area list will be offered, in seniority order, the opportunity to volunteer for openings based on a non-revocable election made at such time as they are indefinitely laid off. Volunteers will be placed in seniority order. Absent volunteers, the junior employee on the Combined Labor Market Area list must transfer to the new location or be separated from the Company as a resignation.

Very truly yours,
CHRYSLER GROUP LLC
By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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P M & P / LMA

Outside the Labor Market Area Placement Election

October 12, 2011

(152) Outside the Labor Market Area Placement Election

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During the 2011 negotiations, the parties discussed the placement of employees on job opportunities outside the Labor Market Area. The parties agreed that employees will be offered, in seniority order, the opportunity to volunteer for openings based on a non-revocable election made at such time as they are indefinitely laid off. Volunteers will be offered placement in seniority order.

Very truly yours,
CHRYSLER GROUP LLC
By: A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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P M & P / LMA

Skill Enhancement Program For Spouses, Dependents and Retirees

October 18, 1993

~~(157) Skill Enhancement Program For Spouses, Dependents and Retirees~~

~~International Union, UAW~~

~~Attention: Mr. Stan Marshall~~

~~Dear Sirs:~~

~~During these negotiations, the parties noted the substantial progress made in the joint development and implementation of basic skill enhancement programs throughout the plants.~~

~~Accordingly, the parties agreed to increase emphasis on basic skills enhancement by encouraging spouses, dependents and retirees, to participate at Regional Training Centers on a space available basis. It was further agreed to investigate opportunities for spouses, dependents and retirees in locations inaccessible to regional centers.~~

~~Very truly yours,
CHRYSLER CORPORATION
By T. Gallagher~~

~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW
By Stan Marshall~~

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Utilization of Temporary Part-Time Employees

October 14, 1996

(172) Utilization of Temporary Part-Time Employees

International Union, UAW

Attention: Mr. Jack Laskowski

Dear Sirs:

During these negotiations the Union expressed concern that several plants are regularly scheduling temporary part time (TPT) employees to work Monday through Friday.

Given the fact the Temporary Part-Time Employee Program is extremely critical to the efficiency of plant operations, the parties recognize the need to eliminate abuses and ensure temporary part-time employees are utilized as intended. Accordingly, the parties agreed to periodically conduct a joint review at each location currently utilizing TPT employees, and to re-emphasize the proper application of the S-1 - Supplemental Agreement Temporary Part-Time Employees.

In order to ensure that TPT employees are only being called to report to work pursuant to the provisions of S-1 - Temporary Part-Time Employees, the Corporation will instruct its Plant Personnel Departments to administer and coordinate the TPT Program. The Local Unions will be advised of the new policy.

Should the Local Union discover that authorization to report for work is being given without the Local Personnel Departments knowledge or approval, the matter may be brought to the attention of the Plant Labor Relations Department for resolution.

To ensure further compliance, Corporate Union Relations Administration will closely monitor the use of TPT employees and will give notice to the International Union, UAW in advance of hiring TPT employees.

The Union was assured that TPT employees would not be hired to circumvent the hiring of regular full-time employees. Notwithstanding the above, the Corporation will establish a process for considering TPT employees for Temporary Vacation Replacement or Full Time Employment

Very truly yours,

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CHRYSLER CORPORATION
By T. Gallagher

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Jack Laskowski

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P M & P / LMA

Placement Election Exercise of Seniority

October 12, 2011

(176) Placement Election Exercise of Seniority

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During the course of these negotiations, the parties discussed at great length the placement election system as it is currently administered and the need to provide greater latitude for employees faced with an election which may adversely impact them. In order to alleviate these concerns, it was agreed that, following the effective date of the Agreement, the election process at the time of an indefinite layoff would be accomplished as follows:

I. In Labor Market Area Placement

(a) — An employee indefinitely laid off from their primary ("Home") plant who is placed at, and is subsequently indefinitely laid off from, a second plant in their Labor Market Area, will retain seniority at both plants and shall not be required to make a seniority election until he/she is recalled or returns to their primary ("Home") plant. At such time, the employee shall elect to (i) retain seniority at the second plant and in such case their seniority at their primary ("Home") plant shall terminate or (ii) return to their primary ("Home") plant with full accumulated seniority and in such case their seniority at all other plants shall terminate.

(b) — An employee who is indefinitely laid off by the second plant who is neither recalled by or returns to their primary ("Home") plant and is subsequently recalled and returns to work at their secondary plant will retain seniority at both plants until one of the conditions outlined in (a) above occurs or he/she is placed at a third plant in the same Labor Market Area.

(c) — An employee who is indefinitely laid off by their secondary plant and who is then placed at a third plant in the Labor Market Area shall, at the time of such placement, elect either their primary ("Home") or secondary plant as the plant at which he/she choose to retain seniority along with that gained at the current plant.

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~~In no event shall any employee retain seniority at more than two (2) plants.~~

~~II. Out of Labor Market Area Placement~~

~~a) — An employee who is indefinitely laid off from their primary ("Home") plant and who is placed at, and is subsequently laid off from, a secondary plant outside of their Labor Market Area, will retain seniority at both plants.~~

~~b) — An employee on indefinite layoff from their secondary plant who refuses placement at their primary ("Home") plant shall have their seniority terminated at that plant.~~

~~c) — An employee on indefinite layoff from their secondary plant who is placed at a third plant in that same Labor Market Area, shall elect to have their seniority at either the secondary or third plant, along with the seniority at their primary ("Home") plant.~~

~~d) — An employee on indefinite layoff who accepts placement at their primary ("Home") plant shall have their seniority terminated at their former plant.~~

~~In addition to the above, the following understandings shall apply:~~

~~1. — Employees retaining seniority at two (2) plants shall have no rights to return to their former plant unless they have a "Return Home" application on file or until they have been indefinitely laid off from the new plant.~~

~~2. — The separation of an employee from one plant for a reason other than specified in Section (64) of the P&M Agreement shall result in the termination of their seniority at all Company plants.~~

~~3. — An employee who maintains seniority at two plants shall retain any rights accrued for purposes of holiday pay, payment in lieu of vacations, pensions, insurance and the Supplemental Unemployment Benefit Plan.~~

~~The parties recognize that the provisions of this Letter have complex administrative implications. Accordingly, the Company shall not incur any operational problems or any liability for claimed violations or errors in administration of the understanding.~~

Very truly yours,
CHRYSLER GROUP LLC
By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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Additional Bereavement Provisions

September 27, 1999

(178) Additional Bereavement Provisions

International Union, UAW

Attention: Mr. Jack Laskowski

Dear Sirs:

— This letter will serve to confirm the understandings reached in previous negotiations and the current negotiations concerning the application of the bereavement pay provisions in Section (81) of the Collective Bargaining Agreement in the following instances:

— An employee who, in conjunction with an approved absence due to bereavement, requests limited additional time off for the disposition of financial, administrative or legal matters associated with the death of an immediate family member as defined in Section (81), should be given consideration for additional time off (up to three (3) days) as unpaid personal time or unused available Paid Absence Allowance. It is further understood that the request must be in advance and the time off, itself, should not negatively impact operations.

— An employee who is notified of the death of an immediate family member and meets the eligibility criteria for bereavement pay during a week(s) in which the employee was previously scheduled and approved for vacation leave, may request equivalent hours of Paid Absence Allowance for each day (eight (8) hours) up to three (3) (or five (5) in the case of the death of an employee's current spouse, parent, child or stepchild) total, in lieu of bereavement pay for which the employee otherwise would be eligible except for the employee's nonwork status during such vacation week(s). Such requested hours will be in addition to those Paid Absence Allowance hours which the employee is otherwise eligible and are to be scheduled under the terms of Section (104) (e).

— In the event an employee's spouse of five (5) years or longer has predeceased his or her parent, and in the event of the death of a parent of that former spouse, the provisions of Section (81), Bereavement Pay, of the National Production and Maintenance Agreement will apply, provided the employee has not remarried.

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~~Notwithstanding the bereavement pay eligibility requirements of Section (81), this will confirm our understanding that representatives of the UAW National Chrysler Department and representatives of Union Relations Staff of the Employee Relations Office, may discuss the disqualification of certain employees from bereavement pay due to the unique circumstances associated with the death of an immediate family member to determine on a case-by-case basis the possibility of providing bereavement pay to these otherwise ineligible employees.~~

Very truly yours,
DAIMLERCHRYSLER CORPORATION
By T. Gallagher

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Accepted and Approved:

INTERNATIONAL UNION, UAW
By Jack Laskowski

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Retiree Tuition Assistance Plan

October 29, 2007

(191) Retiree Tuition Assistance Plan

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During these negotiations the UAW-Chrysler National Training Center agrees to continue the Retiree Tuition Assistance Plan for retired UAW-represented Chrysler employees:

Retirees will be eligible to take classes approved on-site at a plant, local Union hall or the UAW Region Office from which they retired. Retirees may also be eligible to take classes approved by the NTC at the Walter and May Reuther Educational Center at Black Lake. The courses offered to retirees must be those that are available to the active workforce. The Plan will be administered by the National Training Center (NTC).

Type of Assistance

The Plan will provide for tuition and/or compulsory fees to be paid directly to the school providing the course in which the applicant intends to enroll. Maximum eligibility is up to \$1,750 per calendar year per retiree.

School

Acceptable schools are those approved by the UAW-Chrysler National Training Center including, but not limited to, those generally recognized by accrediting agencies or under governmental education agencies.

Funding

The plan shall be funded by the UAW-Chrysler National Training Center.

Administration

The plan will be jointly administered by the UAW-Chrysler National Training Center.

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The National Training Center has the authority and discretion to interpret the terms of the plan, including but not limited to, the authority and discretion to approve schools and courses under the plan, location of courses, and to issue guidelines interpreting the plan.

Payments under the UAW-Chrysler Retiree Tuition Assistance Plan will be subject to applicable federal, state, and local income tax provisions.

Very truly yours,
CHRYSLER LLC
By J. Franciosi

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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FIAT CHRYSLER AUTOMOBILES

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Vacation/PAA Scheduling - Week Beginning May 1

October 14, 1996

~~(214) Vacation/PAA Scheduling - Week Beginning May 1~~

~~International Union, UAW~~

~~Attention: Mr. Jack Laskowski~~

~~Dear Sirs:~~

~~During the current negotiations, the Union expressed concern regarding the scheduling of vacation leaves of absence and Paid Absence Allowance (PAA) absences during the week beginning May 1 in those years in which this week falls between vacation eligibility years, as defined in Section (104) of the Agreement.~~

~~This will confirm our understanding that in such years employees will be permitted to request a vacation leave of absence, or use hours credited to Paid Absence Allowance, for the week beginning May 1. Employees who use vacation or PAA this week shall have their remaining vacation or PAA entitlement for the year otherwise beginning May 8 reduced accordingly.~~

Very truly yours,
CHRYSLER CORPORATION
T. Gallagher

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Jack Laskowski

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Flexible Operating Patterns

October 12, 2011

(240) FLEXIBLE OPERATING PATTERNS

International Union, UAW

Attention: General Holiefield

Dear Sirs:

During these negotiations, the parties discussed the need for the Company to be flexible and adaptive to rapid changes in customer demand in the market place. When implemented, Flexible Operating Patterns will allow the Company to increase competitiveness, provide greater job security for our employees, more efficiently utilize assets and improve profitability.

This letter will confirm our understanding regarding models for the Alternative Work Schedule (AWS), 3/2/120 and Four Day Work Week Flexible Operating Patterns (FOP's).

It is anticipated that the AWS and 3/2/120 work patterns will require increased employment levels and will be appropriate for implementation when customer demand dictates a need for incremental production capacity. The Four Day Work Week is suitable in situations where more efficient plant operations can be realized with the additional benefit of a shorter work week for our employees.

When the UAW Vice President and Director of the National Chrysler Department and the Senior Vice President of Employee Relations agree to implement a Flexible Operating Pattern at a facility, the provisions of the applicable models will apply. The local parties may negotiate administrative guidelines specific to their location for the purpose of implementing the Operating Pattern.

In the event a Flexible Operating Pattern would affect and requires changes in the administration of other wage or benefit payment practices, the parties agree that such changes shall maintain the original intent of those practices to the extent practical, but shall not increase their cost to the Company in comparison to their application to work schedules traditionally recognized by the National Production, Maintenance and Parts Agreement.

Local agreements affected by a Flexible Operating Pattern described herein, shall be interpreted in such a manner to make them consistent with the terms of this agreement. Either party may refer specific unresolved local or unforeseen administrative issues to the International UAW-Chrysler Department and Chrysler Group LLC's Corporate Union Relations Department.

To accommodate the implementation of a Flexible Operating Pattern, the parties agree to the application or waiver of certain provisions of the National Production, Maintenance and Parts Agreement. It is further understood that in implementing a Flexible Operating Pattern, the Company does not prejudice its right to schedule and determine working hours pursuant to Section (2) of the National Production, Maintenance and Parts Agreements, or its right to determine, assign and schedule manpower to work a regular five (5) day, eight (8) hour schedule with daily overtime and weekend work.

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Very Truly Yours,
CHRYSLER GROUP LLC
By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

ALTERNATIVE WORK SCHEDULE (AWS)

Provision	AWS Administration
Production Employees <i>Monday through Friday</i>	<ul style="list-style-type: none">Three (3) crews, three (3) shifts working 8.0 hours each.Includes all non-production, non-skilled employees.
Production Employees <i>Saturday</i>	<ul style="list-style-type: none">AWS provisions apply. Corporation may schedule one or more of the three (3) shifts as required.
Production Employees <i>Sunday/Holiday</i>	<ul style="list-style-type: none">AWS provisions not applicable. Production shifts manned on voluntary basis.
Skilled Trades	<ul style="list-style-type: none">The number of skilled trades crews will be established to protect the efficiency of the operations.If three (3) crews are established, the following schedule should be adhered to:Crew (A) works eight (8) hours Monday – Friday. Saturday is scheduled as required and Sunday work is voluntary.Crew (B) works eight (8) hours on Monday, Tuesday, and Wednesday, and twelve (12) hours on Sunday.Crew (C) works eight (8) hours on Thursday, Friday, and Saturday, and twelve (12) hours on Sunday.
Non-skilled Maintenance	<ul style="list-style-type: none">Same as production employees. Three (3) crews, three (3) shifts, working 8.0 hours each.
Relief	<ul style="list-style-type: none">AWS production employees receive forty (40) minutes per 8.0 hour shift.
Pay Provisions <i>Wages</i>	<ul style="list-style-type: none">Overtime per the National Agreement
<i>Holidays</i>	<ul style="list-style-type: none">Per National Agreement

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Temporary— Part-Time Employees (TPT's)	<ul style="list-style-type: none"> • Receive pay for actual time worked.
Shift Premium	Applicable premium per National Agreement
Benefit Payments	Per National Agreement
Training Funds/Overtime Penalty	Per National Agreement

AWS SATURDAYS

The Corporation may schedule one (1) or more of the three (3) shifts for Saturday production as required, in accordance with the following four (4) week schedule of consecutive Saturdays:

- 1st Saturday—three (3) shifts working eight (8) hours each
- 2nd Saturday—two (2) shifts working up to ten (10) hours each
- 3rd Saturday—two (2) shifts working up to ten (10) hours each
- 4th Saturday—two (2) shifts working up to ten (10) hours each

The following is an example of the Saturday work schedule:

A	A		A	A	A		A	A
B	B	B		B	B	B		B
C		C	C	C		C	C	C

3/2/120

Provision	3/2/120 Administration
action oyees ay-through day	<ul style="list-style-type: none"> • Three (3) crews, two (2) shifts working 10 hours each. • Includes all non-production and non-skilled employees.
action oyees ay/Holiday	<ul style="list-style-type: none"> • One (1) production shift may be scheduled as required.
id Trades	<ul style="list-style-type: none"> • Mimic the three (3) crew, (3) shift production operation.
skilled enance	<ul style="list-style-type: none"> • Mimic the three (3) crew, (3) shift production operation.
f	<ul style="list-style-type: none"> • Machining—employees receive 30 minutes per shift, plus 30 minutes unpaid lunch. • Assembly—employees receive 50 minutes per shift, plus 30 minutes unpaid lunch. • Overtime Per National Agreement

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ays	<ul style="list-style-type: none"> • Must work qualifying day(s). Ten (10) hours straight time paid for holidays falling on a scheduled work day. Eight (8) hours straight time paid for holidays falling on a scheduled day off.
ivement	<ul style="list-style-type: none"> • In accordance with Section 81 of the National Agreement, Three (3) days totaling 30 straight time hours taken in ten (10) hour segments Monday through Saturday and five (5) days converted to 40 hours taken in 10 hour segments Monday through Saturday.
y-Duty	<ul style="list-style-type: none"> • Pay up to ten (10) hours straight time for scheduled work shifts including Saturday for military training or annual encampment up to a maximum of fifteen (15) days per calendar year.
Duty	<ul style="list-style-type: none"> • Pay up to ten (10) hours straight time for scheduled work shifts including Saturday in accordance with Section (82) of the National Agreement.
ion	<ul style="list-style-type: none"> • Taken in full weeks with the employee being charged ten (10) hours vacation for each day taken.
	<ul style="list-style-type: none"> • Taken in five (5) and ten (10) hours segments.
Premium	<ul style="list-style-type: none"> • Applicable premium per National Agreement.
fit Payments	<ul style="list-style-type: none"> • Per National Agreement. Neither party to be advantaged or disadvantaged.
ing s/Overtime lty	<ul style="list-style-type: none"> • Funding of programs will be achieved on the basis that the Corporation, Union and employees will be neither advantaged nor disadvantaged.

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Machining

	Mon	Tue	Wed	Thurs	Fri	Sat	Sun	Mon	Tue	Wed	Thurs	Fri	Sat	Sun
1.5 hrs														
10.5 hrs	A	A	A	A	C	C		A	A	A	A	C	C	
1.5 hrs														
10.5 hrs	C	C	B	B	B	B		C	C	B	B	B	B	

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Assembly

	Mon	Tue	Wed	Thurs	Fri	Sat	Sun	Mon	Tue	Wed	Thurs	Fri	Sat	Sun
1.5 hrs														
10.5 hrs	A	A	A	A	G	G		A	A	A	A	G	G	
1.5 hrs														
10.5 hrs	G	G	B	B	B	B		G	G	B	B	B	B	

Maintenance

	Mon	Tue	Wed	Thurs	Fri	Sat	Sun	Mon	Tue	Wed	Thurs	Fri	Sat	Sun
1.5 hrs														
10.5 hrs	A	A	A	A	G	G	*	A	A	A	A	G	G	
1.5 hrs														
10.5 hrs	G	G	B	B	B	B	*	G	G	B	B	B	B	

NOTE: -Gap between shifts (1.5 hours) will be covered by staggered work times for small maintenance groups and overtime as needed

FOUR-DAY WORK-WEEK

Provision	FDWW Administration
Production Employees Monday through Thursday	<ul style="list-style-type: none"> Two (2) crews, two (2) shifts working 10 hours each. Includes all non-production and non-skilled employees.
Production Employees Friday	<ul style="list-style-type: none"> Employees may be required to work.
Production Employees Sunday/Holiday	<ul style="list-style-type: none"> Production shifts manned on voluntary basis.
Skilled Trades	<ul style="list-style-type: none"> Normal five-day work week.
Non-skilled Maintenance	<ul style="list-style-type: none"> Same as production employees. Two (2) crews, two (2) shifts, working four (4) - ten (10) hour shifts.
Relief	<ul style="list-style-type: none"> Per applicable agreement
Wages	<ul style="list-style-type: none"> Overtime Per National Agreement
Holidays	<ul style="list-style-type: none"> Must work qualifying day (s). Ten (10) hours straight

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	time paid for holidays falling on a scheduled work day. Eight (8) hours straight time paid for holidays falling on a scheduled day off.
<i>Bereavement</i>	<ul style="list-style-type: none"> Three (3) days converted to 24 hours and five (5) days converted to 40 hours. Taken in 10 hour segments Monday through Thursday except for the one four (4) hour segment in which the employee may choose to report to work for the remaining 6 hours or take it off without pay or penalty.
<i>Military & Jury Duty</i>	<ul style="list-style-type: none"> Pay up to ten (10) hours straight time for scheduled work shifts Monday through Thursday.
<i>Vacation</i>	<ul style="list-style-type: none"> Taken in full weeks with the employee being charged ten (10) hours vacation for each day taken.
<i>PAA</i>	<ul style="list-style-type: none"> Taken in five (5) and ten (10) hours segments.
<i>Shift Premium</i>	<ul style="list-style-type: none"> Applicable premium per National Agreement.
<i>Benefit Payments</i>	<ul style="list-style-type: none"> Per National Agreement. Neither party to be advantaged or disadvantaged.
<i>Training Funds/Overtime Penalty</i>	<ul style="list-style-type: none"> Funding of programs will be achieved on the basis that the Corporation, Union and employees will be neither advantaged nor disadvantaged.

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Health & Safety

October 12, 2014

(6A) Health and Safety

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During negotiations the Company reaffirmed its concern regarding the physical well being of employees in Chrysler's Parts Distribution Centers (PDCs) and committed to promoting safe and healthful working conditions at those facilities. The Company assured the Union that it will adhere to all state and federal regulations governing health and safety.

The Company agreed to provide for a Health, Safety and Ergonomics Representative in each PDC of less than 600 employees. The maximum number of hours per week in which the Health and Safety Representative will be allowed to perform their function shall be six (6). The Vice President and Director of the Chrysler Department-UAW shall advise the Company Union Relations Staff in writing of the names of the appointed Health and Safety Representative for each PDC. The Representative shall then perform their functions only after approval of the National Joint Committee on Health and Safety. The Company agreed to provide appropriate annual training in Health and Safety to the appointed Representative.

I. The Health and Safety Representative will be responsible for performing Union health and safety functions at their respective PDC which will include the following:

(a) Meet at least once each month at a mutually agreeable time and place with a member of PDC management to review health and safety conditions within the PDC and make recommendations in this regard as they deem necessary or desirable. A summary list of items discussed shall be provided to the Health and Safety Representative.

(b) Make weekly systematic inspections of the PDC with a member of PDC management to assure that there is a safe, healthful and sanitary working environment in each PDC.

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~~—— (c) Accompany Governmental Health and Safety inspectors and International Union Health and Safety professionals on PDC inspection tours. Also accompany Corporate Health and Safety professionals on regular surveys and audits at the PDC and surveys requested by the Union. Advance arrangements should be made to permit participation in such surveys. The time spent by the Health and Safety Representative accompanying such inspectors and professionals shall not be charged against the Health and Safety Representatives weekly allotted hours.~~

~~—— (d) Be notified in advance of health and safety inspections by private agency officials, and licensed inspectors required by statute or by consultants retained by the Company, and whenever possible by Government officials including state, city and county code enforcement, and be afforded an opportunity to accompany such officials or consultants and provide any pertinent information to them. A copy of such reports, including those of insurance inspectors, will be provided, upon request, to the Health and Safety Representative regarding violations of applicable local, state, or federal code or standard violation(s).~~

~~—— (e) Be informed of lost work day accident cases, review results of the PDC safety investigation of such accidents and make any necessary or desirable recommendations. Investigate work related fatalities and serious accidents, and upon request, review completed OSHA Form No. 301 reports or their equivalent. When such events occur during the 2nd or 3rd shift, Management will endeavor to notify the Health and Safety Representative, inform them of the facts, and arrange upon request, for them without pay to enter the PDC and investigate such events.~~

~~—— (f) Receive a copy of the PDC's report on OSHA Form No. 300 and the PDC's man-hours worked and the incidence rate for the pertinent period.~~

~~—— (g) Periodically review the OSHA 301 data in the Occupational Health Manager (OHM) computer system and near miss data in the S-54 database.~~

~~—— (h) Periodically review deletions of cases from the OSHA 300 log and the rationale.~~

~~—— (i) Periodically review the "54-08" report to ensure the correlation between Workers' Compensation cases and the OSHA 300 log.~~

~~—— (j) Review, recommend, and participate in local safety education and information programs.~~

~~—— (k) The Health and Safety Representative shall also observe the use of appropriate industrial hygiene and safety testing equipment as required in the PDC. Periodic reviews of plant noise surveys will be completed at applicable facilities. Recirculation of air will not be permitted where employees' health and safety cannot be assured.~~

~~—— (l) When the Health and Safety Representative has a reasonable basis for concluding that a condition involving imminent danger exists, relevant information shall be communicated without delay to a member of PDC Depot Management so that a joint~~

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investigation can be conducted immediately and necessary or desirable recommendations made. Upon joint recommendation, the machine or operation will be taken out of service to perform any and all corrective action.

——— (m) — Ensure WSOT results are properly entered into the B.E.S.T. website by a person designated by the LWCPG Co Chairs.

——— (n) — Ensure in-plant OHM access is made available to Local Union Presidents, members of the Shop Committees and Chief Steward upon request.

II. — It is understood that:

——— (a) — Health and Safety Representatives have a regular job to perform and that they will advise their Supervisor on each occasion when it is necessary for them to leave their regular job in order to function as a Health and Safety Representative. The Health and Safety Representative shall be permitted, at the request of the Local Union President, to attend Special Conferences during the portion of such meeting or conference when health and safety issues or grievances thereon are discussed.

——— (b) — Health and Safety Representatives will be paid only for such time spent in performing their functions as occurs during the time when they are otherwise scheduled to work.

——— (c) — Each PDC will make available to the Health and Safety Representative a place where the Representative can write reports or review health and safety material. In addition, the Representative will be provided access to a computer with Company intranet and a filing cabinet or drawer to keep health and safety material.

——— (d) — The Health and Safety Representatives six (6) hours a week away from work shall be designated by mutual agreement between the Local Union and the Local Management.

——— (e) — The privilege of the Health and Safety Representative to perform these duties during regular working hours is subject to the conditions (i) that the time be devoted to the prompt handling of matters which are proper pursuant to the terms of this letter, and the privilege shall not be abused, and (ii) that if it is necessary for Health and Safety Representatives to speak to an employee about a health and safety matter, they shall make prior arrangements with the employees Supervisor to do so.

——— (f) — The Health and Safety Representative shall be assigned to the first shift and shall be subject to the provisions of Section (19) of the National Production Maintenance and Parts Agreement.

——— (g) — In the event the Union member of the Local Committee is absent for two (2) weeks or more, the member shall be replaced by an employee who has been designated as the regular replacement by the International Union with the concurrence of the National Joint Committee on Health and Safety, provided, where possible, the Union member of the Local Committee has given local Management advance written notification of the expected absence of the regular Union member. The regular replacement and the Union Member of the Local Committee shall not be out of the PDC and off the floor at the same time. As soon as practical following the effective date of this Agreement, the International Union

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shall provide to the Company the names of the employees who have been designated by the International Union as regular replacements.

III. The established National Joint Committee on Health and Safety shall:

—— (a) — Meet at least quarterly at mutually agreeable times and places. Minutes will be prepared for each meeting and a copy given to the International Union members.

—— (b) — Review the Parts Division's safety and health programs and make necessary or desirable recommendations.

—— (c) — Develop and recommend an appropriate annual training program to be established for Health and Safety Representatives. The NTC will continue to pay expenses associated with conferences as in the past.

—— (d) — Develop and recommend to the Parts Division guidelines for employee training and education.

—— (e) — Review problems concerning serious or unusual situations affecting depot health and safety and make necessary or desirable recommendations.

—— (f) — Receive, review and analyze the injury and illness data for all Parts Distribution Centers that the Company is now required to compile on OSHA Form No. 300 as it is now constituted with corresponding man-hours worked and incidence rate.

—— (g) — Establish a Health & Safety Review Board which will consist of the General Manager or their designated Division representative and the designated representative of the Vice President and Director of the Chrysler Department UAW. Also, the Review Board shall include the PDC Manager, Division Human Resource Manager, Local Union President, International Servicing Representative, and the National Joint Health and Safety Committee. The Review Board will convene as soon as possible, at the direction of the NJC, generally within two (2) weeks after a fatality, to review results of the initial investigation and develop and recommend appropriate improvements in health and safety practices within the depot where the incident occurred and at other depots where deemed proper within that division. The National Joint Health and Safety Committee will provide technical support to the Board and monitor compliance to directives requiring the enactment of preventive measures. The primary tool to accomplish their objective will be a complete safety hazard analysis of the job or operation involved.

—— IV. — The Company recognizes its obligation to provide as safe and healthful a working environment for employees as it reasonably can and both parties agree to use their best efforts, jointly, to achieve that end. Responsibility for health and safety matters remains, however, with the Company.

The Company agrees to:

—— (a) — Provide the necessary or required personal protective equipment, devices and clothing at no cost to employees. The Company agrees to maintain an adequate supply of personal protective equipment in available sizes to accommodate employees as needed.

—— (b) — Provide qualified industrial hygienists to measure noise, air contaminants, and air flow in the PDCs as required.

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~~_____ (c) Provide appropriate education and training in health and safety for all employees. The International Union's Chrysler Department will be provided the opportunity to review and participate in such training or instruction programs and make necessary and desirable recommendations.~~

~~_____ (d) (i) Provide additional joint health and safety training to enhance the safety awareness, hazard recognition and technical skills of Chrysler Group LLC employees covered under the terms of this agreement. To assure basic uniformity, the National Committee will develop guidelines to be used by the depots to design training programs to meet local needs. The National Committee will also develop a system to review and approve health and safety training programs. In addition, the National Joint Committee will establish needs assessment and evaluation processes to determine and evaluate existing and future training programs. In that connection, the Joint Health and Safety Training Sub-Committee comprised of two (2) representatives of the Company appointed by the Vice President of Employee Relations of the Company and two (2) representatives of the Union appointed by the Vice President and Director of the Chrysler Department-UAW will serve as a resource of the National Committee to assist in achieving the National Committees training objectives.~~

~~_____ The NJC will pursue the most cost effective means for developing effective training programs. Further, the NJC will explore the feasibility and practicality of sharing development costs on common programs with other joint Union-Company training centers.~~

~~_____ (ii) During these Negotiations, the parties discussed various potential subjects for training including topics such as: leadership, roles and responsibilities, and general awareness, as contained within our Bringing Excellence to Safety Teams (BEST) program. We believe BEST has produced significant opportunities for breakthrough results and we are committed to its development, roll out and maintenance. We also discussed the potential training topics that were more specific in nature to particular job functions. Accordingly, we agreed that the NJC shall evaluate the needs and define specific training programs for development and delivery during the term of this Agreement. Programs under consideration, subject to resources and funding allocation issues, are:~~

~~_____ (1) general risk assessment and hazard control,~~

~~_____ (2) skilled trades safety training, including Electrical Safety Work Practices training (Arc-Flash) NFPA 70E, for appropriate personnel,~~

~~_____ (3) non-routine use of powered material handling equipment,~~

~~_____ (4) ladder safety,~~

~~_____ (5) office health and safety, and~~

~~_____ (6) non-routine jobs related to power generation and distribution, waste handling, and storage and distribution of hazardous liquids and gases~~

~~_____ (7) Update all existing training programs as necessary.~~

~~_____ Refresher training for all employees in existing programs within the life of the Agreement.~~

~~_____ Appointed Health and Safety Representative Instruction;~~

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~~Instruction is to be scheduled by the NTC for newly appointed Health and Safety Representatives within 30 days of official appointment. Instruction topics shall be agreed upon by the NJC;~~

~~Furthermore, within one year following ratification of the agreement, instruction is to be scheduled by the NTC for appointed Health and Safety Representatives who have not yet received instruction;~~

~~Bloodborne Pathogens Awareness for Skilled Trades;~~

~~CPR Hands Only training made available to employees with opportunity to practice;~~

~~Annual Lockout Awareness Refresher Safety Talk.~~

~~All UAW Health and Safety Representatives newly appointed by the International UAW and Chrysler Health & Safety Representatives will complete 240 hours of certification training (employees who have completed a degree in health & safety, a related degree or have achieved a nationally recognized certification in health & safety are exempt). Upon completion of the certification training, 24 hours of online training shall be required annually to maintain certification. Certification maintenance training shall be completed during regular working hours. Time spent on recertification will not be deducted from hours allowed for UAW Health and Safety Representatives.~~

~~During these negotiations, the parties discussed various delivery methods for refresher training. The parties agree mandatory Safety Talks addressing refresher training topics, on Office Safety, Personal Protective Equipment, Pedestrian Safety, Ergonomics, Hazard Communication, Metalworking Fluids, Adjunct Lockout, Powered Industrial Vehicle Operation, Aerial Lift Operation, Crane/ Hoist/Sling Safety, Robot Safety and Dock Safety, will be jointly developed by the NTC Health and Safety Department and Corporate Safety. Safety Talks will be delivered by Supervisors in an appropriate manner agreed upon by the LWCPG with oversight by the NJC.~~

~~(e) Permit the Health and Safety Representative to participate in and observe Management measurement or sampling of the occupational environment. Exposure results from all personal breathing zone air sampling will be entered in the sampled employee's medical record. The Health and Safety Representative shall be informed in writing of such exposure and Management shall advise the employee. The Health and Safety Representative shall also be informed in writing of any corrective action to be taken. Upon written request of the employee such results shall be provided to the employee or his/her physician.~~

~~(f) Disclose and submit in writing to the National Committee and the Health and Safety Representatives in a timely manner the identity of any known potentially harmful chemicals or materials to which employees are exposed. Such information shall also contain a description of the remedies, antidotes, and protective measures for such chemicals. Periodic meetings will be conducted to review newly approved chemicals.~~

~~(g) Provide competent staff and medical facilities adequate to implement its obligation as outlined in (h) below.~~

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~~—— (h) Medical Operations — The Company has coordinated healthcare services in order to achieve optimal quality care delivered in a cost effective manner. Great emphasis has been placed on internal medical departments continuing to meet local, state, and federal regulations. Guidelines set forth by nationally recognized medical organizations such as the American College of Environmental and Occupational Medicine (ACOEM), the American Association of Occupational Health Nurses (AAOHN), the American Medical Association (AMA) are also reviewed for applicability in our delivery models.~~

~~—— In the event there are issues regarding the quality of medical care, at a particular facility, the issue should be immediately addressed to the Corporate Medical Operations. If unresolved, it should be referred to the NJC for discussion at its next meeting.~~

~~—— (i) Provide to employees who are exposed to potentially harmful agents or toxic materials, at no cost to them, those medical services, physical examinations and other appropriate tests including audiometric examinations, at a frequency and extent necessary to determine whether the health of such employees is being adversely affected. Also, to provide the specific tests required for employees in jobs with special physical requirements.~~

~~—— Provide to each employee or their physician, upon written request of the employee, a complete report of the results of any such test or examination given to them, including the results in those instances where it is determined that an employee had a personal exposure exceeding the permissible levels set forth in 29CFR 1910.1000, Air Contaminants.~~

~~—— Provide upon request to the International Union, a copy of such reports after receipt of the employee's written permission to do so.~~

~~—— Each employee has the right of access to his or her medical record information within the framework of existing laws, medical ethical guidelines, and Company procedures. Whenever an employee requests access to that employee's medical record, the Company will ensure that access is provided in a reasonable time, place and manner. If access to their record cannot reasonably be provided within fifteen (15) working days, the Medical Department will within fifteen (15) working days apprise the employee requesting the record of the reason for the delay and the earliest date when the record can be made available.~~

~~—— Upon request, an employee who visits a PDC medical department shall be given a copy of the electronic medical pass no later than twenty-four (24) hours after the visit.~~

~~—— (j) Arrange for surveys of each depot by the Company's Industrial Health and Safety Staff and provide special surveys at the request of either depot management or the International Union. Such survey and audit reports, including recommendations for the correction of identified overexposures or unsafe conditions, will be provided to the International Union and to the Health and Safety Representative. The Health and Safety Representative shall be allowed to accompany health and safety specialists whenever hired by the Company to perform the functions normally performed by the Company's Industrial Health and Safety Staff. Such specialists' reports, including recommendations for the correction of identified overexposures or unsafe conditions, will be provided to the International Union and to the PDC Health and Safety Representatives.~~

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~~During this agreement the Company agrees to provide a plant noise survey at each applicable facility. The survey will include noise measurements that illustrate levels above 85 dB(a), between 80 and 85 dB(A), and below 80 dB(A). Results of the survey will be provided to the LJHSC. In addition, the LJHSC will be provided an overview of noise abatement control methods.~~

~~(k) Provide access, upon reasonable notice, to all PDCs to Health and Safety Representatives of the International Union. Reports on such surveys will be provided to the Company.~~

~~(l) Provide to the Health and Safety Representative and to the National Committee prompt notification of fatalities and serious accidents. Upon making proper arrangements, immediate investigation may be made of such events by the International Union's health and safety professionals upon request.~~

~~(m) As early as possible in the planning process, involve the Health and Safety Representatives in the joint review of layouts for new parts distribution, major new equipment and major process changes where employee health or safety may be affected. The Health and Safety Representative may be required to travel to vendor facilities or other locations to review such equipment and/or processes. The NJC will oversee development and administration of training regarding design-in safety. In addition, management will periodically review with the International Union the introduction of new technology and/or chemicals at Chrysler where employee health or safety may be affected.~~

~~To ensure that health and safety issues associated with major plant rearrangements are not repeated, the LWCPG will submit to the NJC a written review of health and safety issues associated with these events.~~

~~(n) Permit the National Committee to continue to be responsible for evaluating the need for occupational safety and health research, including additional projects to be designated. The Company and Union agree to examine and conduct research projects on subjects that address immediate health and safety needs. The NJC, where appropriate, will meet, share information and coordinate research topics with UAW-General Motors and UAW-Ford with respect to future projects. Such research is to be conducted after the mutually selected Scientific Advisory Committee has approved the protocol and the feasibility of the research. The results of research conducted within Chrysler facilities will only be used for purposes specifically authorized by the National Committee. The National Committee will be responsible for prompt communication of research findings to affected employees.~~

~~(o) The NJC will regularly review established permissible exposure limits in light of available scientific evidence to determine if change is required. The Company agrees to make available to the NJC and the LJHSC, Chrysler Permissible Exposure Limits (PEL's) on an annual basis. Further, the Company will discuss limits lower than OSHA Permissible Exposure Limits, where necessary, taking into consideration such things as OSHA proposals, NIOSH recommendations, consensus standard recommendations and other validated and consensed scientific evidence. During this Agreement, the Company agrees to discuss limits for carbon monoxide, diesel exhaust, and a number of solvents. The LJHSC will be familiarized with the review and interpretation of data contained in IH reports.~~

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~~—— (p) Provide by March 1 of each year to the health and safety professionals of the International Union's staff a copy of OSHA Form No. 300 as it is now constituted, and the corresponding man-hours worked and incidence rate for each Parts Distribution Center.~~

~~—— (q) Explore in National Committee meetings methods to improve communications between Chrysler and the UAW in health and safety areas. Initial efforts will continue to be directed at obtaining from suppliers full chemical formulations on a non-confidential basis and when obtained as such this information will be provided on Hazard Communication Sheets. The Company informed the Union that it has already provided some full chemical formulations on Hazard Communication Sheets and that it plans to provide 100% of all non-confidential supplied formulation information for active materials.~~

~~—— (r) Provide jointly developed health & safety training programs and job specific training of affected employees during scheduled work hours based upon the recommendations of the National Joint Committee on Health and Safety.~~

~~—— (s) Provide access and training to the Health and Safety Representative and the National Committee through existing terminals to on-line OSHA 301 and 300 data and reports of ergonomics activity and accident investigation status. Training of designated users will be completed within twelve (12) months.~~

~~—— (t) Computer Training for Access to OSHA Data — During the 2003 Negotiations, the parties discussed the desire to provide refresher training on the Health and Safety information system to the UAW Health and Safety representatives. Training of designated users will be conducted at the Annual Health and Safety Conference. Initial and refresher training for the UAW Health and Safety representatives and the regular replacement on the H&S Information System (OHM) will be a self-tutorial model that users will be able to use at their worksite and the OSH Help Desk will be available for questions. Similar training will be available for the Ergonomic Analysts, Local Union Presidents, Shop Committees, Chief Stewards and appropriate health and safety personnel on the specific screens of OHM they may access. The UAW Ergonomic Analyst shall be provided access to injury/illness data through the OHM system including all occupational related first aid visits.~~

~~V. — The Union agrees to maintain in a confidential manner any statistical data or proprietary information supplied to it under the terms of this Letter.~~

~~VI. — The parties jointly committed to various health and safety principles which are hereby affirmed as follows:~~

~~—— (a) Safety Glasses~~

~~—— The Company will provide prescription safety glasses to seniority employees working on a job or in an area where eye protection is a Company requirement provided the employee furnishes a prescription from their own doctor or optometrist. The Company will replace such glasses if damaged by a cause attributable to the employment or if the employee presents a new and different prescription from their doctor or optometrist. The Company will establish the standards and specifications for the frames and lenses and will select the manufacturing source.~~

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The parties agree that a 100% Eye Safety Program is desirable in certain PDCs and areas and the Union will support such programs where they are warranted for safety reasons. Therefore, the PDC's Health and Safety Representative will develop and recommend a mutually agreeable eye protection program.

———(b) Hands Out of Point of Operation

———The ultimate objective of the Company is to eliminate through engineering and process development the need for operators to expose their hands to the dies in a power press or similar equipment. Where the need continues to exist, appropriate safeguards are employed, such as hand tools, brake monitors, safety blocks, sensing devices, lock-out procedures, mechanical interlocks, guarding, and dual controls.

———(c) Refusal of Hazardous Work

———A worker who has a reasonable belief that their work assignment may result in serious physical injury, including illness, may immediately notify supervision. Failing resolution, the issue may be discussed with their Union Representative.

———Should technical consultation be necessary, the local Health and Safety Representatives will be notified to respond in line with this Letter of Understanding on Health and Safety. Upon joint recommendation, the machine or operation will be taken out of service to perform any and all corrective action.

Failing resolution of the matter, it may be taken up in accordance with Section (23) of the Grievance Procedure.

———(d) Use of Camera/Video Camera

———The Local Committee at all locations shall have equal access to a camera/video camera. The Health and Safety Representative will be permitted its use as an aid in conducting joint investigations and inspections where special circumstances dictate the need, such as where photographs/video tapes are necessary to adequately explain or describe serious safety or health problems to responsible PDC management. The Health and Safety Representative may also use the camera/video camera to photograph health and safety items that are being jointly referred to the National Joint Committee on Health and Safety.

———Upon request, the Union Health and Safety Representative will be provided with copies of photographs/video tapes which relate to Health and Safety matters in the depot. Such photographs/video tapes shall remain the property of the Company and shall be for the internal use of the Local Health and Safety Representative and the National Joint Committee only, and shall not be reproduced, published or distributed.

———International Union Representatives responding to properly submitted request for H&S assistance, may use cameras and/or video cameras under the same restrictions as the LJHSC, upon approval of a "General Use Photo/Video Camera Registration and Temporary Pass Request".

———(e) Working Alone

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~~It is the policy of the Company with respect to the assignment of employees to work in isolated areas that when such assignments are recognized as potentially hazardous, appropriate precautions are taken. Such precautions include providing air sampling and ventilation when necessary, necessary protective equipment, a reliable communication system, including as needed, electronic communication devices, appropriate personnel surveillance arrangements and, as required, adequate support personnel. Employees shall be prohibited from working alone when troubleshooting live electrical systems 600 volts or greater. Employees handling potentially hazardous materials for non-routine activities may consult the LJHSC for specific requirements. This will not change or restrict any mutually satisfactory local practice. Problems with any of the above items, which cannot be easily resolved, shall be referred to the PDC's Health & Safety Representative and PDC Manager for joint disposition.~~

~~(f) Energy Lockout/Energy Control Program~~

~~It is recognized by both parties that an effective energy lockout/energy control program as required by the Company's mandatory safety Manufacturing Technical Instruction "Procedure for Neutralizing and Locking Out Energy Sources for Machinery Equipment and Facility Services" can only be implemented at the local level. In order to remain effective, this program must be reviewed and reemphasized.~~

~~In that context, within ninety (90) days following ratification of the Agreement, the written program will be reviewed by the PDC management along with the Health & Safety Representative and the PDC Shop Committee to assure compliance with government regulations and applicable Corporate instructions. This program shall then be reviewed and signed by the Co-Chairs of the Local World Class Participation Council (LWCPC), and submitted to the National Joint Committee on Health and Safety (NJC). A joint energy lockout/energy control program review team shall be established, utilizing exiting resources, comprised of one member from Corporate Safety and one member from the NTC Health and Safety Department. The joint team shall review the programs' minor servicing task lists, where applicable, for standardization and compliance with the Company's lockout policy. This is to ensure that each Parts Distribution Center has an effective energy lockout/energy control program. Each employee entering a work area in which that employee is exposed to unexpected hazardous energy is responsible for following the PDC's Lockout/Energy Control Program and is required to control for all unexpected hazardous energy to which that employee is exposed.~~

~~(g) Resource Materials~~

~~The Company will provide access to the Health and Safety Representative the following reference material available to Management such as:~~

National Safety Council Publications
Governmental Standards on Health and Safety
Corporate Health and Safety Bulletins
Trade Publications
Publications of Local Safety Councils

~~(h) Preventive Maintenance~~

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~~Within two (2) weeks of the effective date of the new Collective Bargaining Agreement, the Company will prepare a Letter for distribution to all locations that stresses the need and importance of established preventative maintenance programs with regard to safety-related legally required regulatory, code, and standards for facility equipment including ventilation systems. An updated written program will be reviewed and signed by the Co-Chairs of the LW/CPC. The signed program will then be submitted to the (NJC) for review. Skilled trades personnel whose jobs include work on ventilation systems will be instructed in preventive maintenance of ventilation systems. Preventive Maintenance for process ventilation systems at PDC locations will be reviewed annually by the LJHSC and Corporate Industrial Hygiene at a Weekly Incident Review Board Meeting.~~

~~(i) Industrial Hygiene Services~~

~~The Company is committed to improving the services provided by its industrial hygiene staff. This will include the regular monitoring of employee exposures to regulated and/or hazardous workplace air contaminants and measurement of ventilation system functioning at operations with a potential of hazardous exposures.~~

~~Management, in conjunction with the Local Health and Safety Representative, will at each facility, develop and implement an air sampling plan unless it has been determined by the LJHSC and Corporate Industrial Hygiene that a plan is not required. The LJHSC in conjunction with Corporate Industrial Hygiene will determine the need for the plan to include measurements for both routine and intermittent exposures. The PDC UAW Health and Safety Representative will have the right to accompany the Chrysler Industrial Hygienist who performs the sampling. Reports of industrial hygiene and noise measurement surveys will be provided to the Local Health and Safety Representative.~~

~~(j) Emergency Response~~

~~Each facility shall have an emergency response plan that addresses the facility's response to health and safety emergencies. In conjunction with the emergency plan, where appropriate, emergency response training and associated equipment will be provided. During the first and third year of this Agreement, each facility shall perform an appropriate evacuation exercise on each shift where workers are present. During the second and fourth years of this Agreement, each facility shall perform an appropriate take shelter exercise on each shift when workers are present.~~

~~(k) Powered Industrial Vehicles~~

~~During these negotiations, the parties discussed at length better workplace design and pedestrian safety. The parties agreed to continue current practices regarding powered industrial vehicles (PIV). Additionally, within twelve (12) months of the effective date of the new Collective Bargaining Agreement, the NJC will review the Company's Guidelines for Pedestrian Safety and explore new methods that would improve jointly developed programs in these areas. Further, the Company agrees to investigate the effectiveness and feasibility of new PIV equipment designed to improve operator visibility.~~

~~VII. Grievances arising under these provisions shall not be in the jurisdiction of the Appeal Board.~~

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VIII. — Nothing herein shall be construed to restrict any employee's rights under Section 502 of the National Labor Relations Act, as amended by the Labor Management Act, 1947.

IX. — During these negotiations, the parties discussed the comprehensive ergonomics program covering the Parts Distribution Centers which had been agreed to by the Company and the UAW. The parties agreed that to facilitate proper control, training and communication of ergonomic factors, the various phases of the jointly developed ergonomics program will be applied to employees at all UAW represented Parts Distribution Centers. The parties agree that the current composition of the NTC Certification Program contains adequate ergonomic curriculum to allow UAW Ergo Analysts and other participants to perform the functions necessary to facilitate ergonomic improvement activities at our facilities. In addition, the ergonomic focus of the current NTC Certification Program will be enhanced with the incorporation of existing AME ergonomic courses. Further, ergonomic courses from the UAW President's Health and Safety Department will be reviewed with the NTC and Corporate Health and Safety.

— (a) — Local Ergonomics Committees

— Each facility has established a Local Ergonomics Committee (LEC) with the objective of introducing and exploring ways to reduce injuries and illnesses through the application of sound ergonomics principles. Upon request, the NJC shall assist the Ergonomics Committees in determining proper allocations of resources. The Local Health and Safety representatives will serve as co-chairpersons of the Local Ergonomics Committees as specified in the appropriate NJC directive. In the event Corporate Health and Safety representatives and/or Regional Safety/ Ergonomic remediation specialists visit a facility to work on an ergonomic issue, they will coordinate their activities with the Local Co-Chairpersons.

— Due to the effect that ergonomic injuries may have on employees and the costs associated with Workers' Compensation, we collaboratively conceived an innovative approach towards addressing the interrelationship between Workers' Compensation and ergonomic injuries in our Parts Distribution Centers. Accordingly, we agreed to the following:

— 1. — The PDC's Health & Safety Representative/Trainer will be allowed time away from their job to perform ergonomic functions and to assist in reducing Workers' Compensation costs.

— 2. — This individual shall be allowed to function in these activities up to sixteen (16) hours per week for PDC operations.

— 3. — This individual shall be responsible to identify "regular" ergonomic fixes each month that meet the criteria defined in the SOP for jobs requiring remediation per the schedule below.

— Six(6) per month — PDC operations and facilities with a part time analyst.

— 4. — This individual shall be responsible to perform all ergonomic risk assessments associated with the credited ergonomic fixes. Credited fixes will be those that have, both, a complete pre and post ergonomic risk assessment.

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~~5. Bi-weekly, this individual shall provide to the LEC a list of the ergonomic first aids and recordable injuries.~~

~~6. This individual shall be a member on the Local Ergonomics Committee. The Local Ergonomics Committee shall continue to function as initially established, and the local parties, including the LWPCP, are encouraged to ensure their committees are active and performing their intended responsibilities. A quarterly report of their activities will be submitted to the NJC.~~

~~7. This individual's duties are to be determined by the NJC.~~

~~8. Tools used in analyzing jobs shall include ErgoPAL to identify general risk factors, BakPak to look at lifting and lowering conditions, the Snook-Cirello Tables to evaluate push and pull motions, and the Chrysler manufacturing engineering ergonomic guidelines. Training will be provided for UAW Ergonomic Analysts in the Secondary Analysis tools identified above. Additional requirements will be assessed by the Joint Study Committee defined in Letter 162 and reviewed by the NJC for approval.~~

~~9. The NJC shall annually review the program's performance and effectiveness and make appropriate modifications as required.~~

~~(b) Control Measures and Skilled Trades/Power House Maintenance Personnel~~

~~The parties agree, to the extent possible, to encourage the use of all reasonable control methods to prevent MSD's. Ergonomic remediation efforts may be based on the results of a variety of tools, including job analysis. Job analysis on skilled trades/Power House Maintenance jobs will be performed as required. Selection of controls will consider the hierarchy, which gives preference to engineering solutions over procedures and personal protective equipment. Members of the Local Ergonomics Committee will consider solutions within a combination of feasible controls such as:~~

- ~~a. Re-design or re-orient parts, tools and equipment~~
- ~~b. Use of mechanical devices or power tools~~
- ~~c. Provide adjustable fixtures and work surfaces~~
- ~~d. Job re-design~~

~~As interim measures pending engineering changes, or where engineering changes are limited in controlling risk factors, administrative controls and feasible work practices will be implemented. Members of the ergonomics committee could consider solutions for reduction of repetitive motions within a combination of feasible administrative controls such as job sharing and job rotation. Where element(s) are added to an existing work station and an operator with physical restrictions is assigned to that workstation, the LJHSC shall review the results of the updated ErgoPal for additional ergonomic considerations. The recommendations of the Local Ergonomics Committee shall be mutually agreed upon with the Plant Shop Chairman and the PDC Manager. Problems not resolved at the local level will be forwarded to the National Joint Committee for final resolution. Jobs considered potential candidates for administrative control practices will be reviewed by the health and safety trainer/ergonomic analyst to determine that the original condition will not be further aggravated. Any type of control established should be evaluated in light of the hierarchy~~

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~~within 30 days of its implementation to confirm its effectiveness. After three months, the symptom survey/medical review section and the operator/analyst input section of the Post ErgoPAL must be updated. If a problem is identified at this time, a new issue must be opened.~~

~~———— (c) Job Analysis and Time Lines~~

~~———— The LEC shall follow a standard operating procedure (SOP) for how ergonomic concerns are raised, reviewed and resolved. Jobs will be identified as candidates for analysis by reviewing injury/illness and lost time data, including the "54-08" Report and appropriate OHM report(s). A good faith effort shall be made to conduct an initial job analysis, as required, within two (2) months of when a job is identified as having a potential MSD risk factor. The UAW ergonomic analyst must use the Ergonomics Database Suite to record progress with ergonomic modification efforts for the purpose of documentation and communication. In that regard, a monthly report will be required of the Local Ergonomics Committee to be forwarded to Corporate OSH and the UAW Chrysler Department. Each facility shall implement feasible measures to control MSD risk factors. A good faith effort will be made to implement ergonomic solutions within a six (6) months time frame after the Local Ergonomics Committee determines that corrective action is required and it prioritizes the remediation. The parties acknowledge that there may be times when it may take longer than six (6) months to make the proper correction, and the reasons need to be documented. The Local Ergonomics Committee is to develop a "top five" list of the most concerning jobs requiring remediation. Factors to be considered for placing a job on the "top five" list shall include injury rates, ErgoPAL scores, lost work time rates and investment cost paybacks. The LEC will work aggressively to find practical, feasible, economical solutions to the "top five" list. In the event that a Local Ergonomics Committee believes that a facility is not making proper technical resources from the plant available, it should raise the issue with the Local Employee Participation Council. If resolved, the matter should be referred to the National Employee Participation Council for immediate resolution. During the length of this contract each PDC facility will be jointly audited by the Chrysler OSH group and UAW Chrysler Department to verify the process the LEC is following.~~

~~———— (d) Ergonomic Support Equipment~~

~~———— Ergonomically designed seats, and chairs are considered appropriate solutions to control ergonomic risk factors. The Company agrees that it will not remove approved ergonomic support equipment that is currently in use for ergonomic reasons without mutual agreement with the Local Ergonomics Committee.~~

~~———— (e) Program Management~~

~~———— The Company will continue to support a medical management program for early detection, treatment and placement of employees with musculoskeletal disorders MSD's.~~

~~———— The NJC will continue to review and, when necessary, revise audit procedures in an effort to insure the effectiveness of the ergonomic process. The NJC will also review~~

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~~periodic reports of the occurrence of MSD's from all UAW represented PDCs. Problems arising regarding the proper functioning of Local Ergonomics Committees may be referred to the NJC for review and resolution by appropriate Company and Union representatives.~~

~~During the course of these negotiations, the parties agreed that in order to strengthen our health and safety initiatives, the NJC will design and deliver a combined annual Health and Safety, and Ergonomics conference to disseminate information about state-of-the-art application, to review project funding procedures and other health, safety, and ergonomic administrative matters and to share information on successful local health, safety, and ergonomics projects.~~

~~Acceptable new methods of employee training, medical evaluation, and Ergonomics Committee training will be evaluated and implemented by the NJC, as appropriate, to assure efficient control of MSD's.~~

~~New workable ergonomic concepts, including specific technical information, will be distributed by the NJC to all UAW represented PDCs. A video library of corrective actions taken regarding ergonomic problem areas, by various Chrysler Group LLC facilities with documentation for dissemination to facilities will be maintained at the National Training Center.~~

~~The parties recognized that ergonomic activities are being conducted at many Chrysler Group LLC facilities, including ergonomics committees established during the previous agreements. It is not the intent of the parties to reduce any currently existing efforts in ergonomics. This procedure shall not preclude the filing of a Health & Safety Grievance at Step 1 of the Grievance Procedure. The parties are hopeful that by providing these resources positive gains in employee morale, injury rates, quality and costs will be realized.~~

~~(f) Standing Support Solutions~~

~~The Company informed the UAW of its intent to replace traditional matting with a safer alternative wood composite support solution in our UAW represented plants. The use of wood composite support solutions will not apply to locations where not technically feasible, such as spray booth operations. Transitions from traditional to alternative support solutions will be completed as swiftly as practicable as matting is removed. The Local Parties may refer any unresolved concerns to Corporate Health and Safety and the UAW Chrysler Health and Safety Department Representatives for resolution.~~

~~X. In our Health and Safety initiative, nothing in our agreements, booklets, manuals, and joint programs is intended nor should be taken to impose upon the International Union, Local Unions, Union Health and Safety Representatives and Union Officials, employees, or agents, a legal or financial liability for either the Health and Safety of Chrysler Group LLC employees or for work connected injuries, disabilities, diseases or related losses incurred by employees of Chrysler Group LLC or its subsidiaries or by third parties while on the property of Chrysler Group LLC.~~

~~Dated and signed at Auburn Hills, Michigan this October 12, 2011.~~

Very truly yours,
CHRYSLER GROUP LLC

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By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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Modified Unpublished Letters



FCA US LLC

P M & P / LMA

Employment Selection Guidelines

~~October 7, 2011~~ September xx, 2015

PM&P
UNPUBLISHED LETTER
Employment Selection Guidelines
UP-34

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Norwood H. Jewell

Dear Sirs:

During the ~~2011 negotiations~~ 2015 national bargaining, the Union ~~raised~~ expressed concerns over the processing of ~~its~~ referrals for hourly employment consideration.

During discussions over this issue, both the Union and the Company acknowledged and expressed a continued commitment to comply with the requirements of the National Labor Relations Act, as amended, and all applicable federal and state laws, and Chrysler Group LLC's The parties also recognized FCA US LLC's unilateral right to determine its pre- employment selection criteria and guidelines.

Consistent with the above mentioned requirements, the Company assured the Union that it will continue to advise the International UAW and any appropriate UAW Local at such time as on-line applications are being accepted for employment consideration.

Additionally, the Company has agreed to continue the internal referral process as initiated in 2014 and discuss such modifications with the International UAW as may be desired and appropriate. These referral process enhancements may include re-soliciting referrals from both the hourly and salaried bargaining unit employees. This agreement shall supersede any Local Agreements related to a referral process.

Very truly yours,

~~CHRYSLER GROUP LLC~~ FCA US LLC

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By ~~A. A. Iacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~General Holiefield~~ Norwood H. Jewell

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PM & P / LMA

Sourcing Administration

October 5, 2014 September xx, 2015

PM&P
UNPUBLISHED LETTER
Sourcing Administration
UP-52

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Mr. Norwood H. Jewell

Dear Sir:

During these negotiations, the parties discussed at great length the necessity for revising and reaffirming the administration of the Memorandum of Understanding – Sourcing. The parties recognized that a revised and updated process, including clearly defined Job Security, Operational Effectiveness and Sourcing Committee (JSOES) responsibilities, is essential to the proper administration of the Memorandum.

Therefore, in an effort to address these concerns, the parties have agreed to ~~further~~ continue to investigate the evolving vehicle development process to ensure the proper administration of the entire sourcing process; as well as the Stamping, Assembly and Powertrain notification process. ~~and revise~~ The Sourcing Administration manual will be revised accordingly. Updates will be developed with the include involvement of the UAW Leadership, including the Salaried Bargaining Unit, and Sourcing Representatives throughout the manual development process.

It is also agreed that concerns relative to proper administration may be raised by either party for discussion. Modifications may be made by mutual agreement between the parties during the term of the Agreement, as ~~then current~~ circumstances require. Implementation of Discussion and implementation relative to the revised administration process will be undertaken as quickly as practicable following the ratification of the 2014 Agreement.

Very truly yours,
CHRYSLER GROUP LLC/FCA US LLC

By: A. A. Iacobelli Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: ~~General Holiefield~~ Norwood H. Jewell

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

UBR's in Closed Labor Market Areas

October 3, 2011 ~~September xx, 2015~~

PM&P
UNPUBLISHED LETTER
UBR's in Closed Labor Market Areas
UP-93

International Union, UAW

Attention: ~~Mr. General Holifield~~ Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, there have been numerous discussions between the parties relative to the unusual burden placed upon the International Benefits Staff by the need to provide an acceptable level of service to retirees from locations which were closed leading up to or during the 2009 bankruptcy proceedings. This has been was of particular concern in Huntsville (AL), Kenosha (WI), St. Louis (MO), Newark (DE) and Twinsburg (OH), all Labor Market Areas which are effectively no longer viable and without other Union Benefit Representative (UBR) support. Subsequently, the Syracuse (NY) Labor Market Area (LMA) was similarly impacted when the New Process Gear location was discontinued by Magna.

Recognizing this as remains a legitimate concern, the parties have agreed to continue to maintain five (5) retirees as UBRs, one in Huntsville, Kenosha, St. Louis, Newark and Twinsburg, respectively, replace the six (6) remaining active transition team members at these locations with five (5) UBRs, one in each of the locations referenced above, at Company expense. These positions will be selected solely by the Vice President and Director of the Chrysler Department, UAW. A similar but separate agreement was made to service the Syracuse area by compensating the selected individual through the UAW-Chrysler National Training Center.

~~It is expected that this will be accomplished as expeditiously as possible after ratification by utilizing a combination of retired personnel who would receive. These retiree UBRs and one NTC-paid individual will continue to receive wages only (40 hours per week maximum with no holidays), or, in situations where an incumbent transition UBR is not currently retirement eligible, by remaining on the active payroll on a full time basis until such time as they become eligible to retire at their option. These five UBRs will be and are assigned to work out of the Region or Local offices, and They will be provided access to such systems or information normally provided to other UBRs sufficient to allow them to perform their necessary functions. If such systems are not available from a Region or Local office, alternative methods will be investigated for feasibility.~~

~~With this understanding, the transition teams remaining in St. Louis, Kenosha, and Twinsburg will be eliminated, and it is expected that those members having previously accepted a Special Program offering will~~

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~~retire no later than the end of the month following the effective date of the Agreement. Those transition team members not eligible to retire will be placed according to the applicable terms of the Agreement.~~

This understanding will expire with the expiration of the 2014⁵ National Agreement unless otherwise specifically extended by mutual agreement. An NTC per diem contract will be offered to the individual servicing Syracuse for the same period to expire with the 2015 Agreement.

Very truly yours,
CHRYSLER GROUP LLC/FCA US LLC

By: A. A. Iacobelli Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: General Holiefield Norwood H. Jewell

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9/14/15

Unpublished Parts Letters



P M & P / LMA

Commitment to Quality & Productivity

October 7, 2011 ~~September xx, 2015~~

Parts
UNPUBLISHED LETTER
Commitment to Quality & Productivity
PUP-04

International Union, UAW

Attention: Mr. ~~General Holifield~~ Norwood H. Jewell

Dear Sir:

During the course of the 2014~~5~~ Negotiations, the parties discussed the significant challenges that Mopar faces from both internal and external forces and that Mopar is increasingly being challenged to substantially improve the cost structure and enhance service quality and productivity.

In recognition of the importance of Mopar's Quality and Productivity Policy (having the right part or product at the right place, at the right time), the parties agreed that the Joint Leadership must provide a means to conduct quality and productivity awareness reviews of individual employee performance.

To effectively help in the recognition of good performance and identification of improvement opportunities, a standardized review process has been developed utilizing WCL methodology and tools. This Quality / Performance Recognition Process will help each PDC's Joint Leadership team manage the Quality and Performance components at our PDCs.

~~A guide for administering the Joint Quality / Performance Awareness Database can be found within the D-View System.~~ A recognition process and corrective action will be implemented to support employee accountability and continuous improvement at all of our PDCs utilizing WCL methodology and tools.

It is critical that all Mopar locations fully utilize this process to ensure Mopar's quality of shipments and productivity are at Industry Benchmark Levels. ~~Regular and consistent feedback, improvement action plan, root cause analysis when required, accountability and recognition of good performance are essential.~~ The Company affirms that warehouse management systems are not to

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be used solely as the basis for disciplinary action.

Any administrative or implementation issues may be forwarded to the World Class Logistics Steering Committee for resolution.

Very truly yours,
~~CHRYSLER Group LLC~~ FCA US LLC

By ~~A.A. Iacobelli~~ Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW

By ~~General Holiefield~~ Norwood H. Jewell

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Production, Maintenance
And
Parts
New Unpublished Letters



P M & P / LMA

Twinsburg Stamping Closed Plant Seniority

September xx, 2015

UNPUBLISHED LETTER
Twinsburg Stamping Closed Plant Seniority
NEW UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

During these negotiations, the parties discussed former Twinsburg Stamping Plant (TSP) employees placed at other locations who have not been granted their TSP closed plant seniority. The parties agree to continue to address these employees in accordance with the 2010 Twinsburg Stamping Closure Agreement and Memorandum of Understanding - Plant Closing (MOU-4) provisions in place at the time of closure.

There are twenty-two (22) non-skilled employees at the Cleveland Parts Distribution Center (PDC) who are awaiting attritions to facilitate the granting of their TSP closed plant seniority. As attritions occur at Cleveland PDC, these employees will continue to be afforded their TSP closed plant seniority.

Additionally, there are three (3) skilled trades employees placed in another skilled trades classification (J-1) at a new location. These employees must work three (3) years on the new trade to have exercisable seniority. Upon completion of their J-1 time in the current trade, these employees will be granted their Twinsburg Stamping Skilled Trades Seniority Date.

Very truly yours,

FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

N.A. 8-15-15
J.D. 9/15/15

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Attachment

The names and seniority dates of the twenty-two (22) Non-Skilled employees and three (3) Skilled Trades employees are listed below.

22 Non-skilled at Cleveland PDC

<u>Name</u>	<u>TSP Seniority Date</u>
Gracyele Thomas	7/25/1986
Thomas Vedouras	6/15/1987
Janet Hearn	6/15/1987
Michael Gills	6/15/1987
Timothy Gilbow	11/7/1987
William Kean Jr	11/7/1987
Jonathon Rawdon	11/7/1987
Lynn Brodzinski	1/5/1988
Barbara Lawless	11/29/1993
Janice Mosley	11/29/1993
Jeff Sapp	11/29/1993
Jeff Bane	12/20/1993
Shelby Nicholson	3/13/1995
Charv Brantley	3/13/1995
Earl Dejournett	4/3/1995
Bernard Boyer	4/24/1995
Steven Oliver	8/7/1995
George Bedenik Jr	11/29/1999
Jeanette Slone	1/24/2000
Zurka Dixon	3/20/2000
William Tennis	3/20/2000
Kenneth Henderson Sr	4/15/2000

3 Skilled Trades

<u>Name</u>	<u>TSP Seniority Date</u>	<u>Current Location</u>
Rafael Lopez	7/12/1985	Jefferson North Assembly Plant
Vincent DeMarco	9/4/1990	Jefferson North Assembly Plant
Brian King	3/27/1995	Trenton Engine Complex

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

MOU Relative to M-8 - Reinstatement Understanding

September xx, 2015

PM&P
UNPUBLISHED LETTER
MOU - Relative to M-8 - Reinstatement Understanding
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

The Company and the Union have discussed at length our shared desire that all employees report to work each day in a timely fashion as scheduled. To that end the parties have negotiated, in the Memorandum of Understanding-8 Absenteeism, a fair attendance procedure to address employees who abuse the procedure and miss work excessively. Actions taken under our negotiated attendance procedure are designed to administer fair, consistent, and progressive action to correct poor attendance. To provide employees that have been discharged in the attendance procedure a final opportunity to be considered for reinstatement the parties have agreed that the attendance review board, may in certain instances, agree to reinstate former employees in accordance with their overall work record and seniority obtained at the time of the discharge. Such employees would be given consideration according to the below chart.

Minimum time off prior to reinstatement consideration:

20 or more years:	3 months
15 but < 20 years:	6 months
5 but < 15 years:	9 months
2 but < 5 years:	12 months
0 but < 2 years:	No Reinstatement

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

International Union, UAW
By: Norwood H. Jewell

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A.D. 9/15/15

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P M & P / LMA

Understanding Re: 4X10 Alternative Work Schedules

September xx, 2015

PM&P

UNPUBLISHED LETTER

Understanding Re: 4X10 Alternative Work Schedule

New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 Negotiations, the Union expressed concern specific to the 4x10 Alternative Work Schedule and the requirement that employees work multiple consecutive Fridays.

To address this concern, the Company may require employees to work Fridays; provided, however, that an employee who has worked two (2) or more consecutive Fridays may decline to work the following (third) Friday if (a) the employee so notifies his supervisor, on a form to be provided by the Company, before the end of the shift on (i) the preceding Monday or (ii) any later day of the week on which the plant notifies him that he is required to work on the Friday and (b) the employee has not been absent on any day in the week preceding such Friday.

Very Truly Yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

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P M & P / LMA

Understanding Relative to Job Offer Out of Labor Market Area Placement

September xx, 2015

PM&P

UNPUBLISHED LETTER

Understanding Relative to Job Offer Out of Labor Market Area Placement

New UP-xx

International Union, UAW

Attention: Norwood H. Jewell

Dear Sirs:

During the discussions surrounding those product actions identified in new Side Letter -- U.S. Investment, a concern was raised relative to the total number of positions which may not be retained in several Labor Market Areas during the term of the Agreement. Irrespective of the Job Offer to Out of Labor Market Area process as identified in Letter 247 -- Placement and Workforce Utilization, the parties agree on a non-precedent setting basis, that hourly employees displaced during these loading actions will not be forced outside of the Labor Market Area; however, the parties further agree that they will work together on creative solutions in the short and long term to place these individuals in work opportunities including the displacement of temporary employees or voluntary out of labor market elections or such other actions as may be identified and agreed to by the national parties.

Very truly yours,

FCA US LLC

By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

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FCA US LLC

PM & P / LMA

Hourly Special Programs

September xx, 2015

PM&P
UNPUBLISHED LETTER
Hourly Special Programs
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

The parties have had numerous discussions relative to the desire of long service hourly employees to be considered for an Incentive Program for Retirement (IPR). The parties agree that it may be mutually beneficial to develop such a special program for certain targeted locations provided, however, that operations are protected and fully qualified replacements can be identified, hired, transferred, and trained if necessary. The parties will discuss the feasibility of such offerings in the first and third year of the Agreement.

An Incentive Program for Retirement (IPR) cash lump sum of \$25K will be offered to those hired prior to October 29, 2007 who are eligible to retire at employee option at the time of any offering at the location(s) selected and identified group(s). The number of acceptances granted will depend upon operating requirements and the Company's ability to identify, hire, transfer, and/or train individuals in the respective labor markets. Both acceptances and retirement dates will be determined solely by the Company after discussion with the Union. It is recognized and agreed that it is of paramount importance to maintain operational efficiency and quality in discussing any such offerings.

Issues relating to the planning, implementation and administration of this understanding will be promptly addressed by the national parties.

Very truly yours,
FCA US LLC
By: Glenn Shagena

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Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

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P M & P / LMA

Understanding on Marysville Axle Plant Traditional Employees

September xx, 2015

PM&P
UNPUBLISHED LETTER
Understanding on Marysville Axle Plant Traditional Employees
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

The parties have had numerous discussions relative to the problems surrounding the complicated relationship between the Union, Company, and ZF at the Marysville Axle Plant (MAP) as well as the transfer of operations from the former Detroit Axle Plant to the Marysville facility. During 2015 bargaining, the parties agreed to restructure the long-term wage potential for those working at the axle plant which raised additional concerns for Traditional employees who had reached the top of progression. Additionally, individuals who worked at Detroit Axle but who, for a variety of reasons, are not currently employed at Marysville, had been placed with date of entry seniority at their new location.

In order to begin to address these concerns, the parties agreed that an incentivized retirement option along with a canvass to determine interest in being placed in another FCA US LLC facility in the Detroit Labor Market will be developed and offered to Traditional production and skilled trades employees at MAP. Further, those placed by this canvass would be afforded their Marysville Axle Plant seniority at their new location. Those former Detroit Axle employees who were placed in other facilities and retain seniority rights to Marysville Axle will be afforded their Home Plant seniority as they are identified and reviewed. Placements of those electing to transfer from MAP under this canvass will be placed as expeditiously as possible following the canvass period while protecting the quality and efficiency of both FCA and ZF operations.

Toward this end, the parties will meet as quickly as possible after ratification to finalize the options, canvass documents and related timing.
These options will include:

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Retirement Eligible Employees:

- An Incentive Program for Retirement (IPR) cash lump sum of \$25K offered to those FCA US LLC employees hired prior to October 29, 2007 who are eligible to retire at employee option by December 31, 2015.

Non-retirement Eligible Employees:

- A canvass for those FCA US LLC not retirement eligible at MAP will be conducted to determine interest in other FCA US LLC facilities.
- Individuals electing to transfer will be placed with their closed plant seniority under the provisions of MOU - 4 Plant Closings.
- It is intended that such transfers will be accomplished no later than March 31, 2016; however, it is recognized that it is in both parties' interests to ensure both the uninterrupted production and quality of axles to FCA facilities and the separation/transfer date must be adjusted accordingly or as placement opportunities are identified.

Issues relating to the planning, implementation, and administration of this understanding will be promptly addressed by the national parties.

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

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P M & P / LMA

Supplier Relations Commitment

September xx, 2015

PM&P
UNPUBLISHED LETTER
Supplier Relations Commitment
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the course of the 2015 negotiations, the parties discussed sourcing opportunities for UAW represented suppliers that provide commodities to FCA US LLC (FCA). The discussions centered around the performance of all suppliers, but particularly UAW represented suppliers with a focus on quality and warranty. Through these discussions, the parties recognize that performance metrics, specifically quality and warranty, are the driving factors in selecting suppliers. To further expand the partnership with the UAW in providing opportunities for UAW represented suppliers it is critical to continuously drive quality and warranty improvements of UAW suppliers. The Company reaffirms its commitment to the Supplier Relations and Collaboration letter, dated September xx, 2011.

The Supplier Relations Collaboration creates a holistic framework for FCA and the UAW pertaining to FCA UAW suppliers, which enables the UAW to align with suppliers on common FCA supplier objectives. The Collaboration proactively engages the UAW and FCA on supplier related issues through information sharing and communication. Our commitment is to foster a culture of collaboration between Purchasing, the UAW, and suppliers which drives accountability and results. The Supplier Relations Collaboration enables the UAW to continue to focus on strategic partnership initiatives. These initiatives include, but are not limited to the following:

- Identify and resolve supplier capacity constraints to improve throughput and facilitate future growth opportunities.
- Prompt notification to the UAW of suppliers on source hold.
- Develop corrective actions for low performing suppliers through a collaborative partnership.

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Additionally, in the Quarterly Supplier Relations meetings the Union and Management will review and discuss these initiatives. Furthermore, the UAW can present their recommended actions for improvements in developing "Best" supplier performance.

In order for the UAW to build a stronger relationship with Purchasing, the Company is committed to proactively engage the UAW to participate in:

- Top level Executive supplier visits with the Head of Purchasing to recognize exceptional suppliers and suppliers with performance issues.
- Joint supplier visits with distressed suppliers who are at risk of not being eligible for new business. Management and the UAW will support and give input in the development of corrective actions focused on capacity and performance concerns.
- WCM Lite opportunities to maximize supplier quality and efficiency.

The Company is committed to expanding the partnership with the UAW in driving continuous improvement within our supply base, by providing methods and practices that lead to World Class Quality.

Very truly yours,

FCA US LLC

By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

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P M & P / LMA

Promotional Opportunity for Wage Groups

September xx, 2015

PM&P
UNPUBLISHED LETTER
Promotional Opportunity for Wage Groups
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 negotiations, the parties discussed at length the importance of a career path with advancement opportunities for non-skilled employees in conjunction with the establishment of wage groups. The career path will provide opportunities for non-skilled seniority employees to transfer to higher wage groups and for temporary employees to become full-time employees within their current Labor Market Area. Out of Labor Market requests for transfer will follow the process as outlined below, and are not eligible for relocation.

The parties will establish an application process for non-skilled seniority employees to express their interest in transferring to a higher wage group. Non-skilled seniority employees who have been a seniority employee in their current location for at least one (1) year may make an application to be considered for advancement opportunity. This process is not for an employee to request transfer to a different location within the same wage group.

Temporary employees who wish to become a full-time employee may be afforded the opportunity to transfer to full-time openings at their current location. Indefinitely laid-off seniority employees will be placed first to available openings in the Labor Market Area. Absent indefinitely laid-off seniority employees or others with contractual entitlements, such as Return to Home or closed plant, the career path is as outlined below.

Manufacturing locations with full-time openings will be staffed in the following order: (after contractual provisions have been applied)

- a) Parts Distribution Center & Axle operations full-time seniority employees
- b) Temporary Employees in the current location

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Parts Distribution Center & Axle locations with full-time openings will be staffed in the following order: (after contractual provisions have been applied)

a) Temporary employees in the current location

Vacation replacement employees who wish to become a temporary employee within the current location will be afforded the opportunity provided there is a temporary opening in the plant, and management agrees to make such change in the employee's status.

Seniority employees transferring pursuant to these provisions shall rank for seniority based on the seniority date held at the former plant except employees governed by Letter 150- Kenosha Engine/ Milwaukee Parts Depot/ Toledo Assembly Chrysler Agreement will be assigned a seniority date as outlined in the aforementioned letter. Employees will be placed on available work and will not be eligible to alter the vacation schedules in effect at the time of their transfer to the new location.

It is recognized that the plant from which an employee is released must do so in a manner consistent with the maintenance of quality and efficiency. Accordingly, no transferring employee will be released until a fully trained replacement is available. Consistent with these principles, it is recognized that the rate at which employees are released from their current location may vary due to the types of jobs held, the availability of replacement personnel, product or new model launch, releasing plants staffing requirements, etc. Where circumstances permit it is expected that the transfer will be completed within thirty (30) days.

Problems relating to the implementation and administration of the above provisions may be raised by either party, and resolved by mutual agreement with the International Union, UAW and Corporate Union Relations.

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

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P M & P / LMA

Insourcing Dundee and Trenton Facilities

September xx, 2015

PM&P
UNPUBLISHED LETTER
Insourcing Dundee and Trenton Facilities
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 Negotiations, the parties discussed services being provided by 3rd party suppliers at Trenton Engine and Dundee Engine Plants that are currently being provided by FCA US LLC employees in other Company facilities.

As a result of these discussions, the Company agreed to insource specific 3rd party services in conjunction with the expiration of the applicable commercial agreement. The Company further agreed to insource these activities in advance of the applicable expiration date absent any significant operational or financial barriers.

The 3rd party services covered by this agreement are as follows:

Trenton Engine:

- PIC (on-line activities only)
- Ryder

Dundee Engine:

- PIC (on-line activities only)
- Syncreon
- Mahar

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Very truly yours,

FCA US LLC
By Glenn Shagena

Accepted and Approved:

International Union, UAW
By Norwood H. Jewell

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9-14-15
14 Sep 15



P M & P / LMA

Dundee Engine Plant Application of - (M-02) Memorandum of Understanding on Overtime

September xx, 2015

PM&P
UNPUBLISHED LETTER

Dundee Engine Plant – Application of (M-02) Memorandum of Understanding on Overtime
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

During the 2015 Negotiations, the parties discussed the application of (M-02) Memorandum of Understanding on Overtime at the Dundee Engine Plant. Given the strong market demand for the engines produced at the plant, it has been operating under a critical plant "exception" since the effective date of the 2011 Production, Parts & Maintenance (PM&P) Agreement.

The parties agreed that thoroughly investigating all possible operating alternatives that would enable the plant to both achieve its engine volume requirements and enable the plant to remove the (M-02) exception would be mutually beneficial.

To that end, within 90 days of the effective date of the 2015 PM&P Agreement a plan will be developed and reviewed with the National Union with the dual objective of protecting the Plant's volume requirements and minimizing the forced overtime above the contractual allowances.

The parties agree that after the 90 day period any continuing exception to (M-02) will be by mutual agreement between National parties, who will be guided by the aforementioned dual objectives.

Very truly yours,

FCA US LLC
By Glenn Shagena

Accepted and Approved:

International Union, UAW
By Norwood H. Jewell

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P M & P / LMA

Outside Contracting Costing Methodology

September xx, 2015

PM&P
UNPUBLISHED LETTER
Outside Contracting Costing Methodology
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

During 2015 Negotiations, the Union expressed the desire to better understand the local Management's cost analysis undertaken during the Outside Contracting process. The Company agreed that providing the local UAW with clearer knowledge of the Outside Contracting Cost Methodology may result in a more effective Outside Contracting process and ideally reduce disagreements regarding whether or not work should be contracted out. The parties agreed that cost is only one of the many considerations that determine when work is to be contracted out. Nevertheless, cost is often key to the process and the parties discussed the complicated nature of determining actual cost to the Company when reviewing and determining whether or not the Company's skilled trades workers will perform certain work. Significantly, cost is seldom limited to the hourly rate of the required skilled trades workers. Fringe and benefits, supervisory, equipment, overhead and utilities and training are just some of the costs that are factored into labor rates. Further, such costing has always been the responsibility of local management and due to the differences from facility to facility, the calculating methodology and outcome may be different depending on the location.

Taking the above into account, the Company will investigate in conjunction with Management and the UAW at the local level the cost analysis process used throughout the Company. This will be done with the goal of providing the UAW with cost information that would explain the methodology that Company representatives at various facilities use to factor cost into outside contracting decision making.

Very truly yours,
FCA US LLC

By: Glenn Shagena

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Accepted and Approved:
INTERNATIONAL UNION, UAW

By Norwood H. Jewell

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P M & P / LMA

Benefit Plans Representative and Health and Safety Representative - FCA Transport

September xx, 2015

PM&P

UNPUBLISHED LETTER

Benefit Plans Representative and Health and Safety Representative - FCA Transport

New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the Union expressed continuing concern over the ability of both the Benefits Plan Representative and the Health and Safety Representative at FCA Transport, Inc. to effectively provide service to employees due to the unique problems at that location.

Therefore, in an effort to address these matters, the Company and Union have agreed that, notwithstanding the table in PM&P Letter (2) Benefits Plan Representative and the table in MOU 3 - Health and Safety Sect. V. Local Committee, these two representatives will be allowed a maximum of sixteen (16) hours off the job per week without loss of pay to perform their respective functions.

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

PJR H.D.
9/14/15

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Blue Cross and Blue Shield of Michigan as the Control Plan

September xx, 2015

PM&P

UNPUBLISHED LETTER

Blue Cross and Blue Shield of Michigan as the Control Plan

New UP-xxx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

The parties desire flexibility in determining the Control Plan partner and its functions, and have agreed that BCBSM will no longer be the mandated Control Plan under this Agreement. Therefore, the Company and Union, by mutual agreement, expressly reserve the right to select another control plan carrier during the term of the Agreement. The parties further agree that all references in the agreement to Blue Cross Blue Shield of Michigan and any Blue Cross Blue Shield local plan(s) shall be modified to reflect that any agreed upon carrier can function as the Control Plan and carry out any duties, including administration or functions designated to local plans per BCBSM. However, given the complexity of the Control Plan's functions, the parties further agree to work together to ensure that any transition to a new Control Plan partner takes place without disruption to the administration of health care benefits.

Very truly yours,

FCA US LLC

By: Kathleen S. Neal

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

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PM & P / LMA

Holiday Pay Eligibility Clarification

September xx, 2015

PM&P
UNPUBLISHED LETTER
Holiday Pay Eligibility Clarification
New UP-XX

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

Section (96)(c) Eligibility and the effect of an employee serving a disciplinary layoff under Section (39) Maintenance of Discipline was reviewed during the current negotiations.

This confirms our understanding that it is not the Company's intent to adversely impact an employee's eligibility for holiday pay while the employee is serving a disciplinary layoff.

Concerns related to this understanding may be discussed by a representative of the UAW-Chrysler Department and the Company's Employee Relations Staff.

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

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P M & P / LMA

Outsourcing of Janitorial Work

September xx, 2015

PM&P
UNPUBLISHED LETTER
Outsourcing of Janitorial Work
New UP-xxx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

During the parties' 2015 national negotiations, the Company and Union discussed issues of mutual concern, including maintaining the quality of janitorial work being performed by outside vendors. Upon internal discussion and review, the Company wishes to advise the Union that during the term of the 2015 Agreement it will continue to utilize a limited number of outside vendors to perform janitorial and/or paint booth cleaning work in its facilities. The Company shall only select vendors with a demonstrated ability to perform the work required.

Very truly yours,

FCA US LLC

By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

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N.A.J. 9-3-15

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MB 9/3/15
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P M & P / LMA

Understanding Relative to Unemployment Compensation Support

September xx, 2015

PM&P
UNPUBLISHED LETTER
Understanding Relative to Unemployment Compensation Support
New UP-xxx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

During these negotiations the Union expressed concern relative to laid off employees who may have been denied a state system unemployment benefit through no fault of their own.

Once again, the parties recognize the relationship between state unemployment compensation and eligibility for benefits provided under the UAW-Chrysler Supplemental Unemployment Benefit (SUB) Plan.

After considerable discussion, the Company agrees that in cases involving an employee who has been denied a state system benefit and has also had their subsequent appeal(s) to such denial also disallowed by the state agency, Management will attempt to assist such employee with the respective State UI Agency. In such cases, Management may also review the circumstances of the case to determine if any eligibility for SUB Plan benefits exists.

This letter is not to be construed as modifying or amending any of the eligibility requirements of the aforementioned SUB Plan and does not absolve the employee of their responsibility for making application, providing information or filing appeals in a timely manner.

Very truly yours,

FCA US LLC
By: Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION UAW

By: Norwood H. Jewell

TJR M.D. 9-10-15

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P M & P / LMA

Understanding Relative to TRA/TAA Support

September xx, 2015

PM&P
UNPUBLISHED LETTER
Understanding Relative to TRA/TAA Support
New UP-xxx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

This will confirm an understanding between the Company and the Union relative to Trade Re-Adjustment Allowance (TRA) and/or Trade Adjustment Assistance (TAA) benefits that may be provided under certain Federal programs initiated by the U. S. Department of Labor during times of extended unemployment.

The parties recognize the relationship between such Federal benefits and the Supplemental Unemployment Benefit Plan.

Inasmuch, the Company reaffirms its commitment to support the UAW and their efforts to assist eligible, laid off employees who attempt to secure such extended Federal benefits if they become available in the future and should the circumstances warrant such an action.

Very truly yours,

FCA US LLC
By: Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

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9-10-15

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MS 9/9/15
RIS 9/9/15
RHS 20150909



P M & P / LMA

JSOES Leadership Training Proposal

September xx, 2015

UNPUBLISHED LETTER
JSOES Leadership Training Proposal
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the Union discussed at great length the necessity to educate and train the Local Job Security, Operational Effectiveness and Sourcing Committees (JSOES) through leadership training. The parties recognized that knowledgeable Local JSOES Committees are essential to the proper administration of MOU-1, improving the Company's overall competitiveness and sustaining job security for FCA US LLC employees.

Therefore, in an effort to address these concerns, the parties have agreed that the National Job Security, Operational Effectiveness and Sourcing Committee will develop a leadership training proposal for presentation to the Joint Activities Board (JAB) no later than March 31, 2016. Additionally, the parties will review annually in each year of the 2015 Agreement to assess the need to develop any additional leadership training proposals for submission and approval.

The initial training proposal may include such topics as purpose, agenda, content, recommended participants, and cost, but are not limited to:

- Educating on the on-going requirement and importance of being competitive in a global landscape
- Conducting effective JSOES meetings
- Building a valid business case
- Interpreting and understanding sourcing financial data (Union Relations Fact Sheet)
- Reviewing how cost impacts sourcing
- Discussing how white space might be used to support competitive insourcing
- Sharing best practices relating to improved quality and operational effectiveness
- Identifying how new technology may be used to improve quality, cost and delivery

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AN 9/12/15

Depending on the specific agenda items, limited and select supplier attendees may be invited to participate in certain modules of the leadership training, as appropriate.

Very truly yours,
FCA US LLC

By: Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

// 9.13.15

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AR 9/12/15

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P M & P / LMA

Employees Released to Return to Work Who are Physically Disqualified

September xx, 2015

PM&P
UNPUBLISHED LETTER
Employees Released to Return to Work Who are Physically Disqualified
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties discussed concerns regarding employees in receipt of Sickness & Accident benefits released by their treating physicians to return to full duty work who are disqualified for work by the company physician. Notwithstanding the provisions of Letter B-14 - Partial Recovery from Disability, the following provisions will apply when an employee has been released to return to full duty work by his physician:

1. If the employee's treating physician releases the employee to return to work without restrictions and the plant physician determines the employee is not physically qualified to return to work in any capacity, or requires restrictions and cannot be placed, due to the same condition for which the employee has been disabled, for purposes of Sickness & Accident benefits, the plant physician may provide disability certification for the employee for up to 5 (five) calendar days following the last day for which the treating physician provided disability certification. Such disability certification by the plant physician will be acceptable for meeting the Sickness & Accident benefit requirements pursuant to Article II, Section 6(A)(1)(c) for up to 5 (five) calendar days and the employee will be eligible for continuing Sickness & Accident benefits provided he otherwise meets the eligibility requirements.

2. If the employee's absence from work extends beyond 5 (five) calendar days as noted above in paragraph 1, the employee will be required to provide satisfactory proof of disability certification by his treating physician in order to continue to meet the requirements pursuant to Article II, Section 6(A)(1)(c). With the appropriate consent from the employee, the plant physician will contact the employee's treating physician to advise why the determination has been made that the employee is unable to return to full duty work.

FRB M.D.
9/14/15

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BTW
9-13-2015

3. The provision as noted in paragraph 1 above to allow for the plant physician's determination to provide disability certification for purposes of Sickness & Accident benefits does not apply to Extended Disability Benefits. If an otherwise eligible employee will reach his maximum Sickness & Accident benefit duration within the noted 5 (five) calendar day period, the employee must provide disability certification from his own physician in order to qualify for the remainder of his Sickness & Accident benefit.

4. The provision as noted in paragraph 1 above to allow for the plant physician's determination to provide disability certification for purposes of Sickness & Accident benefits does not apply if the condition physically disqualifying the employee from returning to work is not the same condition for which the employee's treating physician has provided a release to return to full duty. If the employee is physically disqualified from returning to work due to a different condition, the employee must provide disability certification from his treating physician which meets the requirements of Section 6(A)(1)(c) and otherwise meet the eligibility requirements in order to continue to receive Sickness & Accident benefits.

Very truly yours,
FCA US LLC
By Kathleen S. Neal

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

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9-14-15

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9-13-2015



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Long Term Care

September xx, 2015

PM&P
UNPUBLISHED LETTER
Long Term Care
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties discussed voluntary long term care insurance. The parties agree to explore voluntary long term care insurance offerings, through the Joint Insurance Committee (JIC), over the term of this Agreement.

Very truly yours,
FCA US LLC
By Kathleen S. Neal

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

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M.D.
9-14-15

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9-13-2015



P M & P / LMA

Understanding Re: Schedule "A" Bargaining Unit Descriptions

September xx, 2015

UNPUBLISHED LETTER
Understanding Re: Schedule "A" Bargaining Unit Descriptions
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

The parties agree to further review Schedule "A" to identify ways to make Schedule "A" more operational and efficient. Thus, while the parties have signed language for Schedule "A" in subcommittee as part of the 2015 National Negotiations, the parties acknowledge that further modifications may occur upon joint agreement and prior to the printing of the 2015 Schedule "A" contract book.

Very truly yours,
FCA US LLC
Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

WRA
SD 9-14-15
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P M & P / LMA

Contingent Annuitant Revocation Credited Service for Hourly Vacation

September 15, 2015

PM&P / OC&E
UNPUBLISHED LETTER
Contingent Annuitant Revocation Credited Service for Hourly Vacation
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations the parties discussed the Union's concerns related to the FCA US LLC – UAW Pension Agreement (the Pension Agreement). The Union expressed an interest in amending:

(1) Letter (31) Designated Contingent Annuitant Benefit, to provide for revocation of the election in certain circumstances, and

(2) Section (11) Credited Service and Records, to provide for credited service for vacation time for hourly employees.

As a result of these discussions, the parties agreed to make such amendments if and when the funding-based restrictions currently applicable to the Pension Agreement pursuant to Internal Revenue Code Section 436 and the Treasury Regulations promulgated thereunder no longer apply, with the understanding that the proposed amendments' prospective impact on the Pension Agreement's funding percentage must not trigger the application of funding-based restrictions pursuant to Internal Revenue Code Section 436 and the Treasury Regulations promulgated thereunder.

Very truly yours,
FCA US LLC
By James J. Bante

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

7/15/15 9-15-15
N.H.S. 9-15-15

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CRS 9/16/15

9/16/15

FCA

PM & P / LMA

Legal Services Benefit

September xx, 2015

PM&P / OC&E
UNPUBLISHED LETTER
Legal Services Benefit
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir,

During these negotiations the parties agreed to the establishment of a new legal service benefit provided through a VEBA, which shall be a multiemployer welfare benefit plan with participating employers being other UAW-represented auto companies. In the event that no other company chooses to participate in this new legal service benefit, the Company and Union shall promptly meet to discuss alternatives, including possible substitutes to delivery of this benefit or other approaches.

Very truly yours,
FCA US LLC

By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

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P M & P / LMA

World Class Manufacturing - UAW Joint Technical Pillar Leads

September xx, 2015

PM&P
UNPUBLISHED LETTER
World Class Manufacturing - UAW Joint Technical Pillar Leads
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties held considerable discussions regarding the need to have effective leadership performance in the Pillar Lead positions. The UAW expressed concern in improving the effective involvement of the UAW Joint Pillar Leads in the implementation and sustainment of World Class Manufacturing (WCM). The Union asserted that in some instances, management does not fully involve and provide direction to the UAW Joint Technical Pillar Leads in pillar activities. The Company raised concerns, that at times, some UAW Joint Technical Pillar Leads do not demonstrate the commitment to grow their knowledge and take ownership in leading pillar activities. The parties acknowledged that a key element of successful WCM implementation relies on Pillar Leads to grow their knowledge and drive results in a proactive manner. The Union and Company both agreed on the need to increase the level of knowledge and involvement of the UAW Joint Technical Pillar Leads.

The parties agree that all individuals in Technical Pillar Lead roles must demonstrate a high level of pillar competence and leadership skills to lead others using WCM methodologies. Therefore, the UAW Leadership committed to Management that the UAW Joint Technical Pillar Leads will be held accountable and measured, in a similar manner as the Management Pillar Leads, to learn the methodology, apply the tools and spread know how to all employees required which is necessary to drive pillar Key Performance Indicator (KPI) results in WCM.

Notwithstanding the provisions of Letter (124) - World Class Employee Participation, the parties agreed to align existing UAW appointed representatives to the WCM Technical Pillars, as follows:

Initially, in order to optimize the utilization of existing appointed representatives, ten (10) UAW appointees occupying the positions listed below will be assigned and/or reassigned additional responsibilities to work as UAW Joint Technical Pillar Leads. These positions are applicable to all U.S. Manufacturing plant locations, with the exception of Conner Avenue Assembly Plant, all Chrysler

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NEW 9/14/15
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Technology Center (CTC) Operations and Mt. Elliott Tool & Die. This guide can be used by local leadership to align the appointed positions into the pillars of best fit.

<u>Technical Pillar</u>	<u>Alignment Guide</u>
<u>Safety</u>	<u>Health & Safety Representative</u>
<u>Focused Improvement</u>	<u>UAW Joint Pillar Lead (FI)</u>
<u>Autonomous Maintenance</u>	<u>Total Maintenance System (TMS)</u>
<u>Workplace Organization</u>	<u>Ergonomics Analyst</u>
<u>Professional Maintenance</u>	<u>Total Preventative Maintenance (TPM)</u>
<u>Quality Control</u>	<u>LTTC (Non-Skilled)</u>
<u>Logistics and Customer Service</u>	<u>Attendance Counselor</u>
<u>Early Equipment Management</u>	<u>LTTC (Skilled)</u>
<u>People Development</u>	<u>UAW Joint Pillar Lead (PD)</u>
<u>Environment</u>	<u>Health & Safety Trainer</u>

The persons occupying the Total Maintenance System (TMS) and Total Preventative Maintenance System (TPM) positions who will be aligned to the Autonomous Maintenance and Professional Maintenance pillars respectively, will be converted from Local Appointed Representatives to International Appointed Representatives.

In addition, if a UAW Joint Technical Pillar Lead opening exists after alignment of the appointed positions listed above, remaining appointed positions at the plant may be aligned to an open pillar.

Once remaining appointed positions are converted to UAW Joint Technical Pillar Lead, future UAW Joint Technical Pillar Lead openings will be jointly filled following a robust selection process that will be reviewed by the UAW Vice President and Director of the Chrysler Department to confirm the final selection of UAW Joint Technical Pillar Leads.

Management has committed to provide the UAW Joint Pillar Leads an opportunity to increase their WCM knowledge and skills, by providing specific training, a development plan and joint evaluation process.

To successfully implement and sustain the aforementioned provisions, an International UAW WCM Representative will join the WCM Central Team and also be the liaison to the Plant WCM UAW Joint Technical Pillar Leads to disseminate information, including Key Performance Indicators (KPI's).

The parties held additional discussions concerning the development of UAW employees to be effective as a WCM Central Team Member.

The parties acknowledged that individuals who are capable of functioning at the Central Team level must first exhibit a strong knowledge and application of WCM on the shop floor in various roles, including, but not limited to, Team Leader in a model or expansion area, WCM Specialist and UAW Joint Pillar Lead. Through a standardized evaluation process, these individuals must demonstrate engagement in WCM activities that require shop floor leadership, including audit preparation, presentation skills, kaizen activity and autonomous radar chart gap closure. Potential candidates must become certified as a Central Team Specialist for their respective pillars and spend time coaching across other U.S. Manufacturing facilities. Candidates who have met this requirement will be capable of moving to the WCM Academy for the next phase of development while working as a UAW Facilitator and/or Trainer. In this role, any candidate is required to develop WCM training material, teach, coach and validate individual participant progress on projects in multiple facilities.

Candidates who have successfully completed the aforementioned development may be eligible for consideration to participate on the WCM Central Team in the following role, as outlined below:

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RER 9/15/15

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WCM

- UAW Central Team member: consisting of Safety, Autonomous Maintenance, Workplace Organization, Professional Maintenance, Quality Control and People Development.

The UAW Central Team member will be responsible to work with the Central Team Pillar Leads to ensure the UAW input is considered in all respective pillar activities in support of the ongoing progress of WCM. In this capacity the UAW Central Team member will be required to cover the details related to the development, standardization, application and ongoing measurement of pillar application and implementation.

Very truly yours,

FCA US LLC

By: Glenn Shogena

Accepted and Approved.

INTERNATIONAL UNION, UAW

By Norwood H. Jewell

NTA 7/15/15
BCQ 9/15/15

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FCA

P M & P / LMA

Joint Programs Funding

September xx, 2015

PM&P
UNPUBLISHED LETTER
Joint Programs Funding
NUP-xxx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

Aforementioned, in Memoranda M-9, Section IV, A, Funds of the P, M & P, the parties agreed that the Joint Activities Board will establish and approve an annual budget based on the circumstances that exist at the time of budget preparation.

In addition, the parties discussed the need to develop a solution to address any budget shortfalls during the term of the agreement, should they occur. To address this need, the parties agreed:

- The mechanics of the funding formula, previously included in Memoranda M-9, section IV, A, Funds of the P, M & P (as outlined below), will be utilized in the following manner:
- Annually, 25% of the difference between the amount calculated using the formula and actual expenditures shall be recorded as a liability on the Company's books.
- The difference noted above, will accumulate over the term of the 2015 agreement. The liability balance may be utilized to cover the following:
 - Justifiable expenditures not included in the annual budget. These expenditures would require mutual agreement between the Vice President of Employee Relations of FCA US LLC and Vice President and Director of the Chrysler Department of the UAW and will be submitted to the Chief Financial Officer of FCA US LLC.
 - Annual deficits where actual expenditures exceed budget.
 - Further, upon expiration of the 2015 agreement, 25% of the remaining liability balance would be carried forward to the next agreement.

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MB 8/3/15

- The following chart provides an illustration of the application of the changes noted above.

\$ Millions	Yr 1	Yr 2	Yr 3	Yr 4
Budget	\$ 37.0	\$ 33.5	\$ 32.0	\$ 30.0
Actual Expenditures	37.0	34.0	32.0	30.0
Surplus / (Deficit)	\$ -	\$ (0.5)	\$ -	\$ -
Formula calculates	\$ 51.0	\$ 46.0	\$ 42.0	\$ 28.0
Actual Expenditures	37.0	34.0	32.0	30.0
Surplus / (Deficit)	\$ 14.0	\$ 12.0	\$ 10.0	\$ (2.0)
25% of Surplus	\$ 3.5	\$ 3.0	\$ 2.5	
Liability - Beginning of Year	\$ -	\$ 3.5	\$ 6.0	\$ 8.5
25% of Surplus	3.5	3.0	2.5	-
Application to Deficit	-	-	-	(2.0)
Justifiable expenditures	-	(0.5)	-	-
Liability - End of Year	\$ 3.5	\$ 6.0	\$ 8.5	\$ 6.5

As of December 31, 2015, the initial liability on the Company's books will equal 25% of the difference between fiscal year 2015 actual expenditures and the amount calculated using the formula.

- The formula will be utilized to calculate the amount to be compared to actual expenditures each year and will include:
 - Nineteen cents (19¢) per hour worked
 - up to \$5.00 per overtime hour worked in incremental amounts in excess of five percent (5%) of straight time hours worked (calculated on a twelve month rolling average) in accordance with the following incremental table:

Overtime hours as Percent of Straight Time Hours Additional Amount Per Hour

5% or less	\$0.00
Greater than 5% thru 12%	1.25
Greater than 12% thru 13%	1.50
Greater than 13% thru 14%	2.00
Greater than 14% thru 15%	2.50
Greater than 15% thru 16%	3.00
Greater than 16% thru 17%	3.50
Greater than 17% thru 18%	4.00
Greater than 18% thru 19%	4.50
Greater than 19%	5.00

Very truly yours,

7/9/15
8/3/15

405

MB 8/3/15

CHRYSLER, LLC

By: Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

11-01
8/3/15

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MB 8/3/15

FCA

P M & P / LMA

Mt. Elliott Toolroom Displaced Employees

September xx, 2015

PM&P
UNPUBLISHED LETTER
Mt. Elliott Toolroom Displaced Employees
New UP-xxx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

During 2015 bargaining and discussions relative to Mt. Elliott Tool and Die (METD), the union expressed concern relative to the seniority accorded the sixty (60) employees displaced from the Toolroom. These individuals, many with significant corporate service and seniority at METD, were placed with date of entry seniority at the receiving location pursuant to PM&P Section (64) - Work Opportunity.

To address this legitimate concern, the parties have agreed on a non-precedent setting basis to grant these individuals their seniority as if originally placed under the provisions of M-04 - Memorandum of Understanding on Plant Closings.

The parties will meet as soon as practicable after ratification to identify these individuals and direct the current locations accordingly. Any issues raised relative to this understanding or the implementation of same will be referred to the national parties for disposition.

Very truly yours,

FCA US LLC
By: Glenn Shagena

Accepted and Approved
INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

NHJ 9-18-15

ref 9-18-15

407

FCA

P M & P / LMA

Dundee Engine Technical Specialists

September xx, 2015

PM&P
UNPUBLISHED LETTER
Dundee Engine Technical Specialists
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties discussed wages for those employees assigned to the Technical Specialist job classification at the Dundee Engine Plant who continue to progress to the max rate of \$32.71 for this classification. The parties agree to provide a three percent (3%) increase to the base wages of those in-progression employees following ratification and effective pay ending September 17, 2017, provided the increase does not take the base rate above \$32.71. In addition, these employees will be provided a four percent (4%) Performance Bonus payment in 2016 and 2018, in accordance with Section (110) of the PM&P Agreement. Those employees designated as Team Leaders will receive a fifty-cent (\$0.50) increase to their current add-on, for a total of a one-dollar (\$1.00) Team Leader add-on.

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

International Union, UAW
By: Norwood H. Jewell

mf 10/7/15
N.A.S. 10-7-15

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CP 9/24/15
WJ



PM & P / LMA

Current and Future Product Commitment & Future Insourcing Opportunities

September xx, 2015

UNPUBLISHED LETTER

Current and Future Product Commitment & Future Insourcing Opportunities

International Union, UAW

Attention Mr. Norwood H. Jewell

Dear Sir

During the 2015 Negotiations, the Union expressed serious concerns regarding the job security of its members. In particular, the Union called upon the Company to commit to greater levels of investment within the U.S., thus securing American UAW jobs by responsibly growing the business.

The Company shares the Union's concern regarding long term stability and has worked with the Union to pursue methods, including the flawless implementation of WCM, which will improve the viability and competitiveness of our operation. As such, the parties agree that FCA US LLC will maintain its manufacturing and industrial presence in the United States with the commitment of future investment opportunities in excess of \$5B.

FCA US LLC has maintained a long history of producing cars and trucks in the United States for sale at home and abroad. To that end, the Company has committed that the following will apply to FCA US LLC UAW represented operations covered by the FCA US LLC UAW 2015 National Agreement as discussed by the parties.

1. During these negotiations, the parties identified product and process work represented by the UAW that will be retained through a moratorium on outsourcing of existing core product for the life of the 2015 National Agreement with the exception of certain exclusions as discussed by the parties. Additionally, the parties will discuss the practicality of insourcing, in whole or in part, work previously outsourced or new work which either party identifies as that which might be performed competitively focusing on maximizing the optimal usage of available floor space.
2. The Company commits to insource certain specified UAW FCA US LLC represented jobs. This work will be retained for the term of the 2015 National Agreement. Additional jobs above those already identified will be studied with the intent to insource work to UAW represented facilities if a positive business case is presented.

409

MB 9-17-15
MB 9/17/15

3. Pursuant to these discussions and provisions of the Agreement, and in conjunction with the aforementioned commitment to insource work, a moratorium on outsourcing of existing core jobs, will be implemented through the term of the 2015 National Agreement.
4. It is understood by the Union and Company that new processes and technology exist in an ever changing competitive market. To that end the sourcing committee seeks a commitment from the Company to consider the insourcing of work that was previously slated to be performed on the outside. There may be circumstances where new processes and/or technology show favorable impact in replacing older methods.
5. Any issues that arise relative to the interpretation of this Agreement or the implementation of the commitments contained herein will be discussed and resolved by the Company and International Union. The commitment expressed in this moratorium is intended to contribute significantly to our efforts to work cooperatively to provide FCA US LLC employees in the United States improved job security by responsibly growing the business.

Very truly yours,

FCA US LLC
Glenn Shagena

Accepted and Approved
INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

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ME 9/17/15

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9-17-15
MB 9/17/15

Deleted Unpublished Letters



FIAI CHRYSLER AUTOMOBILES

P M & P / LMA

Benefit Plans Representative - Chrysler Transport, Inc.

_____, 1993

_____, PM&P

_____, UNPUBLISHED LETTER

_____, Benefit Plans Representative - Chrysler Transport, Inc.

_____, UP 17

International Union, UAW

Attention: Mr. Stan Marshall

Dear Sirs:

During these negotiations the Union expressed considerable concern over the ability of the Benefit Plans Representative at Chrysler Transport, Inc. to adequately service the employees due to problems that are unique to the Chrysler Transport, Inc. location.

Therefore, in an effort to address these matters, the Corporation and Union have agreed, that notwithstanding the table in P & M Letter (2), to provide the Benefit Plans Representative at Chrysler Transport, Inc. a maximum of sixteen (16) hours off the job per week without loss of pay to perform the functions of the Benefit Plans Representative.

Sincerely,

CHRYSLER CORPORATION

By C. H. Eschenbach

Accepted and Approved:

INTERNATIONAL UNION, UAW

By L. J. Paula

FOR
M.D.
9/14/15

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[REDACTED]

AN 9/14/15
AR 9/14/15

FCA

P M & P / LMA

Technical Training Center Expense

October 12, 2011

PM&P
UNPUBLISHED LETTER
Technology Training Center Expense
UP-18

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

The UAW and Chrysler Group LLC recognize that since its inception the Technology Training Center (TTC) has become a major provider of technical training for UAW represented Chrysler employees. To further support the TTC's efforts, the Company will make a payment of \$750,000 per year, for the life of the Agreement, to the National Training Center joint fund account, effective January, 2012. The Joint Activities Board may use the payment to help defray building maintenance, training or other appropriate costs incurred by the TTC operations.

Very truly yours,

CHRYSLER GROUP LLC

By: A.A. Jacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: General Holiefield

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[Redacted]

MB 8/3/15
3 Aug 15

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N.A.S.
8-3-15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Health and Safety Representative Chrysler Transport, Inc.

_____, 1993

PM&P
UNPUBLISHED LETTER
Health and Safety Representative
Chrysler Transport, Inc.
UP-20

Mr. Leonard J. Paula
International Union, UAW
Chrysler Department
8000 East Jefferson Avenue
Detroit, MICH 48214

Dear Sir:

During these negotiations the parties discussed the problems that are unique to the Chrysler Transport, Inc. location and the importance of the job of the Health and Safety Representative at this location.

Therefore in an effort to address this matter, the Corporation and Union have agreed, that notwithstanding the table in the Production and Maintenance MOU on Health and Safety, to provide the Health and Safety Representative at Chrysler Transport, Inc. a maximum of sixteen (16) hours off the job per week without loss of pay to perform the functions of the Health and Safety Representative.

Very truly yours,

G. H. Eschenbach
Executive Director Union Relations
and Security Operations

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9/14/15

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[REDACTED]

AN 9/14/15
AR 9/14/15



PM & P / LMA

World Class Employee Partnership Staff

October 7, 2011

~~PM&P~~
~~UNPUBLISHED LETTER~~
~~World Class Employee Partnership Staff~~
~~UP-27~~

~~International Union, UAW~~

~~Attention: Mr. General Holiefield~~

~~Dear Sirs:~~

~~The UAW-Chrysler National Training Center Joint Activities Board agrees to meet within 90 days after ratification of the 2011 National Agreement to discuss converting the use of the positions occupied by the "Temporary UAW PQI Staff" from former PQI related initiatives to WCM related initiatives.~~

~~Very Truly Yours,~~

~~CHRYSLER GROUP LLC~~

~~By: A.A. Iacobelli~~

~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW~~

~~By: General Holiefield~~

JCE 9/11/15
NJM 9/11/15

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[Signature]

722W 9/11/15
JS 9/11/15



FIAI CHRYSLER AUTOMOBILES

P M & P / LMA

Request for Data Files - V-CAP, Active, Pension, and Retired VCAP

October 3, 2011

PM&P

UNPUBLISHED LETTER

Request for Data Files — V-CAP, Active, Pension, and Retired VCAP
UP-28

International Union, UAW

Attention: Mr. General Holiefield

Dear Sir:

~~During these negotiations, the Union requested additional information for the data files provided by the Company entitled V-CAP, Active, Pension and Retired VCAP and increased reporting frequency for the Active data file. In response to the Union's request, to the extent possible within the parameters of the law and Company policy the Company will comply with the request. As such, the parties agree to meet within one hundred twenty days (120) days of the effective date of the agreement to develop the business requirements for data request submissions, develop an implementation plan, and finalize the data request submissions and reporting frequency. Further, the Company agrees to provide the UAW with a key code document which will identify full descriptions of the abbreviated data descriptors. The Company will continue to provide the data files on UAW-represented employees on the basis of information and reporting frequency until the new data request and reporting frequency as described in Attachment B is finalized.~~

~~The Union also requested to have VCAP deductions taken in a pay period separate from the pay period in which union dues are deducted. The Company agrees to process the union dues deductions and VCAP contributions in separate pay periods within one hundred twenty (120) days of the effective date of the agreement.~~

Very truly yours,

CHRYSLER GROUP LLC

415

WRB
J2 9/14/15

9/14/15
JL
A C D

By A.A. Iacobelli

Accepted and Approved

INTERNATIONAL UNION, UAW

By General Holiefield

Attachment A

~~V-CAP DATA (to continue providing monthly)~~

~~Location Code~~

~~Department~~

~~DCid~~

~~First Name & Initial~~

~~Last Name~~

~~Current Deduction Amount~~

~~Company Code~~

~~The period (MM/YYYY) the moneys reflect.~~

~~Street Address~~

~~City~~

~~State~~

~~ZIP Code~~

~~ZIP + 4 (if provided)~~

~~Sign-up Date (YYYY/MM)~~

~~Employee Number~~

~~Year-to-date Deduction Amount~~

~~ACTIVE DATA (to be provided quarterly; formerly reported bi-annually in April/October)~~

~~Reports to be provided in October 2003 and January 2004; thereafter, reports will be provided quarterly.~~

~~Location Code~~

~~DCid~~

~~First Name~~

~~Middle Initial~~

~~Last Name~~

~~Street Address~~

~~City~~

~~Zip~~

~~State~~

~~Dept. Code~~

~~Birth date (MM/YYYY)~~

~~Skill Flag~~

~~EG Code (Hourly/Salaried flag)~~

WR
J2 9/14/15

4/6
[Redacted]

9/14/15
DL
CD
9-11-15

~~Service Date (MM/DD/YYYY)~~
~~Plant Service Date (MM/DD/YYYY)~~
~~Status Code~~
~~Gender~~
~~Job Classification~~
~~Race/Ethnicity (White/non-Hispanic; Black/African American; Latino/Hispanic; Asian
——— Pacific Islander; American Indian or Alaska Native)~~
~~Shift~~
~~Hourly Wage~~
~~Veteran Status~~
~~Termination Date~~
~~Address Change Date~~
~~Death Date~~

~~PENSION DATA (to continue providing monthly)~~

~~DCid~~
~~Retiree First Name~~
~~Retiree Last Name~~
~~Street Address~~
~~City~~
~~State~~
~~Zip Code~~
~~Zip + 4 (if provided)~~
~~Retirement Date (MM/DD/YYYY)~~
~~Death Date (MM/DD/YYYY)~~
~~Retired Worker Dues Deduction Amount~~
~~Deduction Period — payment date provided~~
~~Location Code~~
~~Type of Pensioner (e.g., Retiree, Survivor)~~
~~Pension Amount~~
~~Years of Service~~
~~Gender~~
~~Survivor First Name~~
~~Survivor Last Name~~
~~Survivor Social Security No.~~
~~Survivor Gender~~
~~Address Change Date~~
~~EG Code (Hourly/Salaried flag)~~

~~NEW HIRE DATA (to continue providing monthly)~~

~~First Name~~
~~Middle Initial~~
~~Last Name~~
~~DCid~~
~~Street Address~~
~~City~~

WRD
JS 9/14/15

4/17

9/14/15
DL
CP
9-14-15

State
ZIP Code
Hire Date (MM/DD/YYYY)
Location Code
EG Code (Hourly/Salaried flag)

Attachment B

VCAP

FIELD DESCRIPTION	FIELD LENGTH	COMMENT
RECORD TYPE	X(01)	H for Header
CORPORATION NAME	X(30)	
FILE CREATION / PROCESS DATE	X(10)	MM/DD/YYYY
CONTRIBUTION DATE	X(10)	MM/DD/YYYY
RESERVED FOR FUTURE USE	X(66)	
DETAIL RECORD		
RECORD TYPE	X(01)	D for Detail
SSN	9(09)	
LAST NAME & SUFFIX	X(30)	
FIRST & MIDDLE NAMES	X(30)	
ADDRESS 1	X(30)	
ADDRESS 2	X(30)	
CITY	X(30)	
STATE	X(02)	
ZIP CODE	X(10)	Zip Code including Zip+4
UAW REGION	X(02)	UAW Region
UAW LOCAL	9(04)	UAW Local
UAW UNIT	9(04)	UAW Unit
LOCATION CODE / NAME	X(30)	
DEPARTMENT	X(30)	
CONTRIBUTION AMOUNT - MTD	-999999999.99	
	-999999999.99	

WRB
JS 9/14/15

418

9/14/15
DL
CD
9-14-15

CONTRIBUTION AMOUNT-YTD CONTRIBUTION DATE	X(10)	MM/DD/YYYY
SIGNATURE DATE	X(10)	MM/DD/YYYY
JOB TITLE / CODE	X(30)	
STATUS	X(04)	Active / Inactive / Terminated
COMPANY ID / CLOCK ID PLANT	9(10) X(05)	
PLANT2	X(05)	Additional Information to Identify Worksite
BUILDING NUMBER	X(03)	
GENDER	X(01)	M or F
RACE	X(03)	
ETHNIC CODE	X(04)	
BIRTH DATE	X(10)	MM/DD/YYYY
TRAILER RECORD RECORD TYPE	X(01)	T for Trailer
RECORD COUNT	9(10)	
CONTRIBUTION TOTAL	-999999999999.99	
FILLER	X(294)	

ACTIVE

FIELD DESCRIPTION	FIELD LENGTH	COMMENT
CORPORATION NAME	X(20)	
SSN	9(09)	
COMPANY ID / CLOCK ID	9(10)	
UAW REGION	X(02)	
UAW LOCAL	9(04)	
UAW UNIT	9(04)	
PLANT	X(05)	
PLANT2	X(05)	Additional Information to Identify Worksite
LOCATION NAME	X(50)	
BUILDING NUMBER	X(03)	

WRM
J2 9/14/15

419



9/14/15
DL
9-14-15

DEPARTMENT	X(04)	
FIRST NAME	X(14)	
MIDDLE INITIAL	X(04)	
LAST NAME	X(25)	
SUFFIX	X(03)	
ADDRESS-1	X(50)	
ADDRESS-2	X(50)	
ADDRESS-3	X(50)	
CITY	X(35)	
STATE	X(02)	
ZIP CODE	X(10)	42345-4234
TELEPHONE NUMBER	9(10)	
EMPLOYEE TYPE	X(01)	Regular or Temporary
JOB CODE	X(08)	
JOB TITLE	X(34)	
HOURLY / SALARIED	X(01)	H or S
HOURLY RATE	9(02)V9999	
SALARY RATE	9(04)V99	
SKILLED	X(01)	Y or N
SHIFT	9(01)	
HIRE DATE	9(08)	MMDDYYYY
SERVICE / SENIORITY DATE	9(08)	MMDDYYYY
PLANT SERVICE DATE	9(08)	MMDDYYYY
CREDITED YEARS OF SERVICE	9(02)V9	
BIRTH DATE	9(08)	M or F
DEATH DATE	9(08)	M or F
TERMINATION DATE	9(08)	M or F
ADDRESS CHANGE DATE	9(08)	M or F
GENDER	X(01)	M or F
RACE	X(03)	
ETHNIC CODE	X(01)	
VETERAN STATUS	X(01)	Y or N
STATUS	X(01)	Active / Layoff / Leave / Terminated / Retired

PENSION

FIELD	FIELD	COMMENT
DESCRIPTION	LENGTH	
PLAN	X(02)	
TYPE	X(02)	
RETIREMENT NUMBER	X(05)	
FIRST NAME	X(15)	

WRD
JL 9/14/15

420



9/14/15
JL
9-14-15

MIDDLE NAME	X(01)	recipient
LAST NAME	X(25)	
SUFFIX	X(03)	
SSN	9(09)	
ADDRESS 1	X(34)	
ADDRESS 2	X(34)	
CITY	X(30)	
STATE	X(02)	
ZIP CODE	X(10)	
COUNTRY	X(20)	
GENDER	X(01)	
MARITAL STATUS	X(01)	
RETIREMENT AGE	9(02)	Years
AGE AT PENSION EFF DATE	9(02)	Years portion
AGE AT PENSION EFF DATE	9(02)	Months portion
MONTH EARLY	9(03)	
FINAL PAY RATE	-999999V99	
DUES DEDUCTION	-99999999V99	
UAW REGION	X(02)	
UAW LOCAL	9(04)	
UAW UNIT	9(04)	
PLANT	X(05)	
PLANT 2	X(05)	Additional Information to Identify Worksite
LOCATION NAME	X(50)	
RACE	X(03)	

WRJ
JS 9/14/15

421



9/14/15
DL
CD
9/14/15

ETHNIC-CODE	X(01)	
VETERAN STATUS	X(01)	Y or N
BIRTH-DATE	X(08)	MMDDYYYY
RETIREMENT DATE	X(08)	MMDDYYYY
PENSION EFFECTIVE DATE	X(08)	MMDDYYYY
CREDITED SERVICE DATE	X(08)	MMDDYYYY
SENIORITY DATE	X(08)	MMDDYYYY
LAST-DATE WORKED	X(08)	MMDDYYYY
INITIAL PAYMENT DATE	X(08)	MMDDYYYY
DEATH-DATE	X(08)	MMDDYYYY
CHECK-DATE	X(08)	MMDDYYYY
SPOUSE-FIRST NAME	X(15)	
SPOUSE MIDDLE-NAME	X(01)	
SPOUSE-LAST NAME	X(25)	
SPOUSE SUFFIX	X(03)	
SPOUSE-SSN	9(09)	
SPOUSE BIRTH-DATE	X(08)	MMDDYYYY
SPOUSE DEATH-DATE	X(08)	

DETAIL-~~INFORMATION OCCURS 5 TIMES~~ Participant Information in 1st occurs, multiple plans in next 4 occurs

~~10 UNION-
DETAIL-FILE-
ID.~~

~~15 UNION-DETAIL-FILE-CODE.~~

~~PLAN X(02)
TYPE X(02)~~

~~RETIREMENT X(05)
NUMBER~~

WRD
J2 9/14/15

422



9/14/15
DL
9-14-15 CD

~~—~~HOURLY / X(04)
SALARY CODE

~~—~~RETIREMENT X(02)
CODE

~~—~~PAY CODE X(01)

~~—~~SPOUSE
CODE X(01)

~~—~~BENEFIT

CLASS CODE X(01)

~~—~~TEMP CODE X(01)

~~—~~SUPPL
CODE X(01)

~~—~~STATUS X(01)

Active /
Inactive /
Deceased

~~—~~REDUCTION
EARLY S9(02)V99

~~—~~PERCENTAGE S9(02)V99
EARLY

~~—~~SERVICE
MONTHS S9(03)

~~—~~JOB CLASS X(06)

~~—~~SSO
PERCENTAGE S9(02)V99

~~—~~SPOUSE PAY
PERCENTAGE S9(02)V99

~~—~~SPOUSE REDUCTION
AMOUNT S9(07)V99

~~—~~CURRENT
BASIC S9(07)V99

AMOUNT
~~—~~CURRENT

TEMP S9(07)V99
AMOUNT

~~—~~CURRENT
SUPPL S9(07)V99

AMOUNT
~~—~~CURRENT

GROSS S9(07)V99
AMOUNT

~~—~~NORMAL
BASIC S9(07)V99

AMOUNT
~~—~~NORMAL

TEMP S9(07)V99
AMOUNT

S9(07)V99

WRM
J8 9/14/15

423

9/14/15
JL
9-11-15

—NORMAL
 SUPPL
 AMOUNT
 —NORMAL
 GROSS S9(07)V99
 AMOUNT
 —CURRENT
 INTERIM S9(07)V99
 AMOUNT
 —NORMAL
 INTERIM S9(07)V99
 AMOUNT
 ADDRESS
 CHANGE DATE X(08) MMDDYYYY

RETIRED VCAP

FIELD DESCRIPTION	FIELD LENGTH	COMMENT
RECORD TYPE	X(01)	H for Header
CORPORATION NAME	X(30)	
FILE CREATION / PROCESS DATE	X(10)	MM/DD/YYYY
CONTRIBUTION DATE	X(10)	MM/DD/YYYY
RESERVED FOR FUTURE USE	X(66)	
DETAIL RECORD		
RECORD TYPE	X(01)	D for Detail
SSN	9(09)	
LAST NAME & SUFFIX	X(30)	
FIRST & MIDDLE NAMES	X(30)	
ADDRESS 1	X(30)	
ADDRESS 2	X(30)	
CITY	X(30)	
STATE	X(02)	
ZIP CODE	X(10)	Zip Code including Zip+4
UAW REGION	X(02)	UAW Region
UAW LOCAL	9(04)	UAW Local

WRA
 9/14/15

424



9/14/15
 DL
 9-11-15

UAW UNIT	9(04)	UAW Unit
LOCATION	X(30)	
CODE / NAME		
DEPARTMENT	X(30)	
CONTRIBUTION		
AMOUNT - MTD	-999999999.99	
CONTRIBUTION		
AMOUNT - YTD	-999999999.99	
CONTRIBUTION		
DATE	X(10)	MM/DD/YYYY
SIGNATURE		
DATE	X(10)	MM/DD/YYYY
JOB TITLE /		
CODE	X(30)	
		Retiree /
STATUS	X(01)	Beneficiary /
		Deceased
COMPANY ID /		
CLOCK ID	9(10)	
PLANT	X(05)	
		Additional
PLANT2	X(05)	Information
		to Identify
		Worksite
BUILDING		
NUMBER	X(03)	
GENDER	X(01)	M or F
GENDER	X(01)	M or F
ETHNIC CODE	X(01)	
BIRTH DATE	X(10)	MM/DD/YYYY
TRAILER		
RECORD		
RECORD TYPE	X(01)	T for Trailer
RECORD		
COUNT	9(10)	
CONTRIBUTION		
TOTAL	-999999999999.99	
FILLER	X(291)	

WRB
J8 9/14/15

425

9/19/15
DL
9-11-15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Deferred Pay Plan Socially Responsible Investments

September 28, 1996

PM&P
UNPUBLISHED LETTER
Deferred Pay Plan
Socially Responsible Investments
UP-37

International Union, UAW

Attention: Mr. Jack Laskowski

Dear Sirs:

During these negotiations, the Union requested that the Company consider offering socially responsible investments under the Deferred Pay Plan. Accordingly, the parties agreed that during the term of the new agreement they would examine the possibility of providing a socially responsible mutual fund investment option(s), under the same conditions as other core mutual funds are offered under the Deferred Pay Plan, if Merrill Lynch makes such investment(s) available within its system. Such fund(s) could be either a Merrill Lynch program(s) or a fund(s) offered by another mutual fund company.

Consideration for adding such additional Deferred Pay Plan investment option(s) will include criteria similar to those applicable to the core mutual funds currently offered.

Very truly yours,

DaimlerChrysler Corporation

By _____
T. Gallagher

Accepted and Approved:

INTERNATIONAL UNION, UAW

By _____
Jack Laskowski

Cres
9/12/2015

9/12/15

TJR
H.D.
9-15-15

4/26



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Deferred Pay Plan Education

_____, 1999

PM&P
UNPUBLISHED LETTER
Deferred Pay Plan
Education
_____, UP-38

International Union, UAW

Attention: Mr. Stephen P. Yokich

Dear Sirs:

During these negotiations, the parties agreed to continue the communication/education program and to jointly pursue ways to increase employees' understanding of the Plan and of the investment alternatives and strategies. In these efforts, the parties would work with local union Benefits Representatives and Future Planning facilitators to encourage greater participation in the Plan by employees at all locations.

The Corporation also agreed that it would continue to make Savings Plan information available to hourly and salaried employees at new hire orientation.

Very truly yours,

DAIMLERCHRYSLER CORPORATION

By _____
R.F. Brown

Accepted and Approved:

INTERNATIONAL UNION, UAW

By _____
Stephen P. Yokich

RAB
M.D.
9-13-15

9/27

CES
9/12/2015
[Signature]
9/12/15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Deferred Pay Plan Program Initiatives

1999

PM&P

UNPUBLISHED LETTER

Deferred Pay Plan Program Initiatives

UP-39

Mr. Stephen P. Yokich
President
International Union, UAW
8000 East Jefferson Ave.
Detroit, Mich. 48214

Dear Mr. Yokich:

During these negotiations, the Union raised several issues that are of concern to its membership. The parties discussed a number of administrative and investment option improvements. In response to the Union's demands, the Corporation agreed that, within 30 days following ratification, it will negotiate with the administrator of the Deferred Pay Plan, with the intent of:

- Adding index funds with low internal fees, such as:
 - S&P 500 (Large Cap Equity)
 - Russell 2000 (Small Cap Equity)
 - EAFE (Europe/Australia/Far East International Equity)
 - Lehman Brothers Aggregate Bond Index (Fixed Income)
- Adding Fidelity or other top-ten non-Merrill Lynch mutual fund families.
- Adding "life cycle" portfolios of funds, with automatic reallocation.
- Lowering participants' stock investment costs by an average of 20%—25% by negotiating more favorable commission and transaction fee schedules and a low flat fee for closing-out small holdings (i.e. under five shares).
- Implementing "real time" trading of stocks by 3rd quarter 2000 via the toll free number.
- Providing on-line access to account information through the internet (targeted for 1st quarter 2000).

Very truly yours,

778 M.D.
9-13-15

428

CRS 9/12/2015
AD 9/12/15

DAIMLERCHRYSLER CORPORATION

By _____
R.F. Brown

Accepted and Approved:

INTERNATIONAL UNION, UAW

By _____
Stephen P. Yokich

*PJB M.D.
9-13-15*

429 

*CRS
9/12/2015
JMB
9/12/15*



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Deferred Pay Plan Contribution Limit

_____, 1999

PM&P
UNPUBLISHED LETTER
Deferred Pay Plan Contribution Limit
UP 41

International Union, UAW

Attention: Mr. Stephen P. Yokich

Dear Sirs:

During these negotiations, the parties agreed that the Corporation will amend the Deferred Pay Plan to reflect future changes in the IRS maximum annual savings limitation. Article III paragraph 3.01(a) of the Plan will be amended to allow a Participant to elect, pursuant to the Deferred Pay Agreement, to have allocated to his Deferred Benefit Account, any resulting dollar amount not exceeding the limitation on exclusion for elective deferrals in Code Section 402(g) or Code Section 415(c).

Very truly yours,

DAIMLERCHRYSLER CORPORATION

By _____
R.F. Brown

Accepted and Approved:

INTERNATIONAL UNION, UAW

By _____
Stephen P. Yokich

CRC
9/12/2015

Jeff
9/12/15

798 H.D.
9-13-15

430
415



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Return to Home Plant Process

October 29, 2007

PM&P
UNPUBLISHED LETTER
Return to Home Plant Process
UP-62

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During the course of the 2007 Negotiations, the Union raised concerns relative to the administration of the Return to Home Plant process. The parties recognize that employees wishing to exercise their right to return to their home plant will not have to make another application or wait an additional six (6) months at each subsequent location. To this end, the parties will review these situations and take the necessary steps to move employees as expeditiously as possible while protecting operational efficiency.

Very truly yours,

CHRYSLER LLC
By J. Franciosi

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

Rsueell
9/3/15

// 9-3-15

DAB 9/2/15
AR 9/2/15

431



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Deferred Pay Plan - Continue Offering HDPP

October 29, 2007

UNPUBLISHED LETTER
Deferred Pay Plan - Continue Offering HDPP
UP-71

International Union, UAW

Attention: Mr. General Holiefield

Dear Sir:

During these negotiations, the parties discussed hourly employee's eligibility to participate in the Chrysler LLC Hourly Employees' Deferred Pay Plan.

The Company will continue offering the same or a substantially similar Internal Revenue Code Section 401(k) Plan during the term of this agreement and allow all otherwise eligible hourly employees" covered by the current National Production and Maintenance and Parts Depot Agreements to participate in the Chrysler LLC Hourly Employees' Deferred Pay Plan.

Very truly yours,

Chrysler LLC

By: J.J. Bante

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: General Holiefield

CRS 9/12/15

9/12/15

FLR
H.P.
9-13-15

432



FCA Financial Corporation

P M & P / LMA

Wage Rates

October 11, 2011

UNPUBLISHED LETTER
Wage Rates
UP-72

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During these negotiations the parties discussed rates of pay and agree to the following:

1) Team Member Wage Rates

~~(a) Team Members hired prior to October 29, 2007~~

- ~~_____ The Assembly Team Member hourly maximum rate will remain at \$28.23.~~
- ~~_____ The Powertrain Team Member hourly maximum rate will remain at \$28.13.~~
- ~~_____ The Stamping Team Member hourly maximum rate will remain at \$28.12.~~
- ~~_____ The Mopar Parts Distribution Operations Network Team Member hourly maximum rate will remain at \$28.05.~~

~~(b) Team Members hired on or after October 29, 2007:~~

- ~~_____ Team Member Support 2 hourly rates will be paid in accordance with M-13 Memorandum of Understanding UAW-Chrysler Group LLC Employees hired on or after October 29, 2007.~~
- ~~_____ Wage & Benefit Agreement.~~

2) Team Leader Rates

~~(a) Team Leaders hired prior to October 29, 2007:~~

- ~~_____ Team Leaders will continue to receive a fifty cent (\$0.50) add-on to his or her base rate of pay.~~
- ~~_____ The Established Team Leader hourly maximum rate of pay will remain at \$28.89. Team Leaders will receive the Established Team Leader rate after successfully completing the 120 day evaluation.~~

7/10/15 9/15/15
N.G.S 9-15-15

4133

10/29-16-15
MP

~~_____ Mopar Parts Distribution Operations Network Team Leaders will continue to receive a fifty-cent~~
~~_____ (\$0.50) add-on to his or her base rate of pay.~~

~~_____ (b) Team Leaders hired on or after October 29, 2007~~

~~_____ Team Leaders will continue to receive a fifty-cent (\$0.50) add-on to his or her base rate of pay.~~
~~_____ However, in no event will the Team Leader be paid an amount greater than \$19.78.~~

Very truly yours,
CHRYSLER GROUP LLC

By: A.A. Iacobelli

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: General Holliefield

M.H. 9-15-15
N.G. 9-15-15

434



MP WGA-16-15



P M & P / LMA

Payroll Shortages

September 15, 2011

PM&P
UNPUBLISHED LETTER
Payroll Shortages
UP-73

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During these negotiations, the UAW placed a great deal of emphasis on the number of pay shortages that impact our employees each pay cycle. The Company fully understands the UAW's concern in these matters and is committed to ensuring timely and accurate payment of wages to our employees.

In order to stress the importance of timely payment, the Company will send a letter to appropriate personnel in the form attached hereto within 90 days after the effective date of the 2011 National Agreement. This letter will originate from Scott Garberding, Senior Vice President—Manufacturing/World Class Manufacturing, Pietro Gordier, President and CEO—Mopar Service, Parts and Customer Care, and Alphons Jacobelli, Vice President—Employee Relations.

In addition, the Company agrees to investigate the source of the payment inaccuracies and work with Corporate Payroll Services to develop the necessary solutions to further reduce any payment inaccuracies. The Company will report its findings and solutions to the National Parties within 120 days of ratification of the 2011 National Agreement.

Very truly yours,
CHRYSLER GROUP LLC

By A.A. Jacobelli

Accepted and Approved:
INTERNATIONAL UNION, UAW

By General Holiefield

8/26/2015
JM

LARK
8/26/15

UAW 8/27/15
JG 8/27/15

435
435

FORM OF LETTER

A top priority for our Company is to ensure timely and accurate payments to our employees for their important daily contributions.

In order to achieve this objective, we rely on our Unit Leaders to properly manage the time and attendance records for their direct reports. The GATS (Corporate Automated Time System) application flags a record at the instant it detects a discrepancy (i.e. gate rings do not align to the employee's assigned schedule). Unit leaders must resolve these flagged discrepancies on a daily basis. As a reminder, every Monday morning an unresolved Flag Status report is generated and sent to Human Resource Representatives, Unit Leaders, and other members of Local Management summarizing the number of outstanding flags for the current pay period. Human Resources and Supervisory employees are obligated to use this status report along with the GATS application to resolve these flags prior to the Tuesday 9:00 a.m. DST/EST payroll cutoff.

The Time and Attendance audit group monitors these flags on a daily basis and are available to assist in resolving any issues. All time and attendance/GATS questions should be directed to the plant's primary GATS contact. Further, an email can be sent to GATS@Chrysler.com or a phone call placed to the Payroll Call Center at 1-877-827-7744. All requests for inclusion on your plant's weekly Flag Status report can be directed to this email as well. Time and attendance training is available upon plant request.

Please ensure that all requests for paid absence allowance (PAA), bereavement, jury duty and military pay are processed timely to avoid pay shortages for these payment types as well.

8/26/2015 VM
LARK
8/26/15

WLD 8/27/15
JD 8/27/15

434




FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Ratification Attendance Bonus

October 9, 2014

PM&P
UNPUBLISHED LETTER
Ratification Attendance Bonus
UP-74

International Union, UAW

Attention: Mr. General Holiefield

Dear Sir:

During the course of these negotiations, the parties discussed how important attendance is to our plants in achieving their safety, quality, and production targets. It is essential for everyone to be present and to contribute at work in order to ensure our future viability and job security. The parties agree that employees who have demonstrated their ability to come to work and be on time should be rewarded with a Ratification Attendance Bonus. This bonus will be in the amount of three hundred (\$300) dollars and will be paid within thirty (30) days following the notice of ratification of this Agreement.

To qualify for the Ratification Attendance Bonus, the following conditions must be satisfied as of the ratification date of this Agreement:

- The employee must be a seniority employee with at least one year of corporate service; and
- The employee must not have had any occurrence(s) on his/her attendance record under the UAW/Chrysler Attendance Procedure prior to the effective date of the 2011 National Agreement.

Very truly yours,

CHRYSLER GROUP LLC

By: A.A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW

By General Holiefield

MAH 9/15/15
MF 9/15/15

437
DATE

WW 9-14-15
CD 9/14/15



PM & P / LMA

Non-Skilled Rate Structure Exceptions

October 11, 2011
PM&P
UNPUBLISHED LETTER

Non-Skilled Rate Structure Exceptions
UP-76

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

—During these negotiations, the parties agreed to a progression schedule in accordance with M-13 Memorandum of Understanding UAW Chrysler Group LLC Employees Hired On Or After October 29, 2007 Wage & Benefit Agreement. The parties reviewed the pay rates of sixty-seven (67) employees identified in Attachment A. These employees have less than one year of service at ratification and are assigned to the seventy-eight (78) week progression step (\$15.88) or the maximum rate of pay (\$16.28) in accordance with the 2007 National Agreement. As a result, these employees are presently assigned an hourly rate higher than the minimum established in the 2011 wage schedule. Due to these unique circumstances, the parties agree to the following: 1) the employees assigned to the seventy-eight (78) week progression step (\$15.88) will be increased to the \$16.66 rate at ratification and will progress based upon the >1 to 2 (greater than one but less than two year) schedule; 2) the employees assigned to the one hundred four (104) week progression step (\$16.28) will be increased to the \$17.53 rate at ratification and will progress based upon the >2 (two or more years) schedule.

Very truly yours,
CHRYSLER GROUP LLC

By: A. A. Iacobelli

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: General Holiefield

Um 8/26/2015
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ATTACHMENT A

Employees With Less Than One (1) Year of Service at Rates Higher Than the Minimum Rate

GSD	FWA	GID	Name	Job Code	Rate	Lee
10/25/2010	0	1371947	DAVID ANDRZEJEWSKI	0329	15.88	3211
10/25/2010	0	1371948	RONALD KEITH	0329	15.88	3211
10/25/2010	0	1371949	WALDEMAR KOSINSKI	0329	15.88	3211
10/25/2010	0	1371950	ALAN WILLIAMS	0329	15.88	3211
10/25/2010	0	1371952	WILLIAM WOODSIDE	0329	15.88	3211
10/26/2010	0	1372383	RONALD STRICKLAND	0329	15.88	3211
11/08/2010	0	1373080	JOHN KONZ	0329	15.88	2459
11/29/2010	0	1284188	MARSHALL BELL	0329	15.88	2459
11/29/2010	0	1374253	RANDALL BRIGHT	0329	15.88	2459
11/29/2010	0	1374252	JOHNNY CLEVELAND	0329	15.88	2459
11/29/2010	0	1374265	RON CROWELL	0329	15.88	2459
11/29/2010	0	1374259	MICHAEL FREEMAN	0329	15.88	2459
11/29/2010	0	1374254	FRED KUHLENBECK	0329	15.88	2459
11/29/2010	0	1374263	RONALD RYSKA JR	0329	15.88	2459
01/10/2011	0	1376683	MORRIS CHINA III	0329	15.88	2459
01/10/2011	0	1376685	MICHAEL GREQUE	0329	15.88	2459
01/10/2011	0	1376688	SCOTT KROHN	0329	15.88	2459
01/10/2011	0	1376684	TREMAINE LEWIS	0329	15.88	2459
01/10/2011	0	1376675	RYAN MACK	0329	15.88	2459
01/10/2011	0	1376687	STEVEN MILLER	0329	15.88	2459
01/18/2011	0	1377391	ALVIN ALCORN	0329	15.88	3211
01/18/2011	0	1377393	MARCUS BENNETT	0329	15.88	3211
01/18/2011	0	1377395	DAVID BOCIAN	0329	15.88	3211
01/18/2011	0	1377396	DARYL FOSMOEN	0329	15.88	3211
01/18/2011	0	1377397	RICHARD HORN	0329	15.88	3211
01/18/2011	0	1372156	DAVID HOWARD	0329	15.88	3211
01/18/2011	0	1377398	THOMAS LEMKE	0329	15.88	3211

8/26/2015 VM
LARK
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[REDACTED]

01/18/2011	0	1377399	RONALD LINDSEY	0329	15.88	3211
01/18/2011	0	1377406	JOHN MCNICHOL	0329	15.88	3211
01/18/2011	0	1377405	JAMES MONROE	0329	15.88	3211
01/18/2011	0	1377400	ROBERT ORLANSKI	0329	15.88	3211
01/18/2011	0	1377404	REVELL PAGE	0329	15.88	3211
01/18/2011	0	19860	MARK PALKOWSKI	0329	15.88	3211
01/18/2011	0	1377401	JOHN SKALSKI	0329	15.88	3211
01/18/2011	0	1377402	TIM SKINNER	0329	15.88	3211
01/31/2011	0	1378728	TODD DERFINY	0329	15.88	2459
01/31/2011	4	2284	JACK TERPENNY	0329	15.88	2459
02/14/2011	0	1379439	CLARENCE BOONE JR	0329	15.88	3211
02/14/2011	0	1379418	CHANA RICKS	0329	15.88	3211
03/01/2011	0	1038311	RICHARD FARRIS	0329	15.88	2459
03/01/2011	0	1380603	JOSEPH CICERELLA	0329	15.88	2459
03/03/2011	0	1380627	ROBERT GRAY	0329	15.88	2459
03/30/2011	0	1382216	WILLIAM EVERSOLE	0329	15.88	3211
03/30/2011	0	1382217	STEVEN MOORE	0329	15.88	3211
04/19/2011	4	1383552	ROBERT PEELER	0329	15.88	3211
04/19/2011	4	1383551	LARRY SMITH	0329	15.88	3211
04/25/2011	4	1278986	VANESSA DELLINGER	0329	15.88	3211
05/09/2011	4	1385483	RICHARD BOITNOTT	0329	15.88	2459
05/16/2011	4	1386045	THOMAS RANDALL JR	0329	15.88	2459
05/16/2011	4	1386042	CARRIE ROSS	0329	15.88	2459
05/16/2011	4	1386047	DONALD SANDER	0329	15.88	2459
05/23/2011	4	1386040	ANDRE BOWMAN	0329	15.88	3211
05/23/2011	4	1111224	JOHN CRONK	0329	15.88	3211
05/23/2011	4	1383553	WILLIAM DEBENE	0329	15.88	3211
05/23/2011	4	1386443	JOHN HASSLER	0329	15.88	3211
05/23/2011	4	1386034	RICHARD MOONEY	0329	15.88	3211
05/23/2011	4	1386455	MATTHEW PRESCOTT	0329	15.88	3211
05/23/2011	4	1386046	JOHN SETELIA	0329	15.88	3211
05/23/2011	4	1386044	DOUGLAS SOMERVILLE	0329	15.88	3211
05/23/2011	4	1386445		0329	15.88	3211

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			LEONARD TANNER			
07/11/2011	1	1390097	CORY FLAGG	0329	15.88	2459
01/31/2011	0	1322359	KEVIN GRUM	0329	16.28	4025
01/31/2011	0	1316247	MOHAMED JAWAD	0329	16.28	4025
01/31/2011	0	1314492	DONALD MOORE	0329	16.28	4025
01/31/2011	0	1317207	JASON TARRENCE	0329	16.28	4025
01/31/2011	0	1317209	MICHAEL THANE	0329	16.28	4025
03/29/2011	0	1314488	RONALD WOODLAND	0329	16.28	4025

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P M & P / LMA

2011 Discretionary Award Payment

October 8, 2011

PM&P
UNPUBLISHED LETTER
2011 Discretionary Award Payment
UP-76

International Union UAW

Attention: Mr. General Holiefield

Dear Sirs:

On February 11, 2011, a Discretionary Award Payment was made to eligible Chrysler Group LLC employees. At that time, four (4) Chrysler Group LLC employees with flow back rights were employed at New Process Gear (location 5332). These employees were deemed ineligible for this Discretionary Award.

As of May 2, 2011, the following four (4) employees were transferred from New Process Gear (location 5332) to the Belvidere Assembly Plant (location 4015) under work opportunity:

Joseph Murphy (1177573), CSD 4/2/02
Jeffrey Galka (172672), CSD 4/20/85
Rudy Hannon (172703), CSD 4/8/85
Raymond Sims (172678), CSD 8/20/84

In light of the transfer of these employees to a Chrysler Group LLC facility that was eligible for the Discretionary Award Payment, the UAW has raised concerns regarding these employees' eligibility for the Discretionary Award Payment. The Company agrees, on a non-precedent setting basis, to pay a Discretionary Award Payment to the above-listed four (4) employees in the amount to which the employee would have been entitled had he been eligible for the payment on February 11, 2011. The Company agrees to make these payments within ninety (90) days of the ratification of the 2011 Agreement.

Very truly yours,
Chrysler Group LLC

By: A.A. Iacobelli

Accepted and Approved:
INTERNATIONAL UNION, UAW

By General Holiefield

was 8/27/15 JS 8/27/15

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[Signature]

VM 8/26/2015
LARK 8/26/15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Relocation Allowance

October 7, 2014

PM&P
UNPUBLISHED LETTER
Relocation Allowance
UP-78

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During the course of these negotiations, the parties discussed the Relocation Allowance process and options available to employees. The parties discussed the relocation options and the change of residency requirement for employees transferred to a new location in an Out of Labor Market Area.

The parties recognize that "New Hire" employees are more likely to be negatively impacted by workforce reductions. The parties will review the placement and/or Job Offers to Out of Labor Market Areas of these indefinitely laid-off "New Hire" employees.

The parties recognize that the purpose of the Enhanced Relocation Option and Enhanced Modified Relocation Option are not intended to excessively benefit an employee in making multiple relocations without changing residency while forfeiting minimal seniority rights or retaining seniority at a former location. The parties recognize that the process has been and will continue to be that employees who report to the new location must change residency to be eligible for Relocation Allowance. With the new Enhanced Modified Relocation Option, a change of a residency will be required. This Enhanced Modified Relocation Option is not intended to create excessive churn of employees between the plants or to excessively benefit employees with relocation allowance payments without changing residency after reporting to the new location.

The parties acknowledge that there are unique situations where the change of residency requirement may not be required and certain options could be considered a commuter option (i.e., Toledo Machining to the Detroit Labor Market Area; Kenosha Engine to the Illinois Labor Market Area).

Therefore, the parties agree to review on a situation by situation basis the movement of employees, specifically "New Hires", between Labor Markets to avoid excessive movement of employees and relocation allowances that may be afforded to employees. The parties will continue to consider other relocation allowance options as may be appropriate.

Any abuse of the process or excessive movement of employees will be reviewed by the National Parties.

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9/13/15

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[Signature]

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Very truly yours,

CHRYSLER GROUP LLC

By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW

By General Holiefield

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AR 9/13/15



P M & P / LMA

Vacation Replacements

September 12, 2014

PM&P
UNPUBLISHED LETTER
Vacation Replacements
UP-79

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

~~During these negotiations, the parties discussed circumstances whereby the need would exist for vacation replacements to be utilized outside the scope of the intent of Letter 185, Letter 19, and Section 45 of the P, M & P Agreement. Therefore, based on mutual agreement between the International Union and Corporate Employee Relations, the parties agree to extend the use of Vacation Replacements to address special circumstances as they arise.~~

~~Very truly yours,~~

~~CHRYSLER GROUP LLC~~

~~By A. A. Iacobelli~~

~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW~~

~~By General Holiefield~~

N.A.S. 9-15-15
JB 9/15/15

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P M & P / LMA

Temporary Part-Time Employees

October 11, 2011

PM&P
UNPUBLISHED LETTER
Temporary Part-Time Employees
UP-82

International Union, UAW

Attention: Mr. General Holiefield

Dear Sir:

The Supplemental Agreement Temporary Part-Time Employees (S-1) provides for hiring of Temporary Part-Time (TPT) employees to supplement the workforce in order to meet short-term, fluctuating manpower needs. Normally, these employees are scheduled to work on Mondays, Fridays, and Saturdays, Sundays and Holidays, as required. On occasion, the parties have identified the need for TPTs to work outside the typical schedule to protect the efficiency of operations, for example during periods of high vacation utilization, absenteeism, new model launches, etc.

Accordingly, the International Union and Corporate Employee Relations agree that the parties will, by mutual agreement, extend the use of TPT employees to address special circumstances as they arise.

The parties agree that all the future TPT hires will be at the TPT Team Member Support (TMS) 2 rate in effect on September xx, 2011. In addition to this lowered rate, TPT employees will not be eligible for a performance bonus or any vacation entitlement.

The Company has no intent to circumvent the intended use of TPT employees or to displace regular full-time employees. Any allegations of improper application of the TPT language will be directed to Corporate Union Relations and the International Union for resolution.

Very truly yours,

CHRYSLER GROUP LLC

By: A.A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW

By General Holiefield

AN 9/15/15
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MF 9/15/15

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P M & P / LMA

U.S. Manufacturing Investment

October 12, 2011

PM&P
UNPUBLISHED LETTER
U.S. Manufacturing Investment
UP-83

International Union

Attention: General Holiefield

Dear Sir,

It is mutually understood that financial stability for the Company and its employees can only be forged through the production of profitable vehicles for the consumer base. As such, the parties recognize that Chrysler's ability to maintain its manufacturing presence in the United States, with a commitment to future product and significant investment with the potential for associated job growth, is based on:

- Stable market segments and market demand, that generate profitable volumes
- Favorable business cases / profitable vehicles
- Full implementation of World Class Manufacturing / World Class Logistics
- Maintaining an overall competitive cost structure, including competitive labor costs

Investment and Plant Loading

The parties understand and agree that the North American and global economies remain highly volatile and unpredictable. As a result, the Company continues to analyze and study the most efficient utilization of its manufacturing assets. To that end, the plant loading and product allocation plan outlined below represents the Company's current plan of record to best utilize U.S. facilities. The plan, as of September 2011, is detailed below and represents the Company's plan to invest approximately \$4.5 billion, retain approximately 10,000 jobs, and may add up to 2,100 new jobs through 2015.

Belvidere Assembly Plant

- Estimated plant investment of approximately \$600M
- Estimated 2,400 jobs retained
- Product Allocation & Work Retention
 - o Continue production of current Dodge Caliber, Jeep Patriot and Jeep Compass through planned product life cycle
 - o New vehicle loading based off Compact United States Wide (CUSW) platform

Sterling Heights Assembly Plant

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9/16/15

- Estimated plant investment of approximately \$850M
- Estimated 2,200 jobs retained
- Product Allocation & Work Retention
 - o Continue production of Dodge Avenger, Chrysler 200 and Chrysler 200 Convertible through planned product life cycle
 - o New vehicle leading based off Compact United States Wide (CUSW) platform

Kokomo Area Plants

- Estimated plant investment of approximately \$1,300M
- Estimated 3,500 jobs retained
- Product Allocation & Work Retention
 - o Continue production of current products through planned product life cycle
 - o New Front Wheel Drive 9 Speed — 948 TE transmission and new Rear Wheel Drive 8 Speed — 845RE transmission

GEMA Engine Plant

- Estimated plant investment of approximately \$300M
- Estimated 350 jobs retained
- Product Allocation & Work Retention
 - o Continue production of WGE Engine and FIRE engine through planned product life cycle

Toledo Machining Plant

- Estimated plant investment of approximately \$100M
- Estimated 550 jobs retained
- Product Allocation & Work Retention
 - o Continue production of current Steering Columns, FWD and RWD Torque Converters through planned product life cycle
 - o Production of new/next generation Steering Columns, FWD and RWD Torque Converters

Trenton North Engine Plant

- Estimated plant investment of approximately \$100M
- Estimated 250 new jobs created
- Product Allocation & Work Retention
 - o Reutilize portion of Trenton North Engine Plant to produce an incremental volume of 3.8L V-6 increase of 150,000 units

Additional Investment

The Company plans to further invest approximately \$1.3 Billion across multiple manufacturing facilities. This investment will retain an approximately 1,000 jobs, and may add up to an additional 1,850 new jobs.

It is mutually understood that the product, investment and employment levels detailed above are contingent upon consumer demand generating sustainable and profitable volumes.

Very truly yours,
CHRYSLER GROUP LLC

By A.A. Iacobelli

Accepted and Approved:
International Union, UAW

By General Hollefild

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P M & P / LMA

Supplier Quality and Lean Initiatives

October 8, 2011

PM&P
UNPUBLISHED LETTER

Supplier Quality and Lean Initiatives
UP-85

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

The Vice President and Director of the Chrysler Department, UAW, and the Vice President of Employee Relations, Chrysler Group LLC, as Co-Chairs of the UAW-Chrysler Joint Activities Board (JAB), have agreed to redeploy two (2) current members on special assignment to work with UAW supplier representatives on Supplier Quality and Lean Initiatives for the purpose of assisting UAW represented suppliers with Best In-Class manufacturing practices.

These individuals to be redeployed will be required to sign confidentiality agreements prior to the start of this reassignment to include special recognition that the dissemination of any and all World Class Manufacturing (WCM) materials or other intellectual property will be specifically prohibited from being included in this effort. Any such request for WCM information will be referred to the appropriate Chrysler Group WCM individual(s) as specified in the "Supplier Relations and Collaboration" letter.

This redeployment will be for a period of one year after which the results of the initiative as well as the adequacy of the resources will be evaluated.

Very truly yours,
CHRYSLER GROUP LLC

By A. A. Iacobelli

Accepted and Approved:
INTERNATIONAL UNION, UAW

By General Holiefield

NSM 9/16/15
BL 9-16-15

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JS 9/16/15
KRW 9/16/15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Housekeeping Competitive Opportunities

October 8, 2014

PM&P
UNPUBLISHED LETTER
Housekeeping Competitive Opportunities
UP-86

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During these negotiations, the parties conducted extensive discussions regarding the Union's desires to have housekeeping related functions performed by UAW represented Chrysler employees. The Company advised the Union that this work was outsourced during 2007 bargaining due, in part, to the significant reductions in structural costs resulting from these actions.

In order to address the concerns raised by the Union, the Company agreed to advise the International Union prior to the conclusion of the existing service provider commercial agreement(s) so that the Union could provide a competitive proposal for consideration with other potential service providers.

Very truly yours,

CHRYSLER GROUP LLC

By: A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: General Holiefield

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P M & P / LMA

Tuition Assistance Program

October 9, 2011

PM&P
UNPUBLISHED LETTER
Tuition Assistance Program
UP-87

International Union, UAW

Attention: Mr. General Holiefield

Dear Sir:

The UAW-Chrysler National Training Center Joint Activities Board will meet within 90 days after ratification of the 2011 National Agreement to evaluate alternatives and develop a plan to implement a Tuition Assistance Program for active Bargaining Unit employees by January 1, 2012.

Very truly yours,

CHRYSLER GROUP LLC

By: A.A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW

By General Holiefield

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NJM 8/29/15

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8/27/15
GLRW 8/27/15



P M & P / LMA

Joint Health & Safety Leadership

September 8, 2014

PM&P
UNPUBLISHED LETTER
Joint Health & Safety Leadership
LIP-89

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

The parties recognize the significant gains made through our joint efforts in developing and implementing best safety practices and training in all Chrysler facilities. We also recognize the benefits our leadership and efforts in health and safety can bring to the auto industry as a whole.

To that end, we will work together and with other recognized leaders in workplace health and safety, such as the National Safety Council, to explore innovative methods of sharing best safety practices and training wherever possible.

The National Joint Committee on Health and Safety (NJCS) will meet and determine a process to accomplish our shared objectives in this area. The NJCS will report their findings to the Vice President and Director of the UAW-Chrysler Department and the Vice President of Employee Relations.

Very truly yours,
CHRYSLER GROUP LLC

By: A. A. Iacobelli

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: General Holiefield

AK 8.31.15
FFB 8.31.15

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[Signature]

MKS 8/29/15
MA 8/29/15



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Understanding Re: Trenton South Engine Plant Technical Specialists

October 1, 2014

PM&P

UNPUBLISHED LETTER

Understanding Re: Trenton South Engine Plant Technical Specialists

UP-90

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During these negotiations the parties discussed certain individuals at the Trenton South Engine Plant (TSEP) who are currently in the Technical Specialist classification who do not possess skilled trades status. A new local agreement will be negotiated soon after the ratification of the Production, Maintenance and Parts (PM&P) Agreement that will change the Technical Specialist classification.

The parties agreed that TSEP employees in the Technical Specialist classification at the time of a new local agreement who do not possess a journeyman certification:

1. Be "red circled" with the Technical Specialist rate of pay as of the date of the agreement
2. Be required to enter the Chrysler—UAW Apprenticeship Program as soon as an opportunity is available in the Detroit Labor Market

Any employee who declines an opportunity to enter the Chrysler—UAW Apprenticeship Program for any reason will be reclassified to a non-skilled classification at TSEP and have their base rate adjusted accordingly.

Very truly yours,
CHRYSLER GROUP LLC

By: A. A. Jacobelli

SA 9.11.15

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: General Holiefield

RA 9-11-15

SA 9-11-15

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*Bob 9.11.15
RBW 9.11.15*



P M & P / LMA

Understanding Regarding Trenton South Engine Plant Local Agreement

October 3, 2011

PM&P
UNPUBLISHED LETTER
Understanding Regarding Trenton South Engine Plant Local Agreement
UP-91 (HISTORICAL)

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During these negotiations the parties discussed the local agreement signed April 25, 2006 covering employees at the Trenton South Engine Plant (TSEP). As a result of these discussions, the parties agreed that within ninety (90) days of ratification of the 2011 Production, Maintenance and Parts (PM&P) Agreement the parties will commence discussions regarding a new local agreement.

The parties also reached agreement that certain concepts and provisions must form the basis of the new local agreement in order to maintain maximum output instead of producing these engines in Saltillo, Mexico. Accordingly, the following elements will form the basis of the new agreement:

Relief Time

The parties discussed the Union's demand that employees at TSEP follow the relief provisions detailed in Section (44(b))—Work Standards—Relief Time and Other Allowances of the PM&P Agreement. The parties also discussed their shared objective of maintaining the plant's production capacity in order to meet the strong market demand for the highly successful Pentastar Engine.

In resolution of this matter, TSEP employees will receive daily relief time equal to that specified in Section (44(b)).

In the Assembly area(s) the allotted relief time may be delivered by a combination of mass relief and tag relief that when added together will equal the levels specified in Section (44(b)).

In Non-Assembly areas of the plant employees will receive daily relief time equal to that specified in Section (44(b)). The method of delivering this relief will be determined by Local Management.

Classifications

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Non-skilled employees will migrate to a two-classification structure with team leaders and team members. Non-skilled employees will not transition to the Technical Specialist classification.

There will be no substantial change to the way skilled trades work is organized and delivered at TSEP. The plant is organized using skilled trades teams and recognizes the five (5) core classifications under the 2011 PM&P Agreement.

3rd Party Services

Services currently being provided by 3rd party providers at TSEP that are being provided by Chrysler Group LLC employees in other Chrysler facilities will be reviewed with the objective of insourcing the work where a positive business case exists.

3rd Party providers currently providing services at TSEP that will be subject to review include:

- _____ Walbridge
- _____ Ryder
- _____ PIC

Other Competitive Work Practices and Operational Patterns

- _____ 3/2/120 will continue to be the operating pattern
- _____ Shift rotation and rotation frequency will be determined by the local parties on an annual basis.

Application of (M-02) Memorandum of Understanding On Overtime — U.S. Plants

TSEP will be designated as a critical plant under Section 4. — Critical Plants of (M-02) and as such the following will apply:

- _____ The plant may be scheduled (and employees required to work) up to 11.5 hours per day
- _____ Up to two (2) crews may be scheduled (and required to work) on Sundays

Given the current strong market demand for the Pentastar Engine the critical plant designation defined in this section may be in effect during the term of this Agreement, and in order to maximize U.S. production of the Pentastar, will not be subject to the duration limitation detailed in (M-02) Section 4.C. The parties further agree this overtime exception is for the sole purpose of meeting customer demand and absent such demand the provisions of (M-02) will apply.

Upon ratification, the revised local Agreement will constitute the sole collective bargaining agreement and shall replace all previous agreements between the Trenton South Engine Plant and Local 372 of the UAW.

Very truly yours

CHRYSLER GROUP LLC

By: A. A. Iacabelli

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: General Holliefield _____

IF
9.23.15
AD 9/23/15

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9/23/15



P M & P / LMA

Understanding Re: GEMA Inclusion in Section (1) and Schedule "A" of PM&P Agreement

-September 22, 2011

PM&P
UNPUBLISHED LETTER

Understanding Re: GEMA Inclusion in Section (1) and Schedule "A" of PM&P Agreement
UP-92 (HISTORICAL)

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

~~During these negotiations the Company and Union discussed the possible inclusion of employees from the Global Engine Manufacturing Alliance (GEMA) in Section (1) — Employees Covered and Schedule "A" of the Production, Maintenance and Parts (PM&P) Agreement between Chrysler Group LLC and the UAW dated September xx, 2011.~~

~~The parties agree that should at any time during the term of the 2011 PM&P Agreement the Vice President of the UAW-Chrysler Department inform the Vice President of Employee Relations that all applicable Union procedures and protocol have been satisfied, and that employees covered under the GEMA collective agreement request to be included in Section (1) and Schedule "A" of the Production, Maintenance and Parts (PM&P) Agreement between Chrysler Group LLC and the UAW dated September xx, 2011, they will be included.~~

Very truly yours,

CHRYSLER GROUP LLC

By: A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: General Holiefield

MF 9-23-15
20 9/23/15

456

CM
LAK
9/23/15



P M & P / LMA

Die Capacity Utilization

September 14, 2011

PM&P
UNPUBLISHED LETTER
Die Capacity Utilization
New UP-95

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

~~During these negotiations, the Company and Union reviewed an extensive die construction and tryout proposal that would greatly increase the Company's ability to insource additional die construction work by utilizing available tryout press capability, currently underutilized at the Warren Stamping and Sterling Stamping Plants.~~

~~Implementation of this proposal would offer the following benefits for the Company and UAW skilled trades members at Mt. Elliott Tool and Die, Sterling Stamping, and Warren Stamping Plants:~~

- ~~— Increase die construction capacity at METD from 240,000 hours annually to approximately 400,000 hours annually or an increase of 160,000 hours.~~
- ~~— Reduction in the amount of dies currently sourced for die construction and tryout.~~
- ~~— Utilize tryout and press lines at Sterling Stamping and Warren Stamping to their fullest capability for those dies that will be installed at the respective plants.~~
- ~~— Grow the skill sets of current skilled trades at the Warren and Sterling Stamping Plants by enhancing their knowledge of die build, tryout, and repair.~~
- ~~— Potential additional employment opportunities.~~
- ~~— Earlier in-plant tryout ensuring time to market and quality goals are achieved.~~

~~As a result of these discussions, the parties agree to initiate this program beginning in the first quarter, 2012. Prior to implementation of this program, representatives from the Company and International Union will meet with representatives of Sterling and Warren Stamping plants and Mt. Elliott Tool and Die, to discuss and develop a working agreement to ensure prompt implementation of this program.~~

SJS 9.16.15

MP 9.15.15

Very truly yours

457

ZH 9/16/15
MP

CHRYSLER GROUP LLC

By: A. A. Iacobelli

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: General Holiefield

Sgt 9.15.15
MF 9.15.15

458



Lt 9/16/15
mp



FIAT CHRYSLER AUTOMOBILES

PM & P / LMA

Clarification of Letter 53

October 12, 2011

PM&P
UNPUBLISHED LETTER
Clarification of Letter 53
UP-96

International Union, UAW

Attention: Mr. General Holiefield

Dear Sir:

In accordance with our understanding regarding the order of new Apprentices, the parties agree to craft a new letter covering seniority and list placement to replace the current Letter 53, dated September 29, 2003, within twelve (12) months of ratification of this Agreement.

Very truly yours,
CHRYSLER GROUP LLC

By: A.A. Jacobelli

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: General Holiefield

BB 9.11.15
RBW 9.11.15

SP 9.11.15

JA 9.11.15

REC 9.11.15

459





FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Mopar

October 1, 2011

PM&P
UNPUBLISHED LETTER
Mopar
UP-100 HISTORICAL

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

The Mopar Team has undertaken significant actions in 2010 and 2011 to acquire additional work for the Mopar Network potentially driving increased revenue and UAW job opportunities. The additional work includes:

Magneti Marelli

Mopar has an agreement with Magneti Marelli to supply an "All Makes" line of maintenance and repair service parts. The product lines, at least twenty-six (26) and 3000+ part numbers will be launched throughout 2011 and early 2012, will be distributed through Mopar's existing distribution network.

Cross Dock

In the first quarter of 2011, Mopar launched a new process design for the shipment and handling of referrals shipped from National Parts Distribution Center (PDC) locations. It is expected that redistribution through the US Field PDC Network would amount to 2.4 million annual cross deck lines flowing through the US Field PDC network that had previously been managed and delivered by UPS.

Fiat, Maserati, Alfa Romeo

With the merger of Fiat and Chrysler, Mopar is now stocking over 8,500 unique Fiat parts that are distributed to over 100 dealers in the United States. Maserati parts were insourced to New York, Los Angeles and Orlando in 2010, and in addition, Alfa Romeo has about 2000 part numbers in Orlando.

Packaging

MR 9.23.15

460

9/23/15
CRAK
LMAK

Mopar has insourced the packaging of several commodities which include headlamps and wheels. Mopar is presently reviewing the insourcing of other commodities into Center Line and Marysville.

As a result of the above actions, and based on current business conditions, Mopar is anticipating hiring approximately 149 full time employees during the 4th quarter of 2011. If the business environment would deteriorate this number will be reevaluated.

Very truly yours

CHRYSLER GROUP LLC

By: A. A. Iacobelli

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: General Holiefield

MF 9.23.15

461

9/23/15
on
LAWK



FCA, CHRYSLER, RAM, JEEP

P M & P / LMA

GEMA Employee Participation in Cash Balance Plan

September 15, 2014

PM&P
UNPUBLISHED LETTER
GEMA Employee Participation in Cash Balance Plan
UP-102

International Union, UAW

Attention: General Holiefield

Dear Sirs:

Concurrent with these negotiations, the Company and Union discussed issues concerning the possible inclusion of Global Engine Manufacturing Alliance, LLC (GEMA) hourly-classified employees in the Agreement between Chrysler Group LLC and the UAW, Production, Maintenance and Parts, dated September xx, 2015. These discussions include the eligibility and conditions relating to GEMA employee participation in any of the various benefit programs that are available to other UAW employees covered under the Chrysler Group LLC-UAW National Agreement.

To the extent these discussions result in an agreement to include or exclude GEMA-UAW employees in this Cash Balance Plan, the parties agree that this Cash Balance Plan will be appropriately amended to reflect the details of such agreement.

Very truly yours,
CHRYSLER GROUP LLC

By James J. Bante

Accepted and Approved:
INTERNATIONAL UNION, UAW

By General Holiefield

CHS
8/26/2015

MD
8/26/15

PJR
H.D.
8-2015

462
[Redacted]



UAW Retiree Medical Benefits Trust

P M & P / LMA

UAW Retiree Medical Benefits Trust

October 11, 2011

PM&P
UNPUBLISHED LETTER
UAW Retiree Medical Benefits Trust
UP-106

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During these negotiations, the Company and the UAW discussed the prospect of diversions to the UAW Retiree Medical Benefits Trust ("VEBA") of amounts otherwise payable in profit sharing. Without making any commitment to the underlying concept, the Company expressed serious accounting, tax, legal, and other concerns with respect to any such proposal. The parties agree to continue discussions on this topic and bring them to conclusion within 12 months following ratification of the 2011 UAW Chrysler National Bargaining Agreement to determine whether these concerns can be adequately addressed to the Company's satisfaction. If the Company's concerns are resolved, then the parties are empowered to so divert 10% of such profit sharing payments annually.

Very truly yours
CHRYSLER GROUP LLC

By: A. A. Iacobelli

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: General Holiefield

✓

M
8-26-15

RJB
M.D.
8-26-15

463
[Redacted]

