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Modified Sections



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(0000) Agreement Date / Union List

Agreements* Entered Into on This

~~Twelfth-xx~~ Day of

~~September~~October, 2014~~5~~

Between ~~Chrysler Group~~ FCA US LLC
(Hereinafter referred to as the "Company")

and, as to the Engineering Agreement,
the following Local Unions

United Automobile, Aerospace
and Agricultural Implement
Workers of America

72	212	412	509	573
597	1212	1284	1302	1435
1761	1929	2149		

and, as to the Office and Clerical Agreement,
the following Local Unions

United Automobile, Aerospace
and Agricultural Implement
Workers of America

72	75	125	186	212
230	422	573	597	889
1086	1212	1302	1435	1649
1761	1929	2149	2360	3039

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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.)

*There are two Agreements: Engineering and Office and Clerical. Unless otherwise
indicated, each provision set forth below is a provision of each of the two
Agreements. Where this is not the case, the provision is set forth as it exists in each
Agreement.

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(000) Index of Units

**ENGINEERING
INDEX OF UNITS**

1. Product Planning and Development (Local 412 - Unit 1)
2. Product Planning and Development (Local 412 - Unit 10)
3. Product Planning and Development (Local 412 - Unit 14)
4. Automotive Sales Group (Local 412 - Unit 32)
5. Chelsea Proving Grounds (Local 1284)
6. Belvidere Assembly (Local 1761)
7. Jefferson North Assembly (Local 412 - Unit 2)
8. Detroit Area Nurses (Local 412 - Unit 57)
9. Warren Truck Assembly (Local 412 - Unit 17)
10. Arizona Proving Grounds (Local 509)
11. Kokomo Transmission (Local 1302-Unit 1)
Indiana Transmission I (Local 1302 - Unit 1)
Indiana Transmission II (Local 1302 - Unit 1)
Tipton Transmission (Local 1302 - Unit 1)
12. Kokomo Casting (Local 1302 - Unit 4)
13. Toledo Machining (Local 1435 - Unit 4)
14. Sterling Heights Assembly (Local 412 - Unit 51)
15. Mack I Avenue Engine (Local 412 - Unit 9)
Mack II Engine Plant (Local 412 - Unit 9)
16. Advance PowerTrain Manufacturing Engineering (Local 412 - Unit 25 53)
17. ~~Advance Manufacturing Engineering (Local 212 - Unit 77)~~
Advance Stamping Manufacturing Engineering (Local 212 - Unit 77)
Manufacturing Engineering (Local 212 - Unit 77)
18. Sterling Stamping (Local 412 - Unit 7)
19. Warren Stamping (Local 412 - Unit 18)
20. Parts Division (Local 412 - Unit 23)
21. Marysville Axle (Local 412, Unit 21)
22. ~~Trenton South Plant~~ Trenton Engine Complex (Local 412, Unit 25)

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**OFFICE AND CLERICAL
INDEX OF UNITS**

1. Warren Truck Assembly (Local 889- Unit 1)
2. Belvidere Assembly (Local 1761)
3. Chrysler Technology Center (Local 889- Unit 2)
4. Jefferson North Assembly (Local 889 - Unit 3)
5. ~~Chrysler Service Contracts Center~~ Mopar Vehicle Protection (Local 889 - Unit 4)
6. Mack I Avenue Engine (Local 889 - Unit 6)
Mack II Engine Plant (Local 889 - Unit 6)
7. Dallas Parts Depot (Local 2360)
8. Kokomo Transmission (Local 1302- Unit 3)
Indiana Transmission I (Local 1302 - Unit 3)
Indiana Transmission II (Local 1302 - Unit 3)
Tipton Transmission (Local 1302 - Unit 3)
9. Kokomo Casting (Local 1302 - Unit 3)
10. Toledo Machining (Local 1435 - Unit 3)
11. Chrysler Pilot Operations (Local 212)
12. Warren Stamping (Local 889 - Unit 8)
13. Sterling Stamping (Local 889 - Unit 9)
14. Center Line Parts (Local 889 - Unit 10)
15. Marysville Parts (Local 889 - Unit 11)
16. New York Parts (Local 3039)
17. Boston Parts (Local 422)
18. Denver Parts (Local 186)
19. Orlando Parts (Local 1649)
20. Los Angeles Parts (Local 230)
21. Minneapolis Parts (Local 125)
22. ~~Chrysler~~ FCA Transport, Inc. (Local 212)
23. International Supply Operations (Local 889 - Unit 12)
24. Sterling Heights Assembly (Local 889 - Unit 14)
25. Cleveland Parts (Local 573)
26. Milwaukee PDC (Local 75)
27. Marysville Axle (Local 889 - Unit 5)
28. ~~Trenton South Plant~~ Trenton Engine Complex (Local 889 - Unit 7)

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(00000) 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.

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(004) Equal Application of Agreement

It is the policy of ~~Chrysler Group~~ 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 appealed to Step 2 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. After the grievance is answered in the Second Step, the Regional Director of the Union or his designated representative and/or the Local Union President 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 be paid by the Company for any time spent on such activity.

The Grievance and Arbitration Procedure shall be the exclusive contractual procedure for remedying such claims.

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(021) Step 2

(a)--If the Department Head or his designated representative's answer is not satisfactory, the grievance may be referred to the Unit Chairman/ Committeeman/President, who may submit the appeal on an agenda to the Labor Relations Supervisor. A meeting between two representatives of the Union and two representatives of the Plant Management, one of whom may be the Department Head, will be arranged, to discuss the grievance or grievances appearing on the agenda within five (5) working days from the date the agenda is received by the Labor Relations Supervisor. Any claim of discrimination appealed to Step 2 of the Procedure shall contain a full statement of the facts which give rise to the claim and the specific reason or reasons why the employee or employees believes they have been discriminated against. If a grievance involves the continuing refusal of Management to return an employee to work from a sick leave of absence, where the employee's personal physician has found, contrary to findings of a physician or physicians acting for the Company, that the employee is able to do a job to which his seniority entitles him, such grievance may be presented directly to the Labor Relations Supervisor as part of the Second Step agenda.

(b)--At such meeting each party, after diligent investigation, will endeavor in good faith to furnish the other all facts and information then available, with respect to the grievance.

(c)--The Union representatives may meet at a place designated by the Management on Company property for one-half (1/2) hour immediately preceding a meeting with the two representatives of Management for which a written request has been made.

(d)--One of the two Union representatives, provided he works at the Plant at which the grievance arose or is the Unit Chairman/President or Chairman of the Committee, shall be allowed time off his job without loss of time or pay to investigate a grievance which he has discussed or is to discuss with the Labor Relations Supervisor. The representative's Supervisor will grant him permission to leave his work for this purpose.

(e)--In addition to the two (2) Union representatives specified in Subsection (a), the Local Union President or, in his absence, the Local Union Vice-President, and the Regional Director of the Union for the area in which the plant is located, or his regularly designated representative, will be permitted, upon proper notice to the Plant Management concerned, to attend the scheduled grievance meeting provided for in this Section (21).

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[Signature]

(f)--If the two representatives of the Plant Management and the two representatives of the Union do not dispose of the matter, the Labor Relations Supervisor or his designated representative shall prepare an answer setting forth the facts and arguments in support of his answer.

A copy of such answer will be given to the Unit of the Local Union, and copies of both the 1st and 2nd step answers and the grievance will be sent by the Local Union to the Regional Director of the Union for the Region.

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(033) Maintenance of Discipline

It is agreed that the maintenance of discipline is essential to the satisfactory operation of the plant and office. 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 - Counseling (Verbal Warning)
- 2nd Violation - Written Warning
- 3rd Violation - 1 Working Day Disciplinary Layoff
- 4th Violation - 5 Working Day Disciplinary Layoff
- 5th Violation - 30 Working 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.

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(038) Probationary Employees

(a)--New employees hired in the unit shall be considered as probationary employees for the first one hundred twenty (120) days of their employment. The one hundred twenty (120) days probationary period shall be accumulated within not more than one (1) year. When an employee finishes the probationary period, by accumulating one hundred twenty (120) days of employment within not more than one (1) year, he shall be entered on the seniority list of the unit and shall rank for seniority from the day one hundred twenty (120) days prior to the day he completed the probationary period.

The provisions of this Section shall not apply to temporary employees as defined in the Letter of Understanding "Temporary Hires".

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

~~—(c) An employee with seniority in one plant of the Company who is hired as a new employee at another plant of the Company will 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.~~

(dc)--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 or office 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. When other factors enter into the discharge of such a probationary employee, the Union shall not represent the probationary employee. The Union may represent probationary employees who have worked at the plant or office more than thirty (30) days, however, any claim made by a probationary employee made after thirty (30) days of employment that his layoff or discharge is not for cause, or discriminatory under Section (4), may be taken up as a grievance provided, however, that (i) 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; and (ii) the Union shall upon filing a grievance concerning such an employee state in what respects the discharge is alleged to be arbitrary and, therefore, was not related to the employee's attitude, performance, conduct, or potentiality as a satisfactory employee. The Appeal Board shall have jurisdiction over such cases. A

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probationary employee who is discharged and later reinstated shall not be deemed to have served any part of his probationary period between the date of his discharge and his reinstatement unless otherwise agreed upon at the Appeal Board.

(ed)--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 one hundred twenty (120) days.

(fe)--The provisions of Subsections (a) and (e), as it pertains to the one hundred twenty (120) days, shall apply only to employees hired by the Company on or after September 15, 1982. For employees on the active roll of the Company or seniority employees on the inactive roll as of September 14, 1982, the probationary period shall be ninety (90) days, unless they lose seniority and are rehired by the Company in which case the one hundred twenty (120) day provisions shall apply.

(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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(041) Seniority Lists

(a)--Seniority shall not be affected by the age, sex, religion, race, color, national origin, ~~handicap~~ disability, marital status, or any other protected class under the law or dependents of the employee.

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

(c)--The Management will keep the seniority lists up to date at all times, and whenever a Steward shall raise a question of seniority, shall make the seniority list available for his inspection for the purpose of settling the question. Management will post corrected seniority lists every ninety (90) days.

(d)--In plants where such lists are typed, three (3) copies will be given to the Local Union or Unit of an Amalgamated 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.

(e)--The Unit Chairman/President may request and the Management will include on the seniority lists, provided the plant's current system has the capability, a notation alongside an employee's name that he has seniority rights in another seniority group and, where feasible, seniority rights in another Unit.

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(042) 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, unless, for a reason beyond his control, he is unable to comply with such notice requirements. In proper cases, exceptions shall be made. 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 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 the Grievance Procedure.

(e)--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.

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

(g)--He retires or receives a pension under the Pension Plan of this Agreement. If he receives a pension for permanent total disability and is re-employed, his seniority including

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that which he otherwise would have acquired during the period of his disability, shall be restored.

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

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(054) Work Opportunity for Laid Off Employees

The Management agrees that in employing new people in any seniority group it will so far as reasonably practicable give work opportunity to employees who are at the time on indefinite layoff and are not expected to be returned to work in their unit in the following order:

(a)--To employees of other seniority groups within the unit.

Office and clerical employees reinstated to permanent positions pursuant to this Subsection shall be reinstated with full seniority and their seniority in other seniority groups within the unit shall terminate. Employees reinstated pursuant to this Subsection to temporary positions shall be reinstated with date of entry seniority while maintaining their seniority in their former seniority groups for a period not to exceed thirty (30) days or any extension thereof as agreed upon by the parties. If such assignments exceed such period, their full seniority will be transferred to the new seniority group and their seniority in any other seniority groups within the unit shall terminate.

(b)--To employees of other Units covered by this Agreement. Such employees placed under this Subsection (b), prior to the date of this Agreement shall continue to rank for seniority as of date of entry in the current unit. The term "employees of other units" shall include those laid off seniority employees under the National Engineering and Office and Clerical Agreements who have previously held a salaried clerical classification which is common to both Agreements. Employees hired in a unit under this subsection (b), on or after the date of this Agreement, on such a classification pursuant to the provision of this Subsection, will not be required to serve another probationary period but shall rank for seniority as of date of entry in the based on the seniority date held at the former unit. In the placement of such laid off employees, the Company has and will continue to emphasize the placement of such laid off employees consistent with their corporate service, experience, ability and performance. 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 unit. Where two or more such employees have the same seniority date from the former unit, their rank shall be determined by the receiving unit practice.

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(c)--To employees of other units covered by this 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 date of entry in the current unit. 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 unit. 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 unit. Where two or more such employees have the same seniority date from the former unit, their rank shall be determined by the receiving unit practice.

If, in the placement of employees pursuant to this Subsection, the International Union has a question concerning the placement of any such employee, it may discuss the matter with Corporate Union Relations.

An employee accepting work under Subsection (b) shall retain any rights accrued for purposes of holidays, vacations, pensions, insurance and the Supplemental Unemployment Benefit Plan.

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FIAT CHRYSLER AUTOMOBILES

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(055) 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 an employee on indefinite layoff 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 (54)

~~—(b)—An employee who accepts available work at another plant as hereinbefore set forth shall be a new employee in the plant in which he accepts such work.~~

(eb)--Engineering Only - On being recalled to his former plant, he shall have full seniority rights with accumulated seniority but shall have no seniority rights in the plant from which he was recalled.

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(056) Transfer of Employees

(a)--An employee who is transferred either by the Company or at his own request from one bargaining unit represented by the Union to another such unit shall start work as a new employee in the unit to which he is transferred and shall retain his seniority in the former unit, provided however, that employees who transfer with operations will be transferred pursuant to Section (57). An employee transferred pursuant to the terms of this Subsection (a) shall not return to his former unit unless and until he is placed on indefinite layoff pursuant to the terms of Section (52)(a). If, so laid off, he may elect (i) to remain on layoff at the new unit and in such case his seniority at all former units shall terminate, or (ii) to return to his former unit with full accumulated seniority and in such case his seniority at the new unit shall terminate. If he makes no election, he shall retain seniority in his former unit and lose seniority in the new unit.

(b)--An employee who is transferred either by the Company or at his own request from a bargaining unit represented by the Union, under the National Engineering or National Office and Clerical Agreement, to another such unit, under the other agreement, shall start work as a new employee in the unit to which he is transferred and shall retain his seniority in the former unit, provided however, that employees who transfer with operations will be transferred pursuant to Section (57). An employee transferred pursuant to the terms of this Subsection (b) shall not return to his former unit unless and until he is placed on indefinite layoff pursuant to the terms of Section (52)(a). If, so laid off, he may elect (i) to remain on layoff at the new unit and in such case his seniority at all former units shall terminate, or (ii) to return to his former unit with full accumulated seniority and in such case his seniority at the new unit shall terminate. If he makes no election, he shall retain seniority in his former unit and lose seniority in the new unit.

(c)--(i) If an employee was transferred to a position in the plant not included in the unit prior to March 1, 1977 and is transferred again to a position within the unit, he shall accumulate seniority up to March 1, 1977 while working in the position out of the unit to which he was transferred;

(ii) If an employee was transferred to a position in the plant not included in the unit and was subsequently transferred to a different plant of the Company prior to March 1, 1977, he shall accumulate seniority in the unit for a period equal to the seniority he had at the time of such subsequent transfer; if such subsequent transfer takes place on or after March 1, 1977, he shall have accumulated seniority up to March 1, 1977.

(d)--If an employee was transferred from the unit into any other plant or office of the Company to a position not included within a unit prior to March 1, 1977, he shall accumulate seniority in the unit from which he was transferred up to March 1, 1977 for a period of time not to exceed the seniority he had at the time of such transfer. If, he is transferred again to a position within his former unit during a period measured by the length of seniority he had at the time of his

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transfer from the unit plus an equal amount of time, he shall return to his former unit with full accumulated seniority. After this period, he shall return to his former unit with the seniority he had at the time of his transfer from the unit.

(e)--An employee transferred to a position not included in the unit on or after March 1, 1977 who is again transferred to a position in the unit, shall commence work with the amount of seniority he had at the time of his transfer to a position not included in the unit.

(f)--Employees who transfer under this Section (56) shall retain any rights accrued for purposes of vacations, pensions, insurance and the Supplemental Unemployment Benefit Plan.

(g)--Office and Clerical Only - An employee who is transferred either by the Company or at his own request from one seniority group to a permanent position in another seniority group within the same unit shall enter the new seniority group with full seniority, and his seniority in other seniority groups in the unit shall terminate. An employee who is transferred pursuant to this Subsection (g) to a temporary position shall be transferred with date of entry seniority while maintaining his seniority in his former seniority group for a period not to exceed thirty (30) days or any extension thereof as agreed upon by the parties. If the assignment exceeds such period, the employee's full seniority will be transferred to his new seniority group and his seniority in any other seniority groups in the unit shall terminate.

(h)--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.

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E/O & C

(066) Leave for Good Cause

(a)--Leaves of absence for reasonable periods not to exceed one (1) year will be granted without loss of seniority for good cause, such as personal illness or accident, death or serious illness in the immediate family, pregnancy, jury duty, National Guard or military reserve training and elective or appointive public office, and such leaves may be extended for like cause.

(b)--A leave of absence may be granted for a period not to exceed one hundred eighty (180) days if required for the purpose of traveling to a foreign country.

(c)--A leave of absence for a period not to exceed one (1) year without loss of seniority will be granted an employee with one (1) or more years of seniority in order to attend a recognized college, university, or trade or technical school full time, provided the course of instruction is related to the employee's employment opportunities with the Company. Before receiving the leave, or an extension thereof, the employee shall submit to the Company satisfactory evidence that the college, university or school has accepted him as a student, and on the expiration of each semester or other school term, shall submit proof of attendance during such term. Such leaves may be extended for additional periods not to exceed one (1) year each, provided the employee has not previously returned to work from any such leave by displacing a seniority employee.

(d)--A leave of absence without loss of seniority for the period of the employee's training will be granted an employee who accepts an invitation by the Peace Corps to enter training for service with the Peace Corps. Upon completion of the training period, the leave of absence will be extended without interruption and without loss of seniority for a period of not less than one (1) year nor more than three (3) years for service with the Peace Corps upon proper written notification to the Company by the employee. Before receiving the leave for training, or an extension for Peace Corps service, the employee shall submit to the Employment Office at the employee's plant satisfactory written evidence that the Peace Corps has invited the employee to enter training or service.

(e)--A leave of absence without loss of seniority for a period not to exceed one (1) year will be granted an employee who is elected or appointed to a full time position with the credit union chartered by a state or the federal government to service primarily Chrysler Group LLC employees. Such a leave may be extended for additional periods not to exceed one (1) year each.

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(f)--It is understood that leaves of absence granted under this Section (66) shall be granted only where the requirements of the plant permit and replacement employees are available.

(g)--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 a current spouse, child or stepchild, grandchild, brother, sister, stepbrother, stepsister, half-brother or half-sister, an employee, on request, will be excused, and after making written application therefor, 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 death provided the employee attends the funeral submits acceptable evidence of death and established relationship.

(h)--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 (g).

(i)--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.

(j)--Payment shall be made at the employee's straight-time salary rate including applicable shift premium, but exclusive of overtime and any other premiums not specifically included for any scheduled days of work for which the employee is excused (excluding Saturdays and Sundays) submits acceptable evidence of death and established relationship provided he attends the funeral. ~~Time thus paid will not be counted as casual absence or as time worked.~~

(k)--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.

(l)--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, the count for the bereavement period shall begin with the day immediately following the date of death, rather than with the day of death under the current practice.

(m)--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 this Section will apply, provided the employee has not remarried.

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(n)--Employees who are notified of a death in the immediate family and are otherwise eligible for bereavement pay during a week(s) in which they were scheduled to be, or are, on vacation, will not be charged vacation for the days, 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 which they would normally be entitled to, except for their non-work status during such vacation week(s).

(o)--Notwithstanding the provisions of this Section, when the death of an employee's: Uncle, Aunt, Sister-In-Law, Brother-In-Law, Daughter-In-Law, Son-In-Law, or Foster Parent; a seniority employee, upon request, may be excused for one (1) day to attend the funeral or memorial service. In order for the absence to be excused and a non-counter in the Attendance Policy, the employee will be required to notify Management 48 hours prior to the scheduled funeral or memorial service and a qualified replacement must be identified and scheduled, protecting the efficiency of the operation. Additionally, the employee must submit acceptable evidence of death, established relationship and attendance at the funeral or memorial service.

(p)--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.

(kg)--An seniority employee who is called to and reports for jury duty (including eCoroner's juries) shall be paid for each day the employee reports for jury duty an amount equal to one-fifth (1/5th) of the employee's base weekly salary, including applicable shift premium, but exclusive of overtime and any other premiums, not specifically included on the last day worked, less the jury duty fee paid the employee by the court in which the employee serves (not including travel allowances or reimbursement of expenses), provided that payment shall be made only for those days of the workweek the employee otherwise would have been scheduled to work for the Company.

In order to receive payment under this Section, an employee must give the Company prior notice that the employee has been summoned for jury duty and must furnish satisfactory evidence that jury duty was performed on the days for which the employee claims such payment. An employee who is called to and reports for an interview or an examination to qualify the employee 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 (66)(k) is not applicable to an employee who, without being summoned, volunteers for jury duty.

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FIAT CHRYSLER AUTOMOBILES

E / O & C

(068) Shift Premium and Hours

(a)--Employees 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 is scheduled to start on or after 4:00 a.m. but before 11:00 a.m. The second shift is any shift that is scheduled to start on or after 11:00 a.m. but before 7:00 p.m. The third shift is any shift that is scheduled to start on or after 7:00 p.m. but before 4:00 a.m.

(c)--Call-Back Pay. If an employee is called back to work after he has completed his regular shift and has left the plant, he shall be offered at least four (4) hours work, or fifty percent (50%) of the normally scheduled shift for employees assigned to an Alternative Work Schedule.

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FEDERAL CREDIT ADMINISTRATION

E/O & C

(070) Double Time

Double time will be paid as follows:

(a)--For time worked on the calendar Sunday, ~~provided the employee has otherwise worked at least forty (40) compensated hours during the work week in which the Sunday occurs. Credit towards the forty (40) compensated hours will be provided for verified hours on an approved Union Leave of Absence.~~

(b)--For time worked on the calendar holidays designated in Section (71).

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FCA CORPORATION & AFFILIATES

E/O & C

(071) Holiday Provisions

(a)--The holidays are designated as:

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

(c)--Employees who work on a holiday which is celebrated other than on Saturday or Sunday will also receive their regular salary for such holiday.

(d)--Employees on the active roll on the holiday who received regular salary for the day preceding or for the day following the holiday or received regular salary for the day preceding or the day following the day the Company designates in lieu of such holiday or return to work from layoff or an approved leave of absence on the Tuesday immediately following a Monday holiday, will receive their regular salary for such day if they otherwise were available and scheduled to work on such observed or designated day.

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(e)--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	<u>Saturday, December 26, 2015</u>
Sunday, December 25, 2011	<u>Sunday, December 27, 2015</u>
Saturday, December 31, 2011	<u>Saturday, December 24, 2016</u>
Sunday, January 1, 2012	<u>Sunday, December 25, 2016</u>
Saturday, December 22, 2012	<u>Saturday, December 31, 2016</u>
Sunday, December 23, 2012	<u>Sunday, January 1, 2017</u>
Saturday, December 29, 2012	<u>Saturday, December 23, 2017</u>
Sunday, December 30, 2012	<u>Sunday, December 24, 2017</u>
Saturday, December 21, 2013	<u>Saturday, December 30, 2017</u>
Sunday, December 22, 2013	<u>Sunday, December 31, 2017</u>
Saturday, December 28, 2013	<u>Saturday, December 22, 2018</u>
Sunday, December 29, 2013	<u>Sunday, December 23, 2018</u>
Saturday, December 27, 2014	<u>Saturday, December 29, 2018</u>
Sunday, December 28, 2014	<u>Sunday, December 30, 2018</u>
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) third shift Sunday night start operations; and (2) a shift which starts on Friday and continues into Saturday.

(f)--In applying the provisions of this Section, when a holiday occurs on a Saturday or Sunday, and the Company does not designate a day in lieu of such holiday, employees shall be granted a compensatory day off without loss of pay at such times during the following twelve (12) months considering the wishes of both Management, the employee, and the efficient operation of the department concerned. The compensatory day to be granted such employee shall be designated within sixty (60) days of the holiday.

In those situations involving the separation of employees, the following shall apply: (i) where there is sufficient advance notice of separation for reasons of layoff, retirement, military service, approved leave of absence or resignation, and the employees have not taken the compensatory day(s) for which they are then eligible, they will be granted such day(s) on or before their last day worked; (ii) where employees are separated due to the expiration of salary continuation, death or discharge, they will be paid any unused compensatory day(s) for which they are then eligible by extending the pay-through date by the number of such days.

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FCA (FINANCIAL) ...

E / O & C

(075) Eligibility

(a)--An employee will earn credit toward vacation with pay in accordance with the following schedule:

**Continuous Service on
December 31 of the
year during which the
vacation credit is earned**

Vacation

0 but less than 1 year... 1 working day of vacation for each month of credit up to a maximum of 5 working days of vacation.

1 year but less than 3 years..... 1 working day of vacation for each month of credit up to a maximum of 10 working days of vacation.

3 years but less
than 5 years..... 1 1/4 working days of vacation for each month of credit up to a maximum of 12 1/2 working days of vacation.

5 years but less
than 10 years..... 1 1/2 working days of vacation for each month of credit up to a maximum of 15 working days of vacation.

10 years but less
than 15 years..... 1 3/4 working days of vacation for each month of credit up to a maximum of 17 1/2 working days of vacation.

15 years but less
than 20 years..... 2 working days of vacation for each month of credit up to a maximum of 20 working days of vacation.

20 or more years..... 2 1/2 working days of vacation for each month of credit up to a maximum of 25 working days of vacation.

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(b)--Credit will be earned only for those months in which an employee works at least five (5) work days. If an employee who works five (5) work days in each of less than ten (10) months is entitled to a fraction of a day of vacation, he may take one half day of vacation if the fraction is one quarter ($1/4$) day or one half ($1/2$) day; or he may take a full day of vacation if the fraction is three quarters of a day. Time spent on a scheduled vacation or on jury duty as prescribed in Section (66) (k) while on the active roll or on short-term military duty will be considered as time worked for the purpose of computing vacation credits. Time spent on a disability absence for which an employee receives Salary Continuation or disability absence due to a compensable injury or legal occupational disease will be considered time worked for the purpose of computing vacation credits, provided the employee works during the calendar year in which such credit is earned.

(c)--(i) If, as of December 31 of the year during which the vacation credit is earned, an employee who was hired during such year had (a) at least three (3) months continuous service and (b) worked at least three (3) months but earned less than five (5) working days of vacation, he shall be eligible in the year in which vacation is taken for the number of non-accrued vacation days sufficient to bring his total vacation days both earned and non-accrued to five (5) working days.

(ii) If a laid off seniority employee is reinstated during the year in which the vacation credit is earned and works at least three (3) months (whether continuous or not) but earns less than five (5) working days vacation as of December 31, such employee shall be eligible in the year that vacation is taken for that number of non-accrued vacation days sufficient to bring the total number of his vacation days to five (5) working days less the number of vacation days that were accrued during the year and for which he was paid at time of layoff.

(d)--Non-accrued vacation days granted employees pursuant to Subsection (c) shall be used only after all earned vacation for the year has been used. Unused, non-accrued vacation days shall be forfeited if not taken in the vacation year at time of separation irrespective of the reasons for the separation. No employee shall be entitled to non-accrued vacation days prior to completing six (6) months of continuous service.

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FLAT CRYSTAL & POLYMER

E/O & C

(076) Vacation Period

(a)--Vacations will be granted at such times during the year as are suitable, considering both the wishes of employees and efficient operation of the department concerned. Prior to March 1 of each year, employees of each plant or office may request the period during which they wish to take a vacation. If the number of employees who select a particular vacation period exceeds the number who can be released without affecting the efficient operation of the department concerned, the employees whose vacation requests are granted will be selected according to seniority or by any other method mutually agreed upon by the parties. Upon request, the Unit Chairman may review the vacation schedules with the designated representative of Management. Temporary employees may be utilized by Management as vacation replacements.

~~b)--Vacations will be taken in a period of consecutive days. Vacations may be split into one or more weeks, providing such scheduling will not interfere with operations. Provided there is no effect on the efficiencies of the operation and the request does not adversely impact the vacation schedules of other employees, vacation scheduling in incremental portions of less than five (5) day increments will be permitted.~~

(c)--When a holiday is observed by the Company on a day during the Monday through Friday workweek, or a day is designated during the Monday through Friday workweek by the Company in lieu of holiday and such day occurs during a scheduled vacation, the vacation will be advanced or extended one day continuous with the vacation.

(d)--A vacation (other than as noted in Subsections (e) and (f) below) may not be postponed from one year to another and made cumulative, but will be forfeited unless completed during each calendar year. An employee who is on a Disability Absence for a complete calendar year, and who returns to work in the year following a year of Disability Absence, shall be entitled, in accordance with Subsection (78) (d), to the number of days of vacation he earned in the year immediately prior to his year of disability, provided he has not used or received pay for such vacation days.

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(e)--An employee who is on Salary Continuation on December 31 of the calendar year but has not taken all of that year's earned vacation, shall be allowed to postpone up to a maximum of five (5) days earned vacation which must be used by December 31 of the next calendar year and is not subject to the provisions of (f) below.

(f)--An employee whose work schedule precludes taking earned vacation in the current year for such business related reasons as product launch or year end closing may be allowed to postpone up to a maximum of ten (10) days earned vacation subject to the following conditions: (i) Management must agree to such postponement, (ii) the request does not adversely impact the efficient operation of the department or the vacation schedules of other employees, (iii) any postponed vacation must be used by the end of the fourth quarter of the next calendar year or be forfeited, and (iv) disputes concerning postponement of vacation are not subject to the Grievance Procedure.

(g)(e)--A vacation may not be waived by an employee and extra pay received for work during that period.

(h)(f)--No allowance will be made for sickness or other incapacity occurring during vacation except that an employee prior to the first day of his scheduled vacation who is on a Disability Absence, as defined in Section (82), or who, during his vacation, is hospitalized for one or more full weeks, may, upon his return to work and upon presentation of due proof of hospitalization or Disability Absence as required under Section (86), reschedule during the current calendar year the number of days of vacation on which he was on a Disability Absence or was hospitalized; provided, further, the rescheduling of such days of vacation does not require the rescheduling of any other employee's vacation and does not adversely affect the efficient operations of the department concerned.

(i)--Employees who have postponed vacation in accordance with the provisions of this Section, in the event of layoff, transfer or termination, shall receive payment of unused postponed vacation in accordance with the provisions of Section (78).

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THE CHIEF OF POLICE

E/O & C

(096) Merit Increases and Performance Reviews

(a)--Merit Increases and Lump Sum Merit Awards. The Company will furnish to the Union the names of all employees for whom merit increases and/or Lump Sum Merit Awards have been made effective. Beginning with the month following the month in which the Agreement becomes effective and during each month thereafter, said names will be furnished to the Union on the Monday (or the next succeeding working day) preceding the Friday on which the merit increase and/or Merit Award is first reflected in the employee's check. With such names the Company will furnish the employee's new salary rates and/or Merit Award amount. For the purpose of this Section, an increase becomes effective on the first day an employee works at the increased rate.

The Union may present, in accordance with the Grievance Procedure, any objection to any increase and/or Award the Company may grant, as aforesaid (unless the Union shall have proposed such increase and/or Award).

Pursuant to the Grievance Procedure, the Company will bargain with the Union concerning any merit increases and/or Award that the Union may in good faith propose for individual employees, and will promptly notify the Union of its decision in accordance with such Grievance Procedure.

When the Company denies grievances requesting merit increases and/or Awards, it will set forth in detail, clear and accurate reasons for doing so and if it relies on formal rating sheets in denying a merit increase and/or Award to any employee, it will disclose to the Union such employee's rating sheets.

Merit increases shall be not less than three percent (3.0%) of the employee's base salary but in no case shall the employee's salary be increased above the maximum of the salary grade for the employee's classification.

Employees at the maximum salary rate of their respective grade shall be eligible for consideration for a Lump Sum Merit Award. Lump Sum Merit Awards shall be in the amount of three percent (3.0%) of the employee's base annual salary.

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Additionally, employees currently in the merit range who are within three percent (3.0%) of the maximum salary rate will be eligible for a combination merit increase and Lump Sum Merit Award totaling three percent (3.0%).

(b)--Performance Reviews. Management will review the performance of every employee at intervals of not more than once each year. Reviews will be conducted, as part of the Company's performance, leadership and development process, on a calendar year basis and will be completed by the end of the first quarter following the close of the preceding calendar year. Where an employee is laid off, on leave of absence, or absent because of an extended illness, such periods will not be included in the one-year review period. Management will inform the employee of the results of this review and if scheduled for a merit increase and/or Lump Sum Merit Award the employee will be advised of the calendar quarter in which the increase and/or Award is to be granted and such increase and/ or Award will be granted provided the employee (i) maintains an acceptable level of performance (ii) remains on the same classification, and (iii) is on the active roll on the effective date of the increase and/or Award. The employee will be required to sign a copy of the Performance Review form as acknowledgement that he has received a review. Upon request, the employee will be provided a copy of the Performance Review.

In the event an employee's performance, as shown by the review, is such that, if it continues at its present level, he would not be granted a merit increase and/ or Award, Management will discuss the results of the review with the employee. The employee may request the Steward be present during this discussion. Should the employee and the Union disagree with the review, the Union may file a grievance at the second step of the Grievance Procedure.

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(098) Ratification

The Union agrees to submit the Agreement to the Union membership in the plants covered by the Agreement for ratification by them on or before ~~October 12,~~ 2014 September xx, 2015, and the International Union and its Local Unions in these plants will recommend to the membership that it be ratified.

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(099) Termination and Modification

This Agreement shall continue in full force and effect until 11:59 P.M., September 14~~xx~~, 2015~~xx~~.

(a)--If either party desires to modify, amend or terminate this Agreement, it shall, sixty (60) days prior to September 14~~xx~~, 2015~~xx~~, give written notice of its intention as provided in Section (100). Notice to modify or amend shall set forth the nature of the changes desired. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement. The giving by either party of such a notice to modify, amend or terminate shall terminate this Agreement at 11:59 P.M., September 14~~xx~~, 2015~~xx~~.

(b)--If neither party gives a notice to modify, amend or terminate as provided in Subsection (a), or if each party giving a notice to modify, amend or terminate withdraws such notice prior to 11:59 P.M., September 14~~xx~~, 2015~~xx~~, this Agreement shall continue in effect from year to year thereafter subject to sixty (60) days' written notice by either party to modify, amend or terminate this Agreement as provided herein prior to September 14~~xx~~ of any subsequent year.

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(077) Pay Advance

If a regular pay day falls during the employee's scheduled vacation, he will receive that check in advance before leaving on his vacation. Should an employee change his vacation, he must make a request for his check a month before leaving, if he desires to receive it in advance. Notwithstanding the above, employees who have selected electronic funds transfer shall not be eligible to receive a pay advance.

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(M-01) MOU Salary Grades and Progression Application Supplement

M-1

**SALARY GRADES AND PROGRESSION
APPLICATION SUPPLEMENT**

This Memorandum of Understanding supplements the current National Office and Clerical and National Engineering Agreements between ~~CHRYSLER GROUP LLC~~ FCA US LLC and the INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), and certain of its Local Unions as follows:

(1) Salary Grade Systems

Salary grades are numbered in a consecutive series for all classifications. Automatic Progression increases have been provided for all grades.

(2) Progression

The progression range is that portion of the salary range from the minimum of the grade to the top progression rate for the grade. For the purpose of computing six (6) month progression increases, credit will be earned only for those months in which an employee works the majority of workdays in the month. Days worked will include regular vacations and all days actually worked in the Monday through Friday workweek. Overtime, days for which Salary Continuation payments are made, or other absence will not be considered as days worked. Progression time shall not be accrued for time worked at the top progression rate or in the merit range of a grade. An employee whose salary is within the progression range of the employee's grade will receive progression increases, not to exceed the maximum of the employee's grade, of two percent (2.0%) of the employee's base salary. An employee whose salary is less than two percent (2.0%) below the top progression rate shall receive a two percent (2.0%) progression increase provided the new salary is within the merit range of the employee's grade and not in excess of the employee's grade maximum. If a progression increase places an employee's salary within one percent (1%) of the maximum of the employee's grade, the employee's salary shall be adjusted to the maximum.

(3) New Hires

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An employee will be hired at the minimum of his classification unless Management determines that an employee's qualifications and experience warrant a higher salary. For New Hire progression purposes, UP-70 shall apply.

(4) Transfers--Intra-Plant

An employee transferred within a plant or office in the same bargaining unit or under the provisions of the Group Layoff Procedure regarding the placement of certain laid off Engineering employees will be transferred in accordance with the following provisions:

(a)--Within the same grade. An employee transferred from one classification to another classification in the same grade will be transferred at the employee's current salary and all credited time accrued in that grade will be applied for progression within the progression range.

(b)--To a higher grade. (i)--An employee promoted from one grade to a higher grade will be paid not less than the minimum of the higher grade. If such increase is less than four percent (4%) for an employee promoted to grades 2 through 8, the employee's salary will be increased to provide at least a four percent (4%) increase. If such increase is less than five percent (5%) for an employee promoted to grades 9 through 18, the employee's salary will be increased to provide at least a five percent (5%) increase. Notwithstanding any of the foregoing, in no case will the employee's salary be increased above the maximum for the grade to which the employee is promoted. The employee will begin a new progression period effective with the date of transfer.

The provisions of Section (4) (b) are applicable only to an employee's initial promotion to a higher grade. Accordingly, Section (4) (b) is not applicable to an employee who, as the consequence of a reduction in workforce, is transferred from one grade to a lower grade and who is subsequently transferred either to a higher grade lower than the highest grade previously held or to the highest grade previously held provided the time lapse between the transfer to a lower grade and the transfer to the higher grade does not exceed five (5) years. In such a case the employee's salary is to be determined with reference to the applicable Sections excluding Section (4) (b).

(ii)--A salary increase calculated as provided in Section (4)(b)(i) will also be applicable to an employee who is reclassified from a classification in one grade to a classification in grades 2 through 18 as the result of a determination that the work performed by the employee warrants the application of such higher classification.

If Management determines that an employee's qualifications and experience warrant a salary higher than the salary resulting from the application of (4) (b) (i) above, they may at their discretion increase the employee to a higher salary in the new grade.

(iii)--Temporary transfer. When an employee is assigned for a temporary period to a job which is classified on a higher salary grade than the employee's regularly assigned job and such temporary assignment exceeds one (1) week, the following provisions shall be applicable:

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(1)--Temporary job assignments are intended to cover such situations as coverage for fluctuations in work loads, replacements for employees who are absent from work because of vacations, short-term illness and other short-term leaves of absence.

(2)--An employee so transferred will be advised in advance of the temporary nature of such assignments and will be reclassified to the higher classification and grade, and the employee's salary rate shall be adjusted in accordance with Section (4)(b)(i) of the Salary Grades and Progression Application Supplement.

(3)--An employee who is transferred to a temporary position which is on a higher grade and who within one hundred twenty (120) days of such transfer is transferred again to the grade from which the employee was transferred shall, upon transfer to such lower grade, receive the same salary the employee received in the lower grade immediately prior to the employee's transfer. If an employee is eligible for additional progression increases, upon transfer to the lower grade, the time spent in the higher grade will be credited toward completion of the required credited time toward the next progression increase in the lower grade.

(4)--An employee who is transferred to a temporary position and who exceeds one hundred twenty (120) days on such job and is then transferred to a lower grade shall have the employee's rate determined in accordance with Section (4)(c), to a Lower Grade, of the Salary Grades and Progression Application Supplement.

(c)--To a lower grade. An employee transferred from one grade to a lower grade will be transferred:

1. At the same salary if the employee's current salary falls within the progression or merit range of the lower grade and a new progression period begins effective with the date of transfer.

2. To the maximum salary of the lower grade if the employee's current salary exceeds the maximum.

3. An employee who is transferred to a higher grade and, at the employee's own request, is transferred again to the grade and classification from which the employee was promoted, shall receive the same salary earned in the lower grade immediately prior to promotion and the time and salary on the higher grade shall not be used for subsequent transfer and salary determination.

4. An employee who is transferred to a higher grade and classification and who, within six (6) months of such transfer, is transferred again to the grade and classification from which the employee was promoted due to the employee's inability to satisfactorily perform the work of the higher grade, shall, upon transfer to such lower grade and classification, receive the same salary the employee earned in the lower grade immediately prior to his promotion and the time and

salary on the higher grade shall not be used for subsequent transfer and salary. If the employee is eligible for additional progression increases, upon transfer to the lower grade,

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the time spent in the higher grade will be credited toward completion of the required credited time toward the next progression increase in the lower grade.

(d)--To a higher grade previously held. An employee transferred to a higher grade previously held by the employee shall be transferred either at the same salary earned when previously on the higher grade, or at the employee's present salary rate, whichever is higher, and shall receive credit for time accrued toward the next progression increase that the employee earned when previously employed on the higher grade, provided the employee was actively employed on the higher grade within the past five (5) years.

(e)--To a higher grade lower than the highest grade previously held. An employee transferred to a higher grade which is lower than the highest grade previously held by the employee in the past five (5) years shall be transferred at the salary earned when previously employed on the highest grade, but not to exceed the maximum of the new grade, or at the employee's present salary, whichever is higher, but the employee will not be credited with any accrued progression time.

(f)--To a grade higher than any grade previously held. An employee transferred to a grade higher than any grade previously held shall be transferred in accordance with Section (4) (b), Transfers--Intra-Plant. The salary to be used in calculating the new rate shall be the higher of either the employee's present salary or a salary determined in accordance with the salary earned in the highest grade previously held, provided the employee was actively employed on that grade within the past five (5) years.

(g)--Reinstatement from layoff. An employee reinstated from layoff, either hourly or salary, at a plant or office or bargaining unit from which the employee was previously laid off, shall be paid a salary determined in accordance with Section (4), Transfers--Intra-Plant.

An employee recalled from layoff to the same classification and job at a plant or office or bargaining unit from which the employee was previously laid off shall have the employee's salary at time of recall determined in accordance with the salary earned when previously employed on the classification and job, provided the employee was actively employed on the classification and job within the past five (5) years. If the employee has not been actively employed on the classification and job within the past five (5) years the employee's salary shall be determined in accordance with Paragraphs (a), (b) or (c) of Section (5), Transfers and Placements--Inter-Plant.

(5) Transfers and Placements--Inter-Plant

An employee transferred from one plant or office to another plant or office or from one bargaining unit to another bargaining unit [except, (a) those employees transferred with their operations under the provisions of the National Agreement, (b) employees transferred under the provisions of the Group Layoff Procedure regarding the placement of certain laid off Engineering employees, (c) employees laid off from one plant, office or bargaining unit and hired or subsequently reclassified at another plant, office or bargaining unit on a same classification which they held in the past five (5) years at the former plant, office or bargaining unit, or (d) employees recalled to their former plant, office or bargaining unit in line with their seniority will have their salary determined in accordance with Section (4), Transfers--Intra-Plant] or an employee laid off from one plant or office and hired at

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another plant or office or laid off from one bargaining unit and hired at another bargaining unit, shall be transferred or hired in accordance with the following provisions:

(a)--An employee whose salary at the time of transfer or layoff was less than the top progression rate for the new grade shall be paid a salary determined in accordance with the foregoing provisions of Section (4), Transfers--Intra-Plant.

(b)--The salary of an employee whose salary at the time of transfer or layoff was in excess of the top progression rate and not in excess of the midpoint of the new grade shall receive the employee's present salary.

(c)--An employee whose salary at time of transfer or layoff was in excess of the midpoint of the salary range of the grade to which the employee is being transferred or reinstated shall be reduced to not less than the midpoint, unless the top progression rate exceeds the midpoint in which event the employee shall be paid either the employee's current salary, if it is at or below the top progression rate, or not less than the top progression rate if the employee's current salary is above the top progression rate. A salary above the midpoint of the grade may be authorized where Management determines that the employee's qualifications and experience warrant a higher salary. In no case shall an employee be paid a salary in excess of the maximum salary for the grade.

(d)--**To a higher grade previously held.** The salary earned by an employee when previously employed in the higher grade shall be used in determining the appropriate salary upon transfer or hire from layoff under the provisions of Paragraphs (a), (b) or (c) above, provided the employee was actively employed on the grade within the past five (5) years.

(e)--**To a grade higher than any grade previously held.** The salary earned by an employee in the highest grade previously held shall be used in determining the appropriate salary upon reclassification or hire from layoff under the provisions of Paragraphs (a), (b) or (c) above, provided the employee was actively employed on the grade within the past five (5) years.

(f)--**To a higher grade which is lower than the highest grade previously held.** The salary earned by an employee when previously employed in the highest grade shall be used in determining the appropriate salary upon reclassification or hire from layoff under the provisions of Paragraphs (a), (b) or (c) above, provided the employee was actively employed on the highest grade within the past five (5) years.

(g)--**Subsequent reclassification to a higher grade which is lower than the highest grade previously held.** An employee who is reclassified, subsequent to initial entry at a plant or office, to a higher grade which is lower than the highest grade previously held at a former plant or office shall be paid a salary determined in accordance with Paragraphs (a), (b) or (c) above, provided the employee was actively employed on the highest grade within the past five (5) years.

(h)--**Reinstatement from layoff.** An employee reinstated from layoff, either hourly or salary, at a plant or office or bargaining unit other than the one from which the employee

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was laid off shall be paid a salary determined in accordance with Paragraphs (a), (b) or (c) above.

(6) New Career Fields and Transfers from Hourly to Salary

(a)--If an employee transfers to a classification which would represent a new career field for the employee and such transfer results in a rate of pay in excess of that of employees who are on the classification to which the employee is transferring, then, notwithstanding Sections (4), (5), and (6)(b) of this Supplement, if the effectuation of such a transfer depends solely on the rate of pay the employee will receive, Management and the Union may agree to transfer the employee at a rate of pay lower than the employee's current rate. For purposes of this Section (6) (a), transfers from hourly to salary may be considered as transfers to a new career field and Management may apply the provisions in this Section (6) (a) in establishing the employee's new salary rate.

(b)--The equivalent base salary of an employee transferred from hourly to bi-weekly salary status will be determined by multiplying the employee's base hourly rate, exclusive of any premiums, by forty (40) (number of hours in a workweek). The equivalent base weekly salary, thus determined, shall be used to establish the employee's salary at time of transfer in accordance with Section (6) (a) above, or with Section (5), Transfer and Placements--Inter-Plant, whether the transfer is Inter-Plant or Intra-Plant. The salary conversion of the maximum base rate of the hourly classification shall be used to determine if an employee is transferring to a higher, same, or lower grade.

(7) Effective Date of Progression Increases

Progression increases become effective on the first regularly scheduled working day of the bi-weekly pay period beginning nearest to the first of the month as set forth in the attached table.

(8) Salary Earned in a Prior Grade

Whenever there is reference in this Supplement to a salary earned in a prior grade it will be presumed to include any general increase, improvement factor increase, cost-of-living allowance fold-ins or special adjustments which became effective since the last date the employee involved earned the former salary on the prior grade.

Very truly yours,

~~CHRYSLER GROUP LLC FCA US LLC~~

Accepted and Approved:
INTERNATIONAL UNION, UAW

EFFECTIVE DATES OF PROGRESSION INCREASES

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Progression increases become effective on the first regularly scheduled working day of the bi-weekly pay period beginning nearest to the first of the month following the completion of the applicable period of credited time for progression purposes. For the purpose of computing the applicable period for progression increases, credit will be earned only for those months in which an employee works the majority of workdays in the month.

The following schedule of progression effective dates is based upon the aforementioned stipulations:

**Change Date (Including Hire Date,
Promotion Date, Date of Last
Progression, etc.)**

**Six-Month Progression
Increase to be
Effective**

09/17/11	through	10/17/11	03/26/12
10/18/11	through	11/15/11	05/07/12
11/16/11	through	12/13/11	06/04/12
12/14/11	through	01/17/12	07/02/12
01/18/12	through	02/15/12	07/30/12
02/16/12	through	03/16/12	08/27/12
03/17/12	through	04/17/12	09/24/12
04/18/12	through	05/16/12	11/05/12
05/17/12	through	06/18/12	12/03/12
06/19/12	through	07/17/12	12/31/12
07/18/12	through	08/17/12	01/28/13
08/18/12	through	09/17/12	02/25/13
09/18/12	through	10/17/12	03/25/13
10/18/12	through	11/16/12	05/06/13
11/17/12	through	12/12/12	06/03/13
12/13/12	through	01/16/13	07/01/13
01/17/13	through	02/15/13	07/29/13
02/16/13	through	03/15/13	08/26/13
03/16/13	through	04/16/13	10/07/13
04/17/13	through	05/16/13	11/04/13
05/17/13	through	06/17/13	12/02/13
06/18/13	through	07/17/13	12/30/13
07/18/13	through	08/16/13	01/27/14
08/17/13	through	09/17/13	02/24/14
09/18/13	through	10/16/13	04/07/14
10/17/13	through	11/15/13	05/05/14
11/16/13	through	12/11/13	06/02/14
12/12/13	through	01/16/14	06/30/14
01/17/14	through	02/17/14	07/28/14
02/18/14	through	03/17/14	08/25/14
03/18/14	through	04/15/14	10/06/14
04/16/14	through	05/15/14	11/03/14
05/16/14	through	06/16/14	12/01/14

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06/17/14	through	07/17/14	12/29/14
07/18/14	through	08/15/14	01/26/15
08/16/14	through	09/16/14	02/23/15
09/17/14	through	10/16/14	04/06/15
10/17/14	through	11/17/14	05/04/15
11/18/14	through	12/11/14	06/01/15
12/12/14	through	01/16/15	06/29/15
01/17/15	through	02/17/15	07/27/15
02/18/15	through	03/17/15	09/07/15
03/18/15	through	04/17/15	10/05/15
04/18/15	through	05/15/15	11/02/15
05/16/15	through	06/16/15	11/30/15
06/17/15	through	07/17/15	12/28/15
07/18/15	through	08/17/15	01/25/16
08/18/15	through	09/16/15	03/07/16
09/17/15	through	10/16/15	04/04/16
10/17/15	through	11/16/15	05/02/16
11/17/15	through	12/11/15	05/30/16
12/12/15	through	01/15/16	06/27/16
01/16/16	through	02/15/16	07/25/16
02/16/16	through	03/15/16	09/05/16
03/16/16	through	04/15/16	10/03/16
04/16/16	through	05/16/16	10/31/16
05/17/16	through	06/16/16	11/28/16
06/17/16	through	07/18/16	12/26/16
07/19/16	through	08/16/16	02/06/17
08/17/16	through	09/16/16	03/06/17
09/17/16	through	10/17/16	04/03/17
10/18/16	through	11/16/16	05/01/17
11/17/16	through	12/13/16	05/29/17
12/14/16	through	01/18/17	06/26/17
01/19/17	through	02/15/17	08/07/17
02/16/17	through	03/16/17	09/04/17
03/17/17	through	04/18/17	10/02/17
04/19/17	through	05/16/17	10/30/17
05/17/17	through	06/16/17	11/27/17
06/17/17	through	07/18/17	12/25/17
07/19/17	through	08/16/17	02/05/18
08/17/17	through	09/18/17	03/05/18
09/19/17	through	10/17/17	04/02/18
10/18/17	through	11/15/17	04/30/18
11/16/17	through	12/13/17	05/28/18
12/14/17	through	01/18/18	06/25/18
01/19/18	through	02/15/18	08/06/18
02/16/18	through	03/15/18	09/03/18
03/16/18	through	04/17/18	10/01/18
04/18/18	through	05/16/18	10/29/18
05/17/18	through	06/15/18	11/26/18
06/16/18	through	07/17/18	01/07/19

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<u>09/18/18</u>	<u>through</u>	<u>10/16/18</u>	<u>04/01/19</u>
<u>10/17/18</u>	<u>through</u>	<u>11/16/18</u>	<u>04/29/19</u>
<u>11/17/18</u>	<u>through</u>	<u>12/12/18</u>	<u>05/27/19</u>
<u>12/13/18</u>	<u>through</u>	<u>01/16/19</u>	<u>06/24/19</u>
<u>01/17/19</u>	<u>through</u>	<u>02/15/19</u>	<u>08/05/19</u>
<u>02/16/19</u>	<u>through</u>	<u>03/15/19</u>	<u>09/02/19</u>
<u>03/16/19</u>	<u>through</u>	<u>04/15/19</u>	<u>09/30/19</u>
<u>04/16/19</u>	<u>through</u>	<u>05/16/19</u>	<u>10/28/19</u>
<u>05/17/19</u>	<u>through</u>	<u>06/17/19</u>	<u>11/25/19</u>
<u>06/18/19</u>	<u>through</u>	<u>07/17/19</u>	<u>01/06/20</u>
<u>07/18/19</u>	<u>through</u>	<u>08/16/19</u>	<u>02/03/20</u>
<u>08/17/19</u>	<u>through</u>	<u>09/17/19</u>	<u>03/02/20</u>
<u>09/18/19</u>	<u>through</u>	<u>10/16/19</u>	<u>03/30/20</u>
<u>10/17/19</u>	<u>through</u>	<u>11/15/19</u>	<u>04/27/20</u>
<u>11/16/19</u>	<u>through</u>	<u>12/11/19</u>	<u>05/25/20</u>
<u>12/12/19</u>	<u>through</u>	<u>01/16/20</u>	<u>07/06/20</u>
<u>01/17/20</u>	<u>through</u>	<u>02/17/20</u>	<u>08/03/20</u>
<u>02/18/20</u>	<u>through</u>	<u>03/17/20</u>	<u>08/31/20</u>
<u>03/18/20</u>	<u>through</u>	<u>04/17/20</u>	<u>09/28/20</u>
<u>04/18/20</u>	<u>through</u>	<u>05/15/20</u>	<u>10/26/20</u>
<u>05/16/20</u>	<u>through</u>	<u>06/16/20</u>	<u>12/07/20</u>

In those instances where the provisions of this attachment are not in accordance with the provisions of the Salary Grades and Progression Application Supplement, the provisions of the Salary Grades and Progression Application Supplement shall be controlling.

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(M-03) MOU on Joint Activities

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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 of the 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: ~~the Product Quality Improvement Program, Employee Assistance Program, Tuition Assistance 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 (NWPCPC). 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 Unit Chairperson where appropriate 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 (LWPCPC). The UAW Regional Director and/or his representative should be fully involved regarding local skill development and training efforts of each LWPCPC.~~

~~—— 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 FCA US LLC structure but, failing that, training and job placement efforts will be

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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 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

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 (57) 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.

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~~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 program or other initiative, for any reason (including for 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.~~

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~~

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- 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.
- 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 World Class Participation Council~~ Joint Activities Board.

~~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.

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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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FIAT CHRYSLER AUTOMOBILES

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(M-08) MOU Salary Classification and Grade Supplement

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SALARY CLASSIFICATION AND GRADE SUPPLEMENT

This Memorandum of Understanding supplements the National Office, Clerical and Engineering Agreement between ~~CHRYSLER GROUP~~ FCA US LLC (The Company) and the INTERNATIONAL UNION, UNITED AUTO-MOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), and certain of its Local Unions dated October 12, 2011.

1. Apprentice Salary Schedule - Transfer Salaries

Classification No. 62000 - Apprentice - Tool Designer, and
Classification No. 63000 - Apprentice - Die Designer, and
Classification No. 66000 - Apprentice - Tool & Die Designer, and
Classification No. 63800 - Apprentice - Wood Model Maker, and
Classification No. 63900 - Apprentice - Plastic Model Maker, and
Classification No. 64000 - Apprentice - Die Model Making, and
Classification No. 65000 - Apprentice - Metal Model Body Builder

An employee transferring to a salaried apprentice classification shall be paid the salary of the classification held immediately prior to transferring to the apprentice classification or at the following salary:

Effective: October 12, 2011	\$1,125.60
Effective: September 17, 2012	\$1,125.60
Effective: September 16, 2013	\$1,125.60
Effective: September 15, 2014	\$1,125.60

whichever is lower, provided, however, that in no event will the starting salary be lower than the following:

Effective: October 12, 2011	\$1,114.00
Effective: September 17, 2012	\$1,114.00
Effective: September 16, 2013	\$1,114.00
Effective: September 15, 2014	\$1,114.00

and shall be paid that salary until the beginning of the first pay period following the pay period in which the employee shall be entitled to a higher rate according to the salary schedule for the employee's apprenticeship classification and, thereafter, the employee shall be paid according to this salary schedule.

2. Apprentice Salary Schedule - Stamping & Assembly Division

Classification No. 62000 - Apprentice - Tool Designer and
Classification No. 63000 - Apprentice - Die Designer, and
Classification No. 66000 - Apprentice - Tool & Die Designer

The attached schedule is applicable only to apprentices on the above classifications and are based on the date of hire on the apprentice classification.

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At the time of graduation, such apprentices will be paid the Graduation Rate in accordance with the applicable schedule effective date.

Apprentices on course on or after the effective date of this Agreement who are receiving the salary of the classification they held immediately prior to entering into apprenticeship shall be paid the new salary of the classification they held immediately prior to entering into apprenticeship until the beginning of the first pay period in which they would be entitled to a higher salary according to the Apprentice Salary Schedule. Thereafter, they shall be paid according to the applicable schedule, including Add-On if applicable.

Apprentices on course on or after the effective date of this Agreement who are receiving a salary adjusted in accordance with Section (1) of the Salary Classification and Grade Supplement shall be paid the salary adjusted in accordance with Section (1) effective date until the beginning of the first pay period in which they would be entitled to a higher salary according to the Apprentice Salary Schedule. Thereafter, they shall be paid according to the applicable schedule, including Add-On if applicable.

**APPRENTICE SALARY SCHEDULE —
STAMPING AND ASSEMBLY DIVISION
CLASSIFICATION NO. 62000 —
APPRENTICE - TOOL DESIGNER, AND
CLASSIFICATION NO. 63000 —
APPRENTICE - DIE DESIGNER, AND
CLASSIFICATION NO. 66000 —
APPRENTICE - TOOL & DIE DESIGNER**

**Effective
10/29/2007** **Apprentice Classifications 62000, 63000 and
66000
Hired on or
after 10/12/11**

**No. of
Hours** **% of
Base
Salary** **Apprentice
Salary**

0 to 1000	65%	\$860.16
1001 to 2000	70%	926.32
2001 to 3000	75%	992.49
3001 to 4000	80%	1,058.66
4001 to 5000	85%	1,124.82
5001 to 6000	90%	1,190.99
6001 to 8000	95%	1,257.15

Base Salary \$1,323.32

Graduation \$1,334.60

**Effective
9/15/2008** **Apprentice Classifications 62000, 63000 and
66000**

**No. of
Hours** **Hired on
or
after 10/12/11** **Apprentice
Salary**

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	% of Base Salary	
0 to 1000	65%	\$860.16
1001 to 2000	70%	926.32
2001 to 3000	75%	992.49
3001 to 4000	80%	1,058.66
4001 to 5000	85%	1,124.82
5001 to 6000	90%	1,190.99
6001 to 8000	95%	1,257.15
Base Salary		\$1,323.32
Graduation		\$1,334.60

Effective 9/14/2009 **Apprentice Classifications 62000, 63000
and 66000**
Hired on
or
after 10/12/11

No. of Hours	% of Base Salary	Apprentice Salary
0 to 1000	65%	\$860.16
1001 to 2000	70%	926.32
2001 to 3000	75%	992.49
3001 to 4000	80%	1,058.66
4001 to 5000	85%	1,124.82
5001 to 6000	90%	1,190.99
6001 to 8000	95%	1,257.15
Base Salary		\$1,323.32
Graduation		\$1,334.60

Effective 9/20/2010 **Apprentice Classifications 62000, 63000
and 66000**
Hired on
or
after 10/12/11

No. of Hours	% of Base Salary	Apprentice Salary
0 to 1000	65%	\$860.16
1001 to 2000	70%	926.32
2001 to 3000	75%	992.49
3001 to 4000	80%	1,058.66

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4001 to 5000	85%	1,124.82
5001 to 6000	90%	1,190.99
6001 to 8000	95%	1,257.15
Base Salary		\$1,323.32
Graduation		\$1,334.60

3. Apprentice Salary Schedules - Apprentice Wood Model Maker Classification No. 63800, Engineering Office Classification No. 64000, Apprentice - Die Model Making and Classification No. 65000, Apprentice - Metal Model Body Builder

The attached schedules are applicable to apprentices on the above classifications and are based on the date of hire on the apprentice classification.

At the time of graduation, such apprentices will be paid the Base Salary in accordance with the applicable schedule effective date.

Apprentices on course on or after the effective date of this Agreement who are receiving the salary of the classification they held immediately prior to entering into apprenticeship shall be paid the new salary of the classification they held immediately prior to entering into apprenticeship until the beginning of the first pay period in which they would be entitled to a higher salary according to the Apprentice Salary Schedule. Thereafter, they shall be paid according to the applicable schedule, including Add-On if applicable.

Apprentices on course on or after the effective date of this Agreement who are receiving a salary adjusted in accordance with Section (1) of the Salary Classification and Grade Supplement shall be paid the salary adjusted in accordance with Section (1) effective date until the beginning of the first pay period in which they would be entitled to a higher salary according to the Apprentice Salary Schedule. Thereafter, they shall be paid according to the applicable schedule, including Add-On if applicable.

**APPRENTICE SALARY SCHEDULE —
ENGINEERING OFFICE
CLASSIFICATION NO. 63800
APPRENTICE - WOOD MODEL MAKER
CLASSIFICATION NO. 64000
APPRENTICE - DIE MODEL MAKING, AND
CLASSIFICATION NO. 65000
APPRENTICE - METAL MODEL BODY BUILDER
Apprentice Classifications 63800, 64000
and 65000**

Effective 10/29/2007
Hired on
or
after 10/12/11

No. of Hours	% of Base Salary	Apprentice Salary
0 to 1000	65%	\$856.18
1001 to 2000	70%	922.04
2001 to 3000	75%	987.90
3001 to 4000	80%	1053.76
4001 to 5000	85%	1119.62
5001 to 6000	90%	1185.48
6001 to 8000	95%	1251.34
Base Salary		\$1,317.20

Effective 9/15/2008 **Apprentice Classifications 63800, 64000 and 65000**

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No. of Hours	% of Base Salary	Hired on or after 10/12/11 Apprentice Salary
0 to 1000	65%	\$856.18
1001 to 2000	70%	922.04
2001 to 3000	75%	987.90
3001 to 4000	80%	1053.76
4001 to 5000	85%	1119.62
5001 to 6000	90%	1185.48
6001 to 8000	95%	1251.34
Base Salary		\$1,317.20

Effective 9/14/2009 Apprentice Classifications 63800, 64000 and 65000

No. of Hours	% of Base Salary	Hired on or after 10/12/11 Apprentice Salary
0 to 1000	65%	\$856.18
1001 to 2000	70%	922.04
2001 to 3000	75%	987.90
3001 to 4000	80%	1053.76
4001 to 5000	85%	1119.62
5001 to 6000	90%	1185.48
6001 to 8000	95%	1251.34
Base Salary		\$1,317.20

Effective 9/20/2010 Apprentice Classifications 63800, 64000 and 65000

No. of Hours	% of Base Salary	Hired on or after 10/12/11 Apprentice Salary
0 to 1000	65%	\$856.18
1001 to 2000	70%	922.04
2001 to 3000	75%	987.90
3001 to 4000	80%	1053.76
4001 to 5000	85%	1119.62
5001 to 6000	90%	1185.48
6001 to 8000	95%	1251.3
Base Salary		\$1,317.20

Effective 10/29/2007 Apprentice Classifications 63900

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		Hired on or after 10/12/11
No. of Hours	% of Base Salary	Apprentice Salary
0 to 1000	65%	\$824.17
1001 to 2000	70%	887.57
2001 to 3000	75%	950.96
3001 to 4000	80%	1014.36
4001 to 5000	85%	1077.76
5001 to 6000	90%	1141.16
6001 to 8000	95%	1204.55
Base Salary		\$1,267.95

Effective 9/15/2008 Apprentice Classifications 63900
Hired on
or
after 10/12/11

No. of Hours	% of Base Salary	Apprentice Salary
0 to 1000	65%	\$824.17
1001 to 2000	70%	887.57
2001 to 3000	75%	950.96
3001 to 4000	80%	1014.36
4001 to 5000	85%	1077.76
5001 to 6000	90%	1141.16
6001 to 8000	95%	1204.55
Base Salary		\$1,267.95

Effective 9/14/2009 Apprentice Classifications 63900
Hired on
or
after 10/12/11

No. of Hours	% of Base Salary	Apprentice Salary
0 to 1000	65%	\$824.17
1001 to 2000	70%	887.57
2001 to 3000	75%	950.96
3001 to 4000	80%	1014.36
4001 to 5000	85%	1077.76
5001 to 6000	90%	1141.16
6001 to 8000	95%	1204.55
Base Salary		\$1,267.95

Effective 9/20/2010 Apprentice Classifications 63900
Hired on
or
after 10/12/11

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No. of Hours	% of	Apprentice Base Salary Salary
0 to 1000	65%	\$824.17
1001 to 2000	70%	887.57
2001 to 3000	75%	950.96
3001 to 4000	80%	1014.36
4001 to 5000	85%	1077.76
5001 to 6000	90%	1141.16
6001 to 8000	95%	1204.55
Base Salary		\$1,267.95

4. Hiring Salaries - New Hires - Registered Occupational Health Nurses

In establishing salaries offered and paid to newly hired Registered Occupational Health Nurses, the Company intends to take into account such factors as labor market conditions, type and extent of previous nursing experience, level of academic achievement, and relation of the salary offer to salaries being paid to on-roll Registered Occupational Health Nurses. Under normal circumstances and to the extent reasonably practicable and if the present labor market conditions continue, the following guidelines will be applied:

- (1) Registered Occupational Health Nurses with less than two (2) years of nursing service normally will be offered a salary 21.8% over the minimum of the grade.
- (2) Registered Occupational Health Nurses with two (2) or more years of nursing experience will be offered a salary not less than 21.8% over the minimum of the grade.

5. Promotional Increase Exceptions - On-Roll Employees

During the course of 1976, 1979, 1982, 1985, 1988, 1990 and 1993 National Negotiations, the Company and the Union agreed to reduced minimums for the Clerical-Engineering-Technical 18-Grade structure. In conjunction with the reduced minimums, special provisions were established whereby employees on the roll at the time of such agreements shall have the existing minimums (appropriately updated) available to them upon future promotion(s) as follows:

a. Employees on Roll Prior to November 22, 1976

"In the case of promotion, employees on roll prior to November 22, 1976, receive a base salary not less than 11.1% above the minimum of the pro-motional grade under the salary structures set forth in the National Agreements."

b. Employees Hired on November 22, 1976, Through November 18, 1979

"Employees covered by the 1979 National Office and Clerical and Engineering Agreements who were placed on the roll between November 22, 1976, and November 18, 1979, who are promoted to higher grades under the salary structures in effect under the 1979 National Agreements shall receive a base salary not less than the specified amount of the promotional grade as indicated."

c. Employees Hired on November 19, 1979, Through December 12, 1982

Employees covered by the 1982 Office and Clerical and Engineering Agreements who were placed on the roll November 19, 1979, through December 12, 1982, and who are promoted to higher grades under the salary structures in effect under the 1982 Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount of the promotional grade as specified."

d. Employees Hired on December 13, 1982, Through October 27, 1985

Employees covered by the 1983 Office and Clerical and Engineering Agreements who were placed on the roll December 13, 1982, through October 27, 1985, and who are promoted to higher grades under the salary structures in effect under the 1985 Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount of the promotional grade as specified.

e. Employees Hired on October 28, 1985, Through May 22, 1988

Employees covered by the 1988 Office and Clerical and Engineering Agreements who were placed on the roll October 28, 1985, through May 22, 1988, and who are promoted to higher grades

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under the salary structures in effect under the 1988 Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount of the promotional grade as specified.

f. Employees Hired on May 23, 1988 Through September 16, 1990

Employees covered by the 1990 Office and Clerical and Engineering Agreements who were placed on roll May 23, 1988 through September 16, 1990 and who are promoted to higher grades under the salary structure in effect under the 1990 Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount of the promotional grade as specified.

g. Employees Hired On September 17, 1990 Through September 19, 1993

Employees covered by the 1993 Office and Clerical and Engineering Agreements who were placed on roll September 17, 1990 through September 19, 1993 and who are promoted to higher grades under the salary structure in effect under the 1993 Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount of the promotional grade as specified.

The attached chart reflects the foregoing minimums appropriately updated and are to be applied in the case of promotional increases based on the employee's latest hire date.

Employees who were placed on the roll during the periods indicated below and who are promoted to higher grades under the salary structure in effect under the Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount specified of the promotional grade as indicated below:

Employees Promoted Between 10/29/2007 and 09/14/2011

	Hired Sal. Prior	Hired On 11-22-76	Hired On 11-19-79	Hired On 12-13-82	Hired On 10-28-85	Hired On 05-23-88	Hired On 09-17-90
	Thru 11-22-76	Thru 11-18-79	Thru 12-12-82	Thru 10-27-85	Thru 05-22-88	Thru 09-16-90	Thru 09/19/93
2	\$1,092.87	\$1,058.66	\$1,041.16	\$1,007.43	\$964.79	\$926.67	\$877.91
3	1,100.23	1,065.33	1,047.34	1,013.83	969.38	931.10	881.73
4	1,111.73	1,075.48	1,055.46	1,012.83	977.08	938.47	
5	1,134.07	1,093.67	1,072.55	1,034.87	991.62	959.18	
6	1,145.00	1,101.38	1,078.57	1,040.11	996.39	970.43	
7	1,151.21	1,106.18	1,081.74	1,042.93	997.15	977.70	
8	1,156.79	1,110.60	1,085.01	1,045.77	999.97	987.02	
9	1,183.07	1,134.15	1,106.39	1,064.45	1,018.47	1,011.98	
10	1,189.57	1,140.02	1,110.00	1,067.54	1,021.66	1,021.56	
11	1,219.87	1,167.34	1,137.54	1,088.61	1,044.96	1,044.96	
12	1,238.84	1,179.79	1,150.27	1,098.19	1,054.61	1,054.61	
13	1,269.05	1,206.63	1,178.33	1,120.72	1,075.89	1,075.89	
14	1,289.80	1,230.34	1,202.98	1,142.62	1,095.88	1,095.88	
15	1,301.93	1,241.23	1,213.16	1,151.81	1,103.66	1,103.66	
16	1,343.29	1,278.43	1,253.24	1,187.88	1,141.44	1,141.44	
17	1,369.98	1,302.49	1,277.22	1,209.49	1,165.27	1,165.27	
18	1,438.60	1,364.20	1,342.85	1,268.52	1,225.18	1,225.18	

6. Overlapping Salary Ranges

The Company and the Union agree that neither party, in any arbitration proceeding involving the correctness of the classification of an employee, shall argue as the basis of their respective positions that the salary of an employee in the overlap portion of the classification salary range should be determinative of the correctness or incorrectness of the classification of the employee.

7. "Red Circle" Employees

An employee whose base salary exceeds the maximum rate authorized for the classification and grade assigned shall have any general or improvement factor increase calculated as a

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percentage of the maximum rate applicable to the employee's classification/grade and not on the employee's "red circle" salary.

8. Learner Classifications

Classification Nos. 50100, Learner - Drafting -Body; 52100, Learner - Drafting - Chassis; 54800, Learner - Model Maker; and 70100, Learner - Drafting - Electrical, are primarily intended for employees who perform elementary assignments in their respective areas of work within such classifications, thereby, providing an opportunity for them to acquire the necessary degree of skill and proficiency required for promotion to their respective basic classifications. An employee on one of the above designated classifications shall be advanced to a higher classification in the employee's respective area of work within a one (1) year period unless there are unusual circumstances which would require the employee to spend additional time on the respective Learner classification to acquire the necessary degree of skill and proficiency required for promotion to the respective basic classification. The Engineering Staff shall make periodic reviews of the performance of each employee in Classification Nos. 50100, 52100, 54800 and 70100, so that the employee is advanced to the appropriate higher classification upon attaining the required degree of skill and proficiency.

9. Chassis and Electrical Checking Classifications

In determining the propriety of applying Classification No. 52000, Product Designer II or Classification 70900, Electrical Designer II to individual employees who, on a regular and recurring basis, are checking designs and layouts, such determination will be based on the nature, scope and complexity of the checking duties. Classification Nos. 52000 and 70900 will not be deemed inappropriate solely because such employee is not creating designs of major components and making complete and comprehensive designs or performing preliminary and advance work in the development of designs.

10. "A" Level Classifications — Manufacturing Engineering

If an employee on an "A" level classification is transferred to a "B" level job having the same title as the "A" level classification from which the employee is being transferred, such employee will continue to be classified on the "A" level classification and will continue to receive the same salary unless the "B" level job to which the employee is transferred is in another plant in which event the employee's salary shall be determined in accordance with the Inter-Plant provisions of the Salary Grades and Progression Application Supplement as applied to the grade of the employee's "A" level classification, and if the employee is subsequently returned to a bona fide "A" level job in the employee's classification, the employee's salary will then be determined in accordance with Section (4) (d) of the Intra-Plant provisions of the Salary Grades and Progression Application Supplement as if the employee were being transferred to a higher grade.

11. Clerk-Typist

The Company is willing to review with the Union those jobs in which the Union claims a minimal amount of typing is actually performed, and for which reason the Union claims such jobs do not need a fully qualified typist. If the investigation shows that an employee has sufficient typing ability to justify the typing needs for such jobs and is otherwise able to perform the job, then the Company will not disqualify such employee solely because of failure to meet the speed and accuracy requirements for a fully qualified typist.

In agreeing to this review, the Company does not waive its right to require employees to meet the requirements of a typing test nor does it waive its right to determine that a job does, in fact, require the capabilities of a fully qualified typist.

12. Tabulating Machine Operator

The Company, upon receipt from the Union of the name of an employee classified on Classification No. 13700, Tabulating Equipment Operator-Junior, who the Union claims is performing the duties of Classification No. 13800, Tabulating Equipment Operator - Senior, will review the actual job duties of such employee. If the results of the review show that the employee is performing work of an advanced nature, then the Company will not base its determination relative to the proper application of Classification No. 13800 to such employee solely on the degree of the board wiring duties of the employee's job.

13. Classification No. 37500, Analyst - Parts Cost

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Classification No. 37500, Analyst - Parts Cost, grade 6, is applicable to employees whose primary duties on a continuing basis are as set forth in the salaried position description, dated December 8, 1952 for Classification No. 37500.

14. Transfer to Class 37700, Trainee - Parts Pricing

(a) An employee on one of the below listed grade 8 classifications in the Accounting Department at the Chrysler Parts Division, Center Line, who is transferred to Class 37700, Trainee - Parts Pricing, grade 6, for the primary purpose of training for Class 37600, Pricing Compiler - Service Parts, grade 9, shall continue to be paid, so long as the employee remains in training on Class 37700, as the employee would have been paid had the employee remained on the former grade 8 classification.

Class No.	Title	Grade
05100	Cashier - Factory or Driveway	8
05300	Clerk - Billing	8
05400	Clerk - Bookkeeping	8
05500	Clerk - Cost	8
05600	Clerk - Company Work Orders	8
05700	Clerk - Invoice	8
05800	Clerk - Payroll - Hourly	8

(b) Classification No. 37700, Trainee - Parts Pricing, grade 6, is applicable to employees selected for the purpose of training for Classification No. 37600, Pricing Compiler - Service Parts, grade 9. Personnel will remain on Classification No. 37700 for the length of the training program.

An employee placed on Classification No. 37700 who has previously worked on Classification No. 37500, Analyst - Parts Cost, grade 6, will receive credit for time worked on Classification No. 37500 toward the required training time on Classification No. 37700 in accordance with the following:

No. of Months Credited

Number of Months Worked on Class No. 37500	Toward Completion of Required Training Time on Class No. 37700
1	0
2	1/2
3	1
4	1
5	1-1/2
6	2
7	2-1/2
8	3
9	3
10	3-1/2
11	4
12	5
13	5
14	5-1/2
15	6
16	6
17	7
18	8
19	8-1/2
20	9
21	9-1/2
22	10

15. Phase-Up Classifications

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During the course of National Negotiations since 1971, the Company and the Union have agreed on a number of phase-up classifications and methods of administering such classifications as follows:

(a) An employee who has actually worked for the Company on the base classification for the stipulated length of time shown on the Phase-Up Classification and Requirements Chart shall be re-classified to the appropriate phase-up classification provided the employee has performed satisfactorily on the base classification.

(b) Where indicated in the "Other Requirements" column, time spent on classifications other than the base classification will be combined for credit for reclassification to the phase-up classification, provided the employee has performed satisfactorily on these other classifications.

(c) Management will advise the Union of the reasons for its decision in those instances in which it determines an employee is not to be reclassified pursuant to this Memorandum of Understanding.

(d) Only the period of time during which the employee worked for the Company and was actually classified on the required classifications as reflected in the employee's personnel records, shall be included except as provided in (e)(ii) below.

(e) (i) Only the time worked since the employee's last date of hire with the Company shall be counted. Time worked on appropriate classifications prior to a permanent break in Corporate service or seniority shall not be included. Time spent on temporary separations such as layoff, illness or injury, or other leaves of absence during which the employee was temporarily separated from the active roll shall not be counted as time worked on the classification.

(ii) A returning veteran who, prior to entering military service had been assigned to a C-E-T classification which has phase-up applications, may have such applicable service time credited for phase-up purposes as time actually worked on the classification of record at the time of the military leave of absence. Such credited time will be applied only if the veteran was employed by ~~Chrysler~~ the Company on such classification upon entering military service and reinstated on the same classification upon completion of military service.

(f) Time worked on other salary or hourly classifications, no matter how similar in nature to the appropriate salary classification, and regardless whether or not such salary or hourly job may have been accepted in lieu of a layoff, shall not be included as time worked on the appropriate salary classification.

(g) Time worked on appropriate salaried classifications shall include time worked at all Corporate locations as reflected in the employee's personnel records, and shall include time worked in bargaining unit and/or non-bargaining unit positions.

(h) For purposes of determining time actually worked on a classification, a full month of credit will be given for those months in which an employee works the majority of workdays in the month. Credit for days worked will be given for regular vacation days. Only the days actually worked in the Monday through Friday workweek shall be counted. Overtime days, days for which Salary Continuation payments are made, or other absence, including casual absences, will not be considered as days worked.

(i) Reclassifications to the appropriate higher level classification will become effective on the first regularly scheduled working day of the bi-weekly pay period beginning nearest to the first of the month following completion of the requirements for advancement to such classification.

INSERT M-8 ATTACHMENT

**CHRYSLER GROUP FCA US LLC
CLERICAL-ENGINEERING-TECHNICAL
18-GRADE STRUCTURE**

Effective 10/12/2011 thru 09/14/2015 9/xx/2015 thru 9/16/2017

The following wage scale shall apply to
employees hired before
April 15, 2010.

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Grade	Minimum	Top Progression Rate	Maximum
1	\$837.79	\$1,165.94	\$1,165.94
2	840.01	1,182.57	1,182.57
3	843.29	1,197.41	1,197.41
4	898.28	1,229.98	1,229.98
5	914.94	1,280.31	1,280.31
6	924.05	1,315.43	1,315.43
7	930.03	1,340.25	1,340.25
8	937.70	1,369.25	1,369.25
9	958.47	1,393.78	1,393.78
10	966.65	1,268.58	1,432.97
11	986.72	1,288.01	1,457.92
12	994.96	1,303.58	1,487.36
13	1,013.21	1,337.37	1,515.53
14	1,030.34	1,360.58	1,559.54
15	1,036.99	1,374.16	1,584.45
16	1,065.74	1,406.15	1,624.63
17	1,083.37	1,422.94	1,663.14
18	1,131.96	1,496.95	1,702.35

Grade	Minimum	Top Progression Rate	Maximum
<u>1</u>	<u>\$862.92</u>	<u>\$1,200.92</u>	<u>\$1,200.92</u>
<u>2</u>	<u>865.21</u>	<u>1,218.05</u>	<u>1,218.05</u>
<u>3</u>	<u>868.59</u>	<u>1,233.33</u>	<u>1,233.33</u>
<u>4</u>	<u>925.23</u>	<u>1,266.66</u>	<u>1,266.88</u>
<u>5</u>	<u>942.39</u>	<u>1,318.72</u>	<u>1,318.72</u>
<u>6</u>	<u>951.77</u>	<u>1,354.89</u>	<u>1,354.89</u>
<u>7</u>	<u>957.93</u>	<u>1,380.46</u>	<u>1,380.46</u>
<u>8</u>	<u>965.83</u>	<u>1,410.33</u>	<u>1,410.33</u>
<u>9</u>	<u>987.22</u>	<u>1,435.59</u>	<u>1,435.59</u>
<u>10</u>	<u>995.65</u>	<u>1,446.44</u>	<u>1,475.96</u>
<u>11</u>	<u>1,016.32</u>	<u>1,456.61</u>	<u>1,501.66</u>
<u>12</u>	<u>1,028.00</u>	<u>1,470.70</u>	<u>1,531.98</u>
<u>13</u>	<u>1,043.61</u>	<u>1,498.56</u>	<u>1,561.00</u>
<u>14</u>	<u>1,061.25</u>	<u>1,517.98</u>	<u>1,606.33</u>
<u>15</u>	<u>1,068.10</u>	<u>1,525.90</u>	<u>1,631.98</u>
<u>16</u>	<u>1,097.71</u>	<u>1,539.50</u>	<u>1,673.37</u>
<u>17</u>	<u>1,115.87</u>	<u>1,550.29</u>	<u>1,713.03</u>
<u>18</u>	<u>1,165.92</u>	<u>1,586.85</u>	<u>1,753.42</u>

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CLERICAL-ENGINEERING-TECHNICAL
18-GRADE STRUCTURE

Effective 9/17/2017 thru 9/14/2019

The following wage scale shall apply to
employees hired before

April 15, 2010

<u>Grade</u>	<u>Minimum</u>	<u>Top of Progression</u>	<u>Maximum</u>
<u>1</u>	<u>\$888.81</u>	<u>\$1,236.95</u>	<u>\$1,236.95</u>
<u>2</u>	<u>891.17</u>	<u>1,254.59</u>	<u>1,254.59</u>
<u>3</u>	<u>894.65</u>	<u>1,270.33</u>	<u>1,270.33</u>
<u>4</u>	<u>952.99</u>	<u>1,304.89</u>	<u>1,304.89</u>
<u>5</u>	<u>970.66</u>	<u>1,358.28</u>	<u>1,358.28</u>
<u>6</u>	<u>980.32</u>	<u>1,395.54</u>	<u>1,395.54</u>
<u>7</u>	<u>986.67</u>	<u>1,421.87</u>	<u>1,421.87</u>
<u>8</u>	<u>994.80</u>	<u>1,452.64</u>	<u>1,452.64</u>
<u>9</u>	<u>1,016.84</u>	<u>1,478.66</u>	<u>1,478.66</u>
<u>10</u>	<u>1,025.52</u>	<u>1,489.83</u>	<u>1,520.24</u>
<u>11</u>	<u>1,046.81</u>	<u>1,500.31</u>	<u>1,546.71</u>
<u>12</u>	<u>1,055.55</u>	<u>1,514.82</u>	<u>1,577.94</u>
<u>13</u>	<u>1,074.92</u>	<u>1,543.52</u>	<u>1,607.83</u>
<u>14</u>	<u>1,093.09</u>	<u>1,563.52</u>	<u>1,654.52</u>
<u>15</u>	<u>1,100.14</u>	<u>1,571.68</u>	<u>1,680.94</u>
<u>16</u>	<u>1,130.64</u>	<u>1,585.69</u>	<u>1,723.57</u>
<u>17</u>	<u>1,149.35</u>	<u>1,596.80</u>	<u>1,764.42</u>
<u>18</u>	<u>1,200.90</u>	<u>1,634.45</u>	<u>1,806.02</u>

CHRYSLER GROUP LLC
CLERICAL-ENGINEERING-TECHNICAL
18-GRADE STRUCTURE

Effective 10/12/2011 thru 09/14/2015

The following wage scale shall apply to
employees hired before

April 15, 2010.

New Entry

<u>Grade</u>	<u>New Min</u>	<u>New Top</u>	<u>New Max</u>
<u>1</u>			
<u>2</u>			
<u>3</u>			
<u>4</u>			
<u>5</u>	<u>631.20</u>	<u>771.20</u>	<u>839.94</u>
<u>6</u>	<u>641.33</u>	<u>814.85</u>	<u>930.53</u>
<u>7</u>	<u>722.66</u>	<u>913.75</u>	<u>1041.15</u>
<u>8</u>	<u>803.99</u>	<u>1011.66</u>	<u>1150.11</u>
<u>9</u>	<u>850.00</u>	<u>1078.16</u>	<u>1230.27</u>
<u>10</u>	<u>900.00</u>	<u>1160.73</u>	<u>1295.05</u>
<u>11</u>	<u>940.00</u>	<u>1221.16</u>	<u>1366.00</u>
<u>12</u>	<u>985.00</u>	<u>1282.00</u>	<u>1435.00</u>
<u>13</u>	<u>1013.21</u>	<u>1337.37</u>	<u>1500.27</u>
<u>14</u>	<u>1030.34</u>	<u>1360.58</u>	<u>1544.77</u>

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15	1036.99	1374.16	1584.45
16	1065.74	1406.15	1624.63
17	1083.37	1422.94	1663.14
18	1131.96	1496.95	1702.35

FCA US LLC
CLERICAL-ENGINEERING-TECHNICAL
18-GRADE STRUCTURE

Effective 9/xx/2015 thru 9/17/2017
The following wage scale shall apply to
employees hired After
April 15, 2010

<u>Grade</u>	<u>Minimum</u>	<u>Top of Progression</u>	<u>Maximum</u>
<u>1</u>			
<u>2</u>			
<u>3</u>			
<u>4</u>			
<u>5</u>	\$680.00	\$1,197.60	\$1,197.60
<u>6</u>	\$690.71	\$1,208.31	\$1,208.31
<u>7</u>	\$778.30	\$1,295.90	\$1,295.90
<u>8</u>	\$865.90	\$1,383.50	\$1,383.50
<u>9</u>	\$915.45	\$1,433.05	\$1,433.05
<u>10</u>	\$969.30	\$1,446.44	\$1,475.96
<u>11</u>	\$1,012.38	\$1,456.61	\$1,501.66
<u>12</u>	\$1,028.00	\$1,470.70	\$1,531.98
<u>13</u>	\$1,043.61	\$1,498.56	\$1,561.00
<u>14</u>	\$1,061.25	\$1,517.98	\$1,606.33
<u>15</u>	\$1,068.10	\$1,525.90	\$1,631.98
<u>16</u>	\$1,097.71	\$1,539.50	\$1,673.37
<u>17</u>	\$1,115.87	\$1,550.29	\$1,713.03
<u>18</u>	\$1,165.92	\$1,586.85	\$1,753.42

FCA US LLC
CLERICAL-ENGINEERING-TECHNICAL
18-GRADE STRUCTURE

Effective 9/17/2017 thru 9/14/2019
The following wage scale shall apply to
employees hired After
April 15, 2010

<u>Grade</u>	<u>Minimum</u>	<u>Top of Progression</u>	<u>Maximum</u>
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<u>\$680.00</u>	<u>\$1,197.60</u>	<u>\$1,233.53</u>
<u>\$690.71</u>	<u>\$1,208.31</u>	<u>\$1,244.66</u>
<u>\$778.30</u>	<u>\$1,295.90</u>	<u>\$1,334.78</u>
<u>\$865.90</u>	<u>\$1,383.50</u>	<u>\$1,425.00</u>
<u>\$915.45</u>	<u>\$1,433.05</u>	<u>\$1,476.04</u>
<u>\$969.30</u>	<u>\$1,489.83</u>	<u>\$1,520.24</u>
<u>\$1,012.38</u>	<u>\$1,500.31</u>	<u>\$1,546.71</u>
<u>\$1,028.00</u>	<u>\$1,514.82</u>	<u>\$1,577.94</u>
<u>\$1,043.61</u>	<u>\$1,543.52</u>	<u>\$1,607.83</u>
<u>\$1,061.25</u>	<u>\$1,563.52</u>	<u>\$1,654.52</u>
<u>\$1,068.10</u>	<u>\$1,571.68</u>	<u>\$1,680.94</u>
<u>\$1,097.71</u>	<u>\$1,585.69</u>	<u>\$1,723.57</u>
<u>\$1,115.87</u>	<u>\$1,596.80</u>	<u>\$1,764.42</u>
<u>\$1,165.92</u>	<u>\$1,634.45</u>	<u>\$1,806.02</u>

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**MEMORANDUM OF UNDERSTANDING
SOURCING AND JOB SECURITY**

During the ~~2011~~2015 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 ~~2011~~2015 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 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.

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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 efficiency.
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 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

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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 becomes 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 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 Product Update

In order to involve the UAW Sourcing Representatives at the earliest stages of the product creation cycle, the Vice President of the UAW Chrysler Department along with the International Sourcing Representative Coordinator and the Vice President of Employee Relations or his designated representative will meet quarterly twice a year with the Vice President of Advanced Vehicle Engineering (AVE) and/or Product Strategy at the Pre-Program Start phase. Head of Advanced Vehicle Development (AVD) to provide updates on current and future products. 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.

Advanced Vehicle Awareness Meeting

During the 2015 negotiations the UAW expressed its concerns regarding the notification to the Union at the earliest stages of product development where the salaried bargaining unit is involved.

As a result, quarterly Advanced Vehicle Awareness (AVA) meetings will generally be held with the UAW Sourcing Coordinator, the Local Presidents of 212 & 412, or their designees, Head of AVD or his designated representative, and a representative of Employee Relations. The intent of these meetings is to involve the UAW at the earliest stages of a program development process to disclose any FCA US LLC program information where the salaried bargaining unit is involved. In addition a high level program overview of future products with directional timing including the preliminary CPCP timeline will be presented. During the early stages, where sourcing actions are being considered, the AVA meeting will provide an opportunity for the Union leadership to participate in discussions prior to the sourcing direction. As the program matures and sourcing direction is established information will be shared at the Local JSOES meeting.

Additionally, members of the National JSOES, including the UAW Chrysler Department leadership, will meet quarterly, or as necessary, on a confidential basis, to discuss new or redesigned vehicles, engines, transmissions, components or subsystems under study but not yet at program approval. In as much 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

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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 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.)

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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.

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 Memorandum of Understanding M-6, 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

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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.

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~~-second 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.

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

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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~~ FCA US LLC UAW 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. 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

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 used in developing the cost of completing work in-house. Data will be provided

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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 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 New M-10 Sourcing Administration Manual. The intent of the evaluation period and Union input 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 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. 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 (I PR)
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 LLC 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 LLC 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 LLC FCA US LLC-UAW Pension Plan Agreement~~, such employees shall not be treated as deferred vested by reason of their participation in the VTEP.

VTEP PAYMENT OFFSETS

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 LLC FCA US LLC-UAW Pension Plan Agreement~~, and (iv) shall not be permitted to retire under the ~~CHRYSLER GROUP LLC FCA US~~

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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 LLC 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 LLC 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 LLC FCA US LLC-UAW Pension Plan Agreement~~ and any supplements they may be entitled to based on the provisions of the ~~CHRYSLER GROUP LLC 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 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 out-sourcing 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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MEMORANDUM OF UNDERSTANDING
RETURN TO "HOME" UNIT

The parties recognize that some employees placed pursuant to Section (54), or Letter 197 - Placement and Workforce Utilization of the National Office and Clerical Agreement may have the desire to return to their "home" unit. 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 units. 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" unit.

Upon ratification of the 2015 Agreement, an employee's home unit is defined as the unit where he first obtains seniority. Employees who have elected to no longer recognize their former home unit or have forfeited seniority based on contractual provisions will have their current unit defined as their "home" unit.

1. Eligible employees are those active employees who have been assigned to a unit other than their "home" unit pursuant to Section (54) , or Letter 197 - Placement and Workforce Utilization of the National Office and Clerical Agreement. Eligible employees are further defined as those placed:

a. Prior to the effective date of the ~~1996~~2015 Agreement who were not offered an opportunity to return to their "home" unit pursuant to the work opportunity for laid off employee provisions of Section (54) of the National Office and Clerical Agreement,

b. Subsequent to the effective date of the ~~1993~~2015 Agreement and who have worked at least six (6) months at the new unit.

2. Eligible employees may file an application to return to their "home" unit 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.

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3. Eligible employees who have applied to return to their "home" unit shall be placed (in seniority order) on a "return home" list at the "home" unit.

4. Each unit will maintain an applicant listing for use by the local parties.

5. Should a unit 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.

6. Should an employee return to his "home" unit under the provisions of paragraph 5 above, the employee will forfeit seniority rights at the "releasing" unit. Should an employee, having requested return under paragraph 2 above, subsequently refuse an offer of return, the employee shall lose seniority at all units of the Corporation except the unit at which he is working.

7. It is recognized that the unit 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 unit 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 Corporation's Employee Relations Staff and the UAW's National ~~Daimler~~Chrysler Department for resolution.

8. 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.

9. 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.

10. 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 Unit 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.

~~4011~~ 11. 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 Corporation's Employee Relations Staff and the UAW's National ~~Daimler~~Chrysler Department for resolution.

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(M-13) Memorandum of Understanding - Health and 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 Engineering, Office & Clerical Agreements between ~~Chrysler Group~~ FCA US 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~~ September xx, 2015 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~~ 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 facilities; 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:

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(a)--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. 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 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 regular replacement representatives. In addition to initial instruction, members of the ~~Local Committee~~ LJHSC will receive specialized training appropriate to the nature of the work performed in their facilities. 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 facility.

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 ~~Director of the Union's Chrysler Department~~ Vice-President and Director of the Chrysler Department-UAW, and three (3) representatives of the Company appointed by the Senior 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.

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(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.

(e)--The Environment, Health and Safety (EHS) Staff and UAW Chrysler Health and Safety Department will jointly Rreview 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 reviewNJC 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 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 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 &and 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

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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 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 safety related activities at the plant. 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 for Engineering, Office and Clerical. 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 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 Engineering, Office and Clerical. Additional members of the review board will consist of the General 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

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A Local Committee LJHSC will be established at Chrysler Technology Center (Local 412, Units 1, 3, 10, 11, 14, 15, 32, 53, 57, 77, 80) and Chelsea Proving Grounds, Arizona Proving Grounds, and Local 889 (all Detroit area units) consisting of one (1) representative appointed by the Management and one (1) representative appointed by the Vice-President and Director of the Union's Chrysler Department. The maximum number of hours per week in which the Union member of each Local Committee LJHSC will be allowed to perform their functions shall be determined on the basis of the number of hourly FCA US LLC employees represented by the UAW in their facility 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 our other facilities where there are UAW salaried represented employees, the basic principles of this Memorandum of Understanding, except those provisions pertaining to Local Committee LJHSCs and tours by Local Representatives, shall apply to our office, clerical, engineering and technical employees. Their interests and/or concerns shall be represented by the Union Representative of the Local Committee LJHSC.

(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 employees on the active roll in the facility 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 FCA US LLC employees represented by the UAW on the active roll in the facility 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 facility 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

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effective date of this Agreement, the International Union shall provide to the Company the 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) 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 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

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more than 50% of the regular work force on their shift in a facility of 600 or more ~~hourly~~ FCA US LLC employees represented by the UAW are scheduled to work during hours for which they are entitled to receive premium pay under either Section (69) or Section (70) of the National Engineering and Office and Clerical Agreements, the Union member of the ~~Local Committee~~ LJHSC for that facility 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 facility 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 facility 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.

(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 facility 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 facility, as provided hereinafter, to assure that there is a safe, healthful and sanitary working environment in each facility.

(c)--Accompany Governmental Health and Safety inspectors and International Union Health and Safety professionals on facility inspection tours. Also accompany ~~Corporate Company~~ Health and Safety professionals on regular surveys and audits at the facility and surveys requested by the Union. Advance arrangements should be made to permit participation in such surveys. In facilities of less than six hundred (600) employees,

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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 facility 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 facility and investigate such events.

(f)--Receive a copy of the facility's report on OSHA Form No. 300A and the facility'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 LWCP Co-Chairs.

(l)--Ensure in-plant 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.

(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 communicated without delay to the committee members so that a joint investigation can be

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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 facility. 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 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 facility 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 facility. 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 facility 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~~ FCA US Group LLC employees covered under the terms of this agreement. To assure basic

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uniformity, the NJC will develop guidelines to be used by the plants 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, 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. This jointly developed needs assessment will be reviewed by the LWCPG to ensure it meets the facility's health and safety training requirements. Accordingly, ~~w~~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,
- (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.

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(2) Skilled Trades safety training, including Electrical Safety Work Practices Training (Arc-Flash) NFPA 70-E for appropriate personnel.

(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~~ LJHSCs;

- 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.

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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, 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. In addition, on an annual basis, present and newly appointed plant 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 LWCP 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 Training & Employee Development System (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

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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 Conference. Initial and refresher training for 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 facility/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

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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 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&S 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. 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 represented 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 - Engineering Office and Clerical locations.
- Six (6) per month - Engineering Office and Clerical PDC- operations and facilities with a part time analyst.

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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 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 (LWPCPC), 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-Cirello Cirello Tables to evaluate push and pull motions, and the Chrysler Company 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

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- c. Provide adjustable fixtures and work surfaces
- d. Job re-design
- e. Computer Workstations

The joint parties recognize that ergonomically designed computer workstations are important factors in eliminating risks associated with posture and protecting against ergonomic related injuries. By applying approved control measures, we can significantly reduce ergonomic hazards. In that context, any workstation ergonomic concerns should be referred to the LJHSC to determine if a workstation ergonomic assessment is required or consultation with Plant Medical. At a minimum, the following elements will be considered when investigating computer workstations:

- 1. Company Workstation Guidelines
- 2. Working Positions
- 3. Workstation Components

The local parties may refer any unresolved concerns to the DHSRB.

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 Labor Relations Supervisor. 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 a standard operating procedure (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 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

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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 facility available, it should raise the issue with the LWPC. If not resolved, the matter should be referred to the ~~National Employee Participation Council (NEPC)~~ National World Class Participation Council (NWPC) for immediate resolution. During the length of this contract each National Engineering, Office & and Clerical 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

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 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 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. 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..

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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. 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

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 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 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 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 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

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(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

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 Health and Safety Trainer of scheduled air sampling events. The plant 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 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~~ FCA US LLC with any interpretation, reporting, dissemination of data performed by ~~Chrysler Corporate~~ 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 air sampling plans at a scheduled NJC meeting.

(E) Chemical Hazards & Permissible Exposure Limits

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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 by the Company's Industrial Health and Safety Staff and provide special surveys at the request of either plant 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 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 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

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The Company agrees to provide competent staff and medical facilities 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.

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 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 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.

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The Company also agreed to review joint recommendations submitted by the LJHSC LWPCPC 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 Ambient Temperature

The Company will continue to maintain plant 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 LWPCPC.

(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.

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 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 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 rearrangements are not repeated, the LWPCPC 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

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the Co-Chairs of the LWPCPC annually. 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 preventative maintenance of such systems. Preventive Maintenance for process ventilation systems at E, O & C 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 LWPCPC and Local Security Operations at each location. Volunteers will be trained to the appropriate level of response based on the guidelines established by Corporate 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 (19) 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 LWPCPC will ensure sSuch precautions include providing air sampling and ventilation when necessary, necessary

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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. Video Display Terminals

~~———— In the event a Local Union has a problem with equipment set-up and believes an individual's physical well being may be affected, then that subject should be investigated by the facility's Safety Office and/or the Local Joint Health and Safety Committee, if appropriate. In the event the local parties are not satisfied with the local management's decision, they may refer the matter to the NJC for review and disposition.~~

XVI. 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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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 facilities and areas is desirable and the union will support the implementation of such a program. Therefore, the Local Committee 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, w~~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, ~~T~~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, 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 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

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The Steward in each district of each facility 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 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 will conduct an investigation of those matters contained in such reports. Those matters not resolved as a result of such investigation may be referred back to the Steward of the district and the Unit Chairperson who may discuss the matter with the Labor Relations Supervisor and discussed at its next scheduled meeting or, in those situations the Union member of the Local Committee deems urgent, be referred directly to the National 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 facility 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 facilities 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 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. Intent

~~—The provisions of this memorandum are not intended to provide representation nor create committees other than as provided in Section V. (A) above. The objectives and~~

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~~duties and duties outlined in this memorandum are also not intended to duplicate the stated purpose or objective of other joint activities or functioning committees.~~

XXIII. 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~~ US LLC or its subsidiaries or by third parties while on the property of ~~Chrysler FCA US~~ US LLC.

Dated and signed at Auburn Hills, Michigan, on ~~October 12, 2011~~ September xx,
2015.

INTERNATIONAL UNION,
UNITED AUTOMOBILE,
AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW

~~CHRYSLER GROUP LLC~~ FCA US LLC

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New Memorandums



FIAT CHRYSLER AUTOMOBILES

E / O & C

(N-55) 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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Supplemental Agreements



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E / O & C

(S-2) S-2 Temporary Part Time Employees

(S-2)

Salaried Bargaining Unit Temporary ~~Part-Time~~ Employees

During the ~~2011~~2015 negotiations, the parties discussed circumstances where business needs may exist that require the utilization of temporary ~~part time~~ salaried bargaining unit hires beyond the scope provided for in Letter (13) Temporary Hires, as contained in the ~~2011~~2015 O C & E Agreement and the applicable provisions of the 2009 Addendum, and the Loan and Security Agreement. The parties agreed to apply applicable sections of the S-1 provision of the Production, Maintenance and Parts Agreement to the Temporary Hires Letter (13) of the E O & C Agreement. Pursuant to and consistent with the above referenced agreement, and by mutual agreement, on a case by case basis, the parties may utilize ~~Temporary Part-Time~~ employees (~~TPT's~~) to support business requirements and ensure efficiency of business operations during periods when multiple programs are being developed and launched simultaneously, during times of peak workloads, and in other unforeseen circumstances.

Therefore, it is agreed this Supplemental Agreement shall govern the employment of such temporary ~~part time~~ employees.

Due to the nature of the work performed by the salaried bargaining unit, temporary ~~part time~~ employees hired by the Company shall normally be scheduled to work Monday through Friday, in addition to premium days, subject to the following:

A. Temporary ~~part time~~ employees may be scheduled to work daily overtime and on days for which regular full-time employees receive premium pay as such for time worked provided they do not displace regular full-time employees.

B. The employment by the Company of ~~Temporary part time~~ shall not be considered as an infringement of the rights of regular employees under the 2011 2015 Engineering Office and Clerical Agreement, provided, however, In no case will a seniority employee be indefinitely laid-off from a plant if the plant is regularly scheduling temporary employee Monday through Friday. ~~a~~At the time of a reduction in force, a seniority employee who is to be indefinitely laid off from the plant pursuant to such a reduction may elect to displace a temporary ~~part time~~ employee.

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C. The Company may discharge or terminate the employment of a temporary ~~part time~~-employee at any time provided, however, the Union may protest in the grievance procedure the discharge or termination of a temporary ~~part time~~-employee in cases of claimed discrimination on account of race, color, religion, age, national origin, 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.

D. A temporary ~~part time~~-employee shall be entitled to Union representation including the grievance procedure in cases of alleged violation of this Supplemental Agreement.

E. A temporary ~~part time~~-employee shall be subject to the provisions of Sections (9) through (14) of the 2011 Engineering Office & Clerical Agreement. The initiation fee and monthly dues regularly required of temporary ~~part time~~-employees shall be as determined by the International Union, UAW. Notice of the amounts of such fees and dues shall be given to the Company in writing by the International Union, UAW.

F. This Agreement shall become effective concurrently with, and continue in full force and effect during the term of the Engineering Office & Clerical Agreement.

G. A temporary employee shall be eligible for a profit sharing payment consistent with Exhibit F - Supplemental Agreement (Profit Sharing Plan) on a pro-rated basis.

H. A temporary employee shall receive payment at the employee's straight-time salary rate for any of the holidays enumerated under Section (71) of the 2015 FCA US LLC-UAW Engineering, Office, and Clerical 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.

In situations where disputes arise between the parties, the issue may be referred to the Corporate ~~Employee Union~~ Relations and the International Union, UAW for disposition.

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Modified Letters



E / O & C

Plant Closing Moratorium

October 12, 2011 September xx, 2015

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(9) 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., act 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~~ 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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E / O & C

Benefit Plans

November 19, 1990 September xx, 2015

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(10) Benefit Plans

International Union, UAW

Attention: Mr. ~~Leonard J. Paula~~ Norwood H. Jewell

Dear Sirs:

The ~~Corporation Company~~ has in the past and will make available to eligible clerical, engineering and technical employees in plants covered by the National Office and Clerical and Engineering Agreements, the following programs so long as the ~~Corporation Company~~ makes the same available to hourly represented professional-administrative roll employees:

a) Major Medical Expense Benefits of the FCA US LLC Chrysler Life, Disability, and Health Care Benefit Program, including ~~eligible retired clerical, engineering and technical employees~~, with the applicable contributions as provided thereunder, provided, however, the Company Corporation will contribute for each eligible clerical, engineering and technical employee who is actively on the payroll at any time during a month (an employee is not regarded as actively on the payroll during the period he is on strike, on leave of absence or laid off) the premium (less any applicable employee premium) for the following month's coverage for Major Medical Expense Benefits,

b) ~~Chrysler Salaried Employees' Savings Plan~~ FCA US LLC Hourly Employees Deferred Pay Plan,

c) ~~Chrysler Salaried Employees' Retirement Plan~~, as said programs and plans may be modified or amended from time to time, for as long as it makes the same available to certain professional-administrative roll employees who are not covered by said agreements and in the case of a) and c) above to certain eligible retired clerical, engineering and technical employees of the Corporation Company who are not covered by said agreements during the term of the above mentioned collective bargaining agreements,

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and on the same terms and conditions as it makes the same available to such other employees.

~~_____ Said programs and plans are not conditions of employment nor a part of any agreement between the Corporation Corporation and the Union, and the Corporation Company may revoke, terminate, suspend, modify or change them and interpret and apply them or any part of them at any time and in its sole discretion. The Union hereby waives all rights or claims of right to bargain collectively with respect to said programs or plans or any similar program or plan or any supplementary or substitute program or plan, or the application or interpretation thereof, or to require or attempt to require the Corporation Company to do so. However, the Corporation Company will advise the International Union of any changes in said programs or plans.~~

If an employee claims:

a) that his account under the ~~Salaried Employees' Savings Plan~~ Hourly Employee Deferred Pay Plan does not correctly reflect the employee and/or Company ~~Corporation~~ contributions with which he should be credited, or

b) that the ~~Corporation~~ Company has improperly refused to permit the employee to participate, or has improperly terminated his participation under the ~~Salaried Employees' Savings Plan~~ Hourly Employee Deferred Pay Plan or the Major Medical Expense Benefits or the ~~Chrysler FCA US LLC~~ Life, Disability, and Health Care Benefit Program, he may discuss the matter with the Salary Administrator of the plant where he is employed or from which he retired. If the matter is not satisfactorily disposed of, the International Union may discuss the matter with the appropriate official of the Employee Relations Office.

Very truly yours,
CHRYSLER CORPORATION FCA US LLC
By R. F. Whiteher Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Leonard J. Paula Norwood H. Jewell

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E / O & C

Discrimination and Harassment Prevention

~~October 29, 2008~~ September xx, 2015

O & C & E

(20) 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 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 again 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.~~

~~FREEDOM FROM HARASSMENT—~~

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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 of 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 witnesses activity or behavior in the workplace that violates this policy should make Chrysler 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 (t)); The Ethics Helpline at (1-800-543-1391 (t)) and/or www.ethicshelpline.fcagroup.com or
- The Local Human Resources Office; or Management.

COMPLAINT INVESTIGATION——

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

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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) Letter (124) of the National Agreement 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 (131) of this Agreement.~~

Very truly yours,
CHRYSLER-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 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 Company's EEO Compliance and Governance Corporate Diversity 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 (124) and (20) of the National Agreement. Recognizing the desirability of an investigative team made up of one male and one female; each

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facility will attempt to structure the team accordingly. The ~~Corporate Diversity 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 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 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 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.

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

~~Corporate Diversity 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 ~~Diversity EEO Compliance and Governance~~ Office. Or in the case where the ~~Corporate Diversity 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 have 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 on resolving the complaint. Appropriate discipline, up to and including discharge, may be imposed.

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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~~ 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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Diversity Training

October 12, 2011 September xx, 2015

(38) 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 those 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, 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 Educational Leave the New Hire Orientation Program. Status updates for existing programs and recommendations 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

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US LLC Vice-President Employee Relations (or their respective designee) for review, disposition and guidance, to be rendered within a reasonable period of time.

Funding for this activity will be provided from National Training Funds upon approval by the Joint Activity 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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E / O & C

Paid Educational Leave

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

O&C&E
(52) Paid Educational Leave

International Union, UAW

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

Dear Sirs:

During these negotiations, the parties agreed to continue the ~~National~~ Paid Educational Leave (PEL) Program which provides UAW, ~~Chrysler~~ 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

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Chrysler. ~~The parties further agree that this program will be incorporated into the format of the National and Region/Local PEL programs.~~

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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E / O & C

Child/Elder Care

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

O&C&E
(58) 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~~

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~~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 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 the 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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E / O & C

Tuition Assistance Plan

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

O&C&E
(60) Tuition Assistance Plan

International Union, UAW

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

Dear Sirs:

During current negotiations, Chrysler and the UAW reaffirmed the necessity of providing active and laid-off employees opportunities for education and training. These efforts will enable them to either reenter the work force or enhance their development. Accordingly, the parties hereby agree to continue the Tuition Assistance Plan for all qualifying employees who wish to pursue further education and training. The plan is designed to help workers:

- who are laid off to improve their chances for reemployment,
- or who are on the active roll to enhance their opportunities for advancement.

Under this Plan, qualified employees are able to receive assistance in the form of up-front payment to licensed or accredited schools such as colleges, universities, proprietary schools or vocational institutions. The Plan permits workers to select many types of vocational training or education, for their situation and goals, subject to approval by the UAW/Chrysler National Training Center.

Courses

Suitable courses are those approved by the UAW/Chrysler National Training Center, including, but not limited to, those required for adult basic education, high school completion or high school equivalency certification, university, college, business, trade or vocational school courses or adult education classes and career development courses.

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Certain job-related seminars, correspondence, and home study programs may be considered for approval according to specific guidelines developed by the National Training Center.

Schools

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.

Prior Learning Credits

Costs to obtain college credit for work experience or for in house sponsored training programs are appropriate charges against the Tuition Assistance Program.

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.

The National Training Center has the authority and discretion to interpret the terms of the Plan under the provisions of the Memorandum of Understanding on Joint activities (M-3). This authority includes, but is not limited to, the authority and discretion to approve schools and courses under the Plan and to issue guidelines interpreting the Plan.

TUITION ASSISTANCE PLAN FOR ACTIVE WORKERS

Eligibility

The participant must be a UAW represented Chrysler employee on the active employment rolls or on temporary layoff with seniority under the terms of the current Chrysler UAW National Agreement. However, employees who are attending a degree seeking program and become temporarily disabled due to a compensable occupational injury may be entitled to utilize the applicable Tuition Assistance to enroll in one additional college term. Also included are union officials on leave of absence under Section (67)(a)(i) of the National Agreement.

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. There shall be no duplication of tuition or fees already covered by state or federal education assistance plans or programs. The type of assistance shall be determined according to the following categories and benefit levels specified below:

- \$5,000 per year for courses at regionally accredited colleges or universities
- Included within the \$5,000 will be up to \$200 per year reimbursement for degree-related books. Upon conclusion of these negotiations the parties will jointly develop a process, determine guidelines, and identify an implementation date for employee book reimbursement

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-- \$2,050 per year for other job related courses

-- \$1,500 per year for courses taken for personal development, not related to the employee's current job assignment, through acceptable schools including those accredited by recognized accreditation agencies, those approved by Government Education or Training Programs, or certain specified others.

Advance Payment

Employees enrolled in degree programs through accredited institutions, who exhaust the current year tuition eligibility, may utilize up to \$1,000 of the following year's eligibility to cover appropriate expenses.

The payment of up to \$1,000 will occur automatically when the request for tuition assistance exceeds the current year eligibility.

Advance payment is not available in the last calendar year of the Agreement, and does not expand tuition assistance.

Employees participating in more than one of the above categories of tuition assistance will not be eligible to receive more than a combined total of \$5,000 per calendar year.

Additionally, the spouse and dependent children of a deceased active employee will be entitled to utilize the remaining balance of the employee's annual Tuition Assistance eligibility for college or educational pursuits during a period equal to the length of the present Agreement following the date of the employee's death.

TUITION ASSISTANCE PLAN FOR LAID OFF EMPLOYEES

Eligibility

The participant must be a UAW represented Chrysler employee on indefinite layoff, who has recall rights under the terms of the current Chrysler-UAW National Agreement, and who had at least one year seniority as of the last day worked prior to layoff.

Type of Assistance

The Plan will provide for tuition and compulsory fees to be paid directly to the school providing the course in which the applicant intends to enroll. There shall be no duplication of tuition fees already covered by other state or federal education assistance plans or programs. Maximum eligibility under this Plan is \$8,040 of tuition assistance while on indefinite layoff except as specified below. Eligibility is established by seniority as of last day worked prior to layoff as follows:

SENIORITY AS OF DATE OF LAYOFF

1 to 3 Years	\$6,400
3 to 4 Years	\$7,400
4 or more Years	\$8,400

The above specified amounts shall constitute an account upon which the employee may draw so long as the employee retains recall rights while on indefinite layoff. Certain

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changes in employment status will affect eligibility. If recall rights are lost under the terms of the Chrysler-UAW National Agreement, or full-time employment is accepted that would pay wages comparable to those on the former job at Chrysler, or if similar training programs are provided by a new employer, eligibility will cease. Continued eligibility will depend upon satisfactory completion of courses in which the employee has enrolled and compliance with other provisions of the Plan. In no event shall total lifetime benefits to an indefinitely laid-off employee exceed \$8,400.

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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E / O & C

Safety and Health Audits

October 29, 2007 September xx, 2015

(065) 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

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provisions/requirements communicated jointly by NTC Health and Safety Department and Corporate OSH.

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 ~~Holiefeld~~ Norwood H. Jewell

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Employee Assistance Program

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

(70) Employee Assistance Program

International Union, UAW

Attention: ~~Mr. General Holiefeld~~ 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 ~~the 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

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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 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

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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 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 National Training Center 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.

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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 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.

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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 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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Employee Assistance Program Representative

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

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(74) 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 Center and Chelsea Proving Grounds, the 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 and 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 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:

Number of Employees	Hours Off Job Per Week
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 or personal problems while assuring requisite confidentiality standards are observed;

- 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 formal employee assistance 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.

2. The UAW/Chrysler National Training Center will provide training or instruction deemed necessary to qualify the EAP Representatives 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 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

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job are to be pre-planned 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 and Clerical, Engineering or Parts Depot Agreement. By mutual agreement with the Labor Relations Supervisor or his designated representative, the EAP Representative may adjust his starting time to be available to perform his 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 encourage 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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E / O & C

Funding of National JSOES Committee Activities

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

O&C&E

(89) 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 GROUP 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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E / O & C

B.E.S.T. II

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

(90) 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 ~~when where 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~~ 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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E / O & C

Joint Activities Representative

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

O&C&E
(93) Joint Activities Representative

International Union, UAW

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

Dear Sirs:

During the recent negotiations, the Union expressed concern with respect to having its members at certain locations serviced by a Joint Activities Representative in matters pertaining to ~~SWESS~~, Joint Training, and other Joint Activities.

Accordingly, it is agreed that, subject to the conditions set forth, the International Union, UAW may:

A. Appoint one (1) Salaried Joint Activities Representative, who shall be a regular salaried employee on the active roll having seniority and in a unit represented by Local No. 412, and one (1) Salaried Joint Activities Representative who shall be a regular employee on the active roll having seniority and working in a unit represented by Local No. 889. In addition to the aforementioned responsibilities, the Local No. 889 Salaried Joint Activities Representative shall also have responsibilities in health and safety matters under the MOU on Health and Safety.

B. Appoint one (1) Part-Time Salaried Joint Activities Representative, who shall be a regular salaried employee on the active roll having seniority and working in the Local 212 Engineering Unit. The Joint Activities Representative of the Local 212 Engineering Unit shall be allowed up to a maximum of sixteen (16) hours per week without loss of pay for time spent handling Joint Activities matters.

Such aforementioned agreement is subject to the following conditions:

(i) If the Joint Activities Representative wishes to leave his work to handle one of the aforementioned matters for an employee at his plant, he shall so advise his supervisor and

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report to his supervisor when he has disposed of the matter. Before talking to the employee, the Joint Activities Representative shall also make prior arrangements with the employee's supervisor to do so.

If the Joint Activities Representative has occasion to visit another plant in relation to a Joint Activities matter, he shall make arrangements in advance with that plant's Labor Relations Department and identify the specific problem and the area he wishes to visit. After arrangements are made, he shall notify his supervisor of his destination and time of departure. Upon arrival at the other plant, he shall contact the Labor Relations Department which will make arrangements for him to speak to the employee or visit the area involved. He shall notify the Labor Relations Department of his departure time.

The Joint Activities Representative shall keep a daily log of such visits, noting his destination and arrival and departure times. Such log will be submitted to his supervisor each day.

(ii) The Joint Activities Representative shall be restricted to non premium hours in handling such matters and the time spent on them shall be compensated at his regular salary rate.

(iii) The privilege of the Joint Activities Representative to leave his work during regular working hours without loss of pay is subject to the condition that the time will be devoted to the prompt handling of Joint Activity matters and will not be abused, and that the Joint Activities Representative will perform the work to which he is assigned at all times, except when necessary to leave his work to handle matters as provided herein.

(iv) If the ~~Corperation~~Company believes that the Joint Activities Representative is abusing any of the provisions hereof, it may refer the matter to the Joint Activities Board for immediate resolution of the problem.

The Joint Activities Representative shall perform only the duties as expressly set forth above.

The Joint Activities Representative shall not participate in the Grievance Procedure, and those matters with which such Joint Activities Representative deals shall not be subject to the Grievance Procedure. Other salaried Union Representatives in the complex, plants or offices shall not participate in joint activity matters as a Union Representative except as any of them has been specifically designated pursuant to the terms of a signed document relating to joint activities. This is not to suggest that such representatives are not or should not be supporting of such programs.

A Joint Activities Representative shall not function as provided herein unless and until the International Union (i) sends written notice to the ~~Corperation~~Company of the name of the employee, his plant, department and social security number and (ii) until the ~~Corperation~~Company advises the plant of the designation and the effective date thereof.

A Joint Activities Representative shall also cease to function as provided herein upon receipt of written notice from the International Union to the ~~Corperation~~Company. Such notice shall include the same identification information as set forth above.

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The ~~Corporation~~Company further agrees it will, insofar as is reasonably practicable, cooperate with such employee in performing his function as a Joint Activities Representative.

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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E / O & C

National and Local Training

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

(95) National and Local Training

International Union, UAW

Attention: Mr. General Holiefield Norwood H. Jewell

Dear Sirs:

~~Chrysler Group~~ 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 ~~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~~ 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

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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 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 ensure 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-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~~

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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,
~~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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E / O & C

Short-Term Military Duty

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

O&C&E
(109) Short-Term Military Duty

International Union, UAW

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

Dear Sirs:

A seniority employee 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 the difference between the employee's base salary to which the employee would have been entitled if not on military duty (including shift premium, if otherwise eligible, ~~and cost of living~~, but exclusive of overtime and any other premium), and the military basic pay the employee received for those same days.

Payment shall be made for normally scheduled work days (~~excluding Saturdays and Sundays~~) that the employee performs short-term military duty and otherwise would have been scheduled to work or, but for the employee's short-term military duty, would have been eligible for holiday pay.

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 Corporation's obligation to pay an employee under the provisions of this letter shall be limited to a maximum of ~~fifteen (15)~~ thirty (30) scheduled working days in any calendar year. In order to receive payment the following conditions must be met:

1. The period of short-term military or National Guard duty shall not exceed thirty (30) calendar days.

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2. The employee shall be called to military or National Guard duty and shall furnish the Corporation with a copy of the employee's military orders in advance of the employee's military duty; and

3. Upon the employee's return to work, the employee shall furnish the Corporation with a statement (Military Pay Voucher) of the military pay while on such duty.

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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Resident Engineers

September 29, 2003 September xx, 2015

(116) Resident/Quality Engineers

International Union, UAW

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

Dear Sirs:

During the recent negotiations, the Union raised the subject of Resident/Quality Engineers in the plants performing work which they claim has historically been Salaried Bargaining Unit work.

The ~~Corperation~~Company explained that in order to improve quality in support of our Corporate goal to be world class ~~by 2007~~, the Resident Engineer Program was implemented in 1994 with assurances to the International Union, UAW-DaimlerChrysler Department that it is not the intent of the ~~Corperation~~Company to assign resident engineers to perform work historically performed by salary bargaining unit engineers.

The function of the Vehicle Engineering Resident/Quality Engineer is to reduce the time between identification of product related issues in the manufacturing process and corrective actions in the plant, since product design changes are the responsibility of Vehicle Engineering. The Resident/Quality Engineer will work with Vehicle Engineering to pursue design changes, and any resulting manufacturing and assembly process changes will be implemented by the plant Bargaining Unit engineers. In addition, the Resident/Quality Engineers will continue to use Corporate quality indicators (internal and external) to prioritize issues relating to product design.

It is not intended that Resident/Quality Engineers displace Bargaining Unit engineers or perform work that is normally performed by Bargaining Unit engineers. The Resident/Quality Engineer functions as a team leader/facilitator coordinating the activities of the other members of the team(s). The team(s) will generally include Bargaining Unit engineers from the appropriate disciplines, i.e. tool process, quality and facility (plant), as

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well as hourly employees, and Non-Bargaining Unit employees in quality improvement initiatives.

When it is necessary for the Resident/Quality Engineer to perform functions on the plant floor relating to implementation of design changes that affect the manufacturing and assembly process, the Resident/Quality Engineer will liaison with appropriate Union employees.

Resident/Quality Engineering will implement procedures to ensure a constant flow of communication with the Bargaining Unit Engineers.

In order to eliminate potential disputes and misunderstandings, when a new Resident/Quality Engineer is assigned to a company facility, the Chairperson of the Engineering Unit at that location will be advised of the assignment.

The ~~Corporation~~Company acknowledged that there have been instances where the Resident/Quality Engineers have infringed on Bargaining Unit work in the course of reaching their goal. In an effort to resolve this issue, a letter from the Executive Vice President of Manufacturing and Executive Vice President of Vehicle Engineering will be sent to the ~~Resident Engineering Managers~~ instructing them as to the contents of the document and holding them responsible for insuring adherence to the commitments made during these negotiations.

Within sixty (60) days of ratification of the ~~2003~~2015 National O,C & E Agreement a roundtable meeting between the Vice President and Director of the UAW ~~DaimlerChrysler~~ Department, the approximate members of the Vice President's staff and the Vice President of Employee Relations for the ~~Company~~Corporation, including the Executive Vice Presidents of Manufacturing and ~~Vehicle Engineering~~ to develop an instrument to distribute to the plant manager, the salaried bargaining unit engineers and all of the salaried employees at each respective FCA US LLC manufacturing site the DaimlerChrysler Corporation describing the relationship between Rresident/Quality Eengineers and salary bargaining unit engineers.

In the event it is alleged that a facility is not complying with the provisions of this letter, and such issue cannot be resolved locally, the issue shall be elevated to the National Parties, up to and including the Vice President of Employee Relations and the Vice President of the UAW-Chrysler Department.

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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E/O & C

Union Quality Recognition

October 12, 2011 September xx, 2015

(118) Union Quality Recognition

International Union, UAW

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

Dear Sirs:

In recognition of past successes and achievements that UAW represented employees and non-represented employees have had on quality at ~~Chrysler Group 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 of 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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E / O & C

Fitness Program

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

(120) 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, d~~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, the NTC 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

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(121) 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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Americans with Disabilities Act

September 27, 1999-xx, 2015

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(123) 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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Recycling Programs

October 18, 1993-September xx, 2015

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(126) 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. The Company ~~Chrysler~~ is also active in recycling initiatives in the various communities in which it operates. The Company ~~Chrysler~~ 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.

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8/12/15

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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RK 8/12/15
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FIAT CHRYSLER AUTOMOBILES

E / O & C

Technology Training Center

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

O&C&E
(130) 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

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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 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-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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FAT CHRYSLER FCA US LLC

E/O & C

Extension of Seniority Recall Rights

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

O&C&E

(136) Extension of Seniority Recall Rights

International Union, UAW

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

Dear Sirs:

This will confirm our understanding that, notwithstanding the provision of Section (42)(e) of the Office and Clerical and Engineering Agreements, laid off employees who have not broken their seniority as of ~~October 12, 2011~~ September xx, 2015 shall retain their seniority recall rights through the term of the new Agreement.

Very truly yours,
~~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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FIAT CHRYSLER AUTOMOBILES

E / O & C

Lockout Validations

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

OE&C

(143) 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. Franciosi~~Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Nate Goeden~~Norwood H. Jewell

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FIAT CHRYSLER FINANCIAL SERVICES

E/O & C

Payroll Direct Deposit

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

O&C&E
(149) Payroll Direct Deposit

International Union, UAW

Attention: Mr. General Holiefield 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. Jacobelli~~ Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~General Holiefield~~ Norwood H. Jewell

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FINANCIAL REGULATORY AUTHORITY

E / O & C

Payroll Matters

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

(151) Payroll Matters

International Union, UAW

Attention: ~~Mr. Nate Gooden~~ 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 ~~Corporation~~ Company agreed to implement the following:

-- Local Unions may request and receive monthly union dues deduction information from both regular pay and Supplemental Unemployment Benefit (SUB) on a 3.5" disk or other acceptable format from Diversified Data Corporation, or such other third party computer services provider as determined by the ~~Corporation~~ Company. The cost of the creation and distribution of these disks will be paid for by the ~~Corporation~~ Company. The Local Unions will be responsible for any costs related to computer software and/or hardware necessary to process the monthly data.

-- In addition, the ~~Corporation~~ Company and the Union agree that delivery of the separate union dues listing by electronic, rather than paper, provides overall efficiencies and benefits for all parties. Further, the ~~Corporation~~ Company and Union agree to encourage each Local Union to convert from paper listings to other acceptable electronic media (e.g., e-mail) where feasible.

-- The ~~Corporation~~ 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 ~~Corporation~~ Company and Union agree that V-CAP deduction detail will be provided by the Corporation to the Financial Secretary of each Local Union. The ~~Corporation~~ Company and Union will jointly study the best means to

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accomplish this. Local Unions will receive their detail listings in the same format as determined for union dues solicitation (e-mail or paper), with electronic means being the mutually preferred method.

-- It is also understood that V-CAP 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,
DAIMLERCHRYSLER CORPORATION
By J. Franciosi
Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved

INTERNATIONAL UNION, UAW
By ~~Nate Gooden~~ Norwood H. Jewell

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E/O & C

Personal Information Security

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

(155) Personal Information Security & Employee Privacy

International Union, UAW

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

Dear Sirs:

During the ~~2007~~ these National Negotiations the Union raised the subject of personal privacy. The ~~Corporation~~ Company reassured that it places as much importance on the confidentiality of personal data concerning employees as does the Union. In this regard, the ~~Corporation~~ Company will continue to protect and respect the confidential nature of all personal information. Both the ~~Corporation~~ 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 ~~Corporation~~ 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 ~~Corporation~~ Company successfully implemented and has used a ~~DCid~~ CID program that provides all employees with personal ID numbers to be used in lieu of social security numbers. The ~~Corporation~~ Company will continue to maintain the ~~DCid~~ CID system.

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

E / O & C

Working on a Holiday / Vacation Conversion Option

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

(156) Working on a Holiday / Vacation Conversion Option

International Union, UAW

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

Dear Sirs:

During these 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 accrued vacation eligibility, in lieu of receiving holiday pay.

To provide sufficient time for administration, the employees must submit their requests 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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FIAT CHRYSLER AUTOMOBILES

E / O & C

UAW-DaimlerChrysler Scholarship Program for Dependent Children

September 29, 2003 September xx, 2015

(160) UAW - DaimlerChrysler Scholarship Program
for Dependent Children

International Union, UAW

Attention: Mr. ~~Nate Goeden~~ 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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FIAT CHRYSLER AUTOMOBILES

E / O & C

Joint Leadership Involvement in Health & Safety

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

(162) 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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FIAT CHRYSLER AUTOMOBILES

E / O & C

Metal Working Fluids

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

(163) 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/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/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/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 CompanyChrysler exposure guideline of 1.0 mg/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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173

MKS 9/10/15
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FCA
Fiat Chrysler Automobiles

E / O & C

Up-Front Lump Sum Payment

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

(169) 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 April 15, 2010 and \$3,000 to each member of the Union hired on or after April 15, 2010 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, 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
- 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:~~

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~~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 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

E / O & C

Health and Safety - UAW Safety Representative Participation in the Design of Safety Systems for Energy Control

September 29, 2003 September xx, 2015

(174) 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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FIAT CHRYSLER AUTOMOBILES

E / O & C

Salary Bargaining Unit Flexibility

October 12, 2011 September xx, 2015

(184) Salary Bargaining Unit Flexibility

International Union, UAW

Attention: Mr. General Holiefield Norwood H. Jewell

Dear Sirs:

During these discussions the parties agreed that the need for unit flexibility to address fluctuating workloads is essential. ~~modified sections of the National Agreement to reflect the agreements reached in the February 2009 and April 2009 addendums to the 2007 National Agreement. During the 2009 Addendum discussions, The United States Treasury (UST) required the agreements reached by the company and union to be competitive with the U.S. transplant automobile manufacturers. To that end, during the 2009 Addendum discussions, the parties agreed to continue to support the full implementation of World Class Manufacturing (WCM), New Hire Entry Level Wages and Benefits, and significant efficiency improvements.~~

We understand that the flexible utilization of our salary workforce is required to support the implementation of WCM, and to implement other significant efficiency improvements. ~~To that end~~ Accordingly, we the parties agree to address: implement this flexibility with the following understanding:

- Inefficient work rules and work practices that may exist within the salary bargaining units.
- The flexible use of the salary bargaining unit workforce can perform within classifications and departments, across classifications and departments, within units, across units, and within locals, ~~and across locals.~~
- The parties agree to discuss any opportunities to assign work across locals provided there is mutual agreement between the parties and a positive business case for keeping the work in-house.

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CFB 9-15-15
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• The SBU will performance perform of non-traditional and incidental work without laying claim to, or disputing the work.

The parties agree that none of the aforementioned flexibility utilization is intended to erode the bargaining unit. Furthermore, where local language exists that is contrary to the agreements outlined above, the local language is preempted in favor of the spirit and intent of the ~~UST's competitive requirements~~ this letter.

Any disputes between the local parties concerning the agreements above, or the application of this language, shall be referred to the Assistant Director to the Vice-President of the Chrysler Department and to the Chrysler Director of Union Relations for resolution.

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

Accepted and Approved:

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

RB 9-15-15
JAS 9.15.15
LFB 9-15-15

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SAB 9/17/15






FIAT CHRYSLER AUTOMOBILES

E / O & C

Salaried Bargaining Unit Placement Election to Hourly

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

O&C&E

(186) Salaried Bargaining Unit Placement Election to Hourly

International Union, UAW

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

Dear Sirs:

During the 2014~~5~~ negotiations, the Union expressed an interest in providing work opportunities to indefinitely laid-off Salaried Bargaining Unit employees with previous seniority pursuant to the provisions of the Production Maintenance and Parts (PM&P) Agreement. In response, the parties agreed that an indefinitely laid-off Salaried Bargaining Unit employee may elect to displace an hourly employee provided that the displacing salaried employee has greater seniority, can perform the job, and the displacement occurs at the location where the laid off salaried bargaining unit employee has prior hourly bargaining unit seniority. The indefinitely laid-off salaried bargaining unit employee will return to the hourly workforce consistent with the provisions of PM&P Agreement Section (52) Seniority of Employees Promoted to Salary at the current hourly rate of pay. The Company agrees to this one time election with no contractual right to revert back to the salary bargaining unit. The laid off employee can at their option continue to apply for open salaried bargaining unit positions utilizing the current process. Should the laid-off salaried bargaining unit employee wish to return to the hourly bargaining unit, they must submit an application to the Local Human Resources Office within seven (7) calendar days of their layoff date.

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

RB 9-8-15
DA 9-8-15
YFB 9-8-15

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Product Design Concept Vehicles

October 12, 2014 September xx, 2015

O&C&E
(188) Product Design Concept Vehicles

International Union, UAW

Attention: Mr. General Holiefield-Norwood H. Jewell

Dear Sirs:

During the course of these negotiations, the Union expressed concern with the Company's ~~decision to occasionally utilize a use~~ of third party providers as it relates to concept and show car work including all component and detail work related to them. While there was no historical or traditional claim to concept and show car work, the Union requested that the salaried bargaining unit workforce be considered for future opportunities to engage in this type of work. To address the Union's concern, the Product Design Office (PDO) and the Prototype Build Engineering (PBE) organization will engage the Union in discussions regarding the performance concept and show car work provided cost, efficiency, quality, and flexibility can be achieved. ~~and provided there is capacity to perform such work within the Company~~ It is understood by the parties that the scope of work involved is on non-approved program vehicles.

Furthermore the union expressed interest in overtime opportunities in PDO and PEB. The Company seeks to continue the assignment of overtime work opportunities to the bargaining unit provided competitiveness, operational efficiency, quality, and vehicle development priorities are maintained.

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

9-11-15

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9/11/15
MP
DJW
PJR





FIAT CHRYSLER AUTOMOBILES

E / O & C

EAP Representative Membership

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

(195) 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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JAS 8-31-15
CFB 8/31/15

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Office and Clerical Classification Consolidation

October 12, 2011 September xx, 2015

O & C & E

(196) Office and Clerical Classification Consolidation

International Union, UAW

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

Dear Sirs:

During these negotiations, the parties extensively discussed the need for the salaried bargaining unit to become more competitive and flexible in the current business environment. As a solution to these issues, the Union proposed a progressive classification consolidation and wage structure changes within the Office and Clerical workforce. In an effort to support a more flexible and efficient workforce, the Union submitted a proposal that appears to achieve these results. ~~The Company explained that a review of the proposal with the Management of the impacted organizations is required to determine its practicality and whether efficiency and flexibility improvement can be achieved. The agreed upon Office and Clerical classification consolidation is currently being initiated at the Sterling Heights Assembly Plant within the Material Logistics Management group. The Company will continue to monitor the economic viability of the program. Provided the consolidation achieves the anticipated benefits of this initiative, the Company will continue with the consolidation efforts at other locations. The Company will jointly schedule meetings with the appropriate Management teams within 90 days of ratification of the 2011 O C & E Agreement to discuss the Union's proposal.~~

~~Very truly yours,~~ Very truly yours,
Chrysler Group LLC FCA US LLC
By A. A. Iacobelli By Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Norwood H. Jewell

RB 9-9-15
CFB 9-9-15
DD 9-9-15

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FCA CURRENTLY HAS NO EMPLOYEES

E / O & C

Placement and Workforce Utilization

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

(197) Placement and Workforce Utilization

International Union, UAW

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

Dear Sirs:

During the ~~2011~~ 2015 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 Unit" application on file under the terms and conditions of the Memorandum of Understanding - Return to Home Unit.

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.

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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:

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 who 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.

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 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 FCA US LLC
By A. A. Iacobelli-Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

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JAB 9/14/15
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By General Holiefield Norwood H. Jewell

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Performance Bonus

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

(198) Performance Bonus

International Union, UAW

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

Dear Sirs:

(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
May 14, 2012 <u>September 5, 2016</u>	May 16, 2011 through May 13, 2012 <u>September 7, 2015</u> through <u>September 4, 2016</u>	\$500.00 4% of <u>Qualified Earnings</u>	June 10, 2012 <u>September 18, 2016</u>
May 13, 2013 <u>September 3, 2018</u>	May 14, 2012 through May 12, 2013 <u>September 4, 2017</u> through <u>September 2, 2018</u>	\$500.00 4% of <u>Qualified Earnings</u>	June 9, 2013 <u>September 16, 2018</u>

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May 12, 2014	May 13, 2013 through May 11, 2014	\$500.00	June 8, 2014
May 11, 2015	May 12, 2014 through May 10, 2015	\$500.00	June 7, 2015

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.

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) Salaried Bargaining Unit employees hired prior to April 15, 2010

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

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- ~~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.

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 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 Performance Bonus	Adjusted Performance Bonus*
Bronze	125%	x	\$500	\$625
Silver	150%	x	\$500	\$750
Gold	175%	x	\$500	\$875
World Class	200%	x	\$500	\$1,000

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AD 10/7/15

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

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

N.A. § 10-7-15 AD 10/7/15 188

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E / O & C

Quality Achievement Award

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

(199) Quality Achievement Award

International Union, UAW

Attention: Mr. General Holtefield ~~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>
1	\$0
2	\$500.00
3	\$750.00
4	\$1,000.00
5	\$1,500.00

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 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.

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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.

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.

Quality Control Pillar Audit Score	Quality Control Pillar Audit Score Payment		Upside Potential - JD Power 2 nd Quartile or Better Amount		Upside Potential - JD Power "Top Ranked"		Quality Achievement Award Amount Payable to Employee
5	\$1500	+	\$250	+	\$250	=	\$2000
4	\$1000	+	\$250	+	\$250	=	\$1500

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3	\$750	+	\$250	+	\$250	=	\$1250
2	\$500	+	\$250	+	\$250	=	\$1000

d. Quality Achievement Award payments will be made to each eligible employee in accordance with the following table:

Eligibility Date	Eligibility Year	Payment Date
October 31, 2016	November 2, 2015 through October 30, 2016	December 9, 2016
October 30, 2017	October 31, 2016 through October 29, 2017	December 8, 2017
October 29, 2018	October 30, 2017 through October 28, 2018	December 7, 2018

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,
CHRYSLER GROUP LLC/FCA US LLC
 By: A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: General Holiefield Norwood H. Jewell

RA 9-15-15
 JR

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TS 9/16/15
 JB

EO&C

New Letters



FIAT CHRYSLER AUTOMOBILES

E/O & C

311 Training

September xx, 2015

O & C & E
(N-xx) 311 Training

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 negotiations, the Company and Union discussed the need for 311 training to be in line with WCM principles and to train 311 Engineers based upon need. The Company and Union agreed that cross-training within a 311 specialty allows for and enables the flexibility the Company requires to maintain the efficiencies of the operation and for the Union to continue to improve their competitiveness. However, the Company and Union agreed that there are many instances in which it is not efficient for the business or the individual employees to be fully trained in all aspects of a 311 specialty area.

In the event that a 311 Engineer moves to a new role within a specialty, or from one specialty to another, the local parties will assess that employee's training deficiencies and address them through on the job training, and supplement with additional training, as deemed necessary by the Company.

The Union also raised a concern that there may be 311 Engineers who are not classified correctly in their specialties (311E, 311M, 311D). In the event of a layoff, where employees are laid off and recalled by their classification, improper classification coding may cause problems with the placement process. Upon ratification of the 2015 National Agreement, the Company agrees to conduct an audit to ensure that the 311 Engineers are properly coded in their appropriate 311 specialty.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

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PFB 9-9-15
DAJ 9-9-15

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NORM

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FIAT CHRYSLER AUTOMOBILES

E / O & C

AMEPT Operations

September xx, 2015

O & C & E
(N-xx) AMEPT Operations

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 negotiations, the Company and Union discussed Powertrain Operations and the role of the Salaried Bargaining Unit Engineers. The Union expressed concern relative to the 3D tools which are currently being used and supported by a third party. The 3D tools will replace Autocad which is currently being utilized by the Salaried Bargaining Unit Engineers for layouts. Within thirty (30) days of the ratification of the 2015 National Agreement, Powertrain Management will hold a review at CTC with the Local 412 Unit 25 Chairperson to discuss the 3D tools and the current work being performed by the Strategic Planning Group.

This is in no way intended to indicate that the tool will be utilized exclusively by any particular employee group.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

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DSJ 9-9-15
RLB 9-9-15

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FIAT CHRYSLER AUTOMOBILES

E/O & C

Consideration for Promotions or Lateral Transfers

September xx, 2015

O & C & E

(N-xx) Consideration for Promotions or Lateral Transfers

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the Union expressed concern with respect to bargaining unit employees who may not be considered for a promotion to or within the salaried bargaining unit as they do not possess a college degree.

The parties recognize that circumstances may arise where an employee who wishes to be considered for an open position may possess specialized training that makes him uniquely qualified. Depending on the position in question, the employee may be a viable candidate for the open position. Accordingly, the Company agrees to consider an employee without a degree who meets all other qualifications, provided he has significant service with the Company and has satisfactorily performed work in the same or similar classification.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

RB 9-9-15

TFB 9-9-15

JS 9-9-15



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FIAT CHRYSLER AUTOMOBILES

E / O & C

Division Health and Safety Review Board

September xx, 2015

(N-xx) Division Health & Safety Review Boards

International Union, UAW

Attention: 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.

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

E / O & C

Future Competitiveness Objective (FCO)

September xx, 2015

O & C & E

(N-xx) Future Competitiveness Objective (FCO)

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these recent negotiations the parties discussed proposals related to the competitiveness and sustainability of the Salaried Bargaining Unit Designers. The parties also recognize the need to maintain the skill set, especially in light of recent retirements and the upcoming high retirement potential of the current workforce. The parties have agreed that the Company, as necessary to meet business needs, will emphasize the hiring of staff to address the need to support the continuation of core competencies of the workforce and improve developmental opportunities. Furthermore, the Company reaffirms its commitment to the Salaried Bargaining Unit by providing the opportunity for promotion into higher grade levels in accordance with the National Agreement.

The parties agree that increasingly complex systems related to technological advancements, regulatory requirements, improved safety, and quality, will require constant attention to the education of our employees to maintain and improve technical expertise in the increasingly complex and competitive global environment.

The Company will provide a path for designers to pursue a promotion to Design Specialist. In recognition of this commitment, within ninety (90) days from ratification of the 2015 Contract, the parties will establish the educational and job-related qualifications required for promotional consideration. Problems with the establishment of the educational criteria associated with this initiative may be referred to the International Union, UAW and the Company's Union Relations staff 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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FIAT CHRYSLER AUTOMOBILES

E / O & C

Hiring of Per Diem Nurses

September xx, 2015

O & C & E
(N-xx) Hiring of Per Diem Nurses

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the Union expressed its concern that per diem Nurses currently working for the Company were not considered as potential candidates to fill open positions. As the Company pursues the most qualified candidates who have posted for open positions, the Company agrees to give consideration to current per diem Nurses who are qualified and who have expressed interest in being considered for an open full time position.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

RK 9-8-15
QJ 9-8-15
TFB 9-8-15

197

9/5/15



FIAT CHRYSLER AUTOMOBILES

E / O & C

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 Union's 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

22 9-13-15
R16 9-13-15
LFB 9-13-15

198



SAB
MP
9/13/15
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PSL
OSW



FIAT CHRYSLER AUTOMOBILES

E/O & C

Nurse Preceptor

September xx, 2015

O & C & E
(N-xx) Nurse Preceptor

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

The parties agree that Nurses assigned the task of training other nurses will receive the E leader pay rate for the hours spent serving as a Nurse Preceptor.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

9.5.15
RB

199

[Redacted]

RB 9-8-15
SJ 9-8-15
AFB 9-8-15



FIAT CHRYSLER AUTOMOBILES

E / O & C

Onsite Contractor Notification

September xx, 2015

O & C & E
(N-xx) Onsite Contractor Notification

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these recent negotiations the parties discussed the periodic need to assign Contractors within a FCA US LLC facility. Accordingly, it is agreed that the utilization of onsite contractors will be for the occasional requirement of specialized design knowledge.

After ratification of the 2015 Agreement, the Company will provide advanced notice of onsite contractor utilization to the Unit Chairman, including specialized knowledge, technical rationale, nature of the work to be performed, vehicle program, location of the Contractor, and projected duration of the assignment.

It is not the Company's intent to reduce workload available to the Salaried Bargaining Unit designers, and furthermore it is agreed that the onsite contractor will be an incremental resource not intended to affect Salaried Bargaining Unit headcount.

Should the Unit Chairman have concerns with the duration and/or reasoning of the utilization of the onsite contractor, the Union may file a grievance at the 2nd step of the grievance procedure.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

CFB 9-9-15
JS 9-9-15
RH 9-9-15

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Out of State PDC Training

September xx, 2015

O & C & E
(N-xx) Out-of-State PDC Training

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs

The Office & Clerical employees located in out-of-state PDC's are, at times, impacted by New Technology. In an effort to ensure that these employees are appropriately trained, the Unit Chairman/Local President will participate in a quarterly conference call with the Human Resources Manager for Mopar to discuss whether training needs exist for bargaining unit employees.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

20 9-8-15

RB 9-8-15

CFB 9-8-15

201

9/5/15



E/O & C

Plant Closing

September xx, 2015

OC&E

(N-xx) Plant Closing

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

This is to advise the Union that when a plant closing decision is contemplated, the Union members of the roundtable will be given at least sixty (60) days' written notice when practicable. The notice will include the reason for the plant closing.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

RB 9/18/15

TFB
- JAX

202

9.18.15
LACK



FIAT CHRYSLER AUTOMOBILES

E / O & C

Plant Level Launch Teams

September xx, 2015

O & C & E
(N-xx) Plant Level Launch Teams

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

In the 2015 negotiations the Company and the Union discussed the subject of SBU engineers assigned to project and product launch teams at the plant level. It is important to consider their involvement to support the success of a launch. When needed to support manufacturing requirements, the Company will assign the appropriate 311 engineer(s) to the launch team for the start of the vehicle builds commonly referred to as VP (Verification of Process build). If the project dictates a need for more engineering support, local management will seek to provide the appropriate plant support to ensure the goals of the project are met.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

CFB 9-9-15

SH 9-9-15

RLB 9-9-15

203

9-9-15
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DOW
SATB
BJL



FIAT CHRYSLER AUTOMOBILES

E / O & C

Professional Affiliations and Required Licensing Fees

September xx, 2015

O & C & E

(N-xx) Professional Affiliations and Required Licensing Fees

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

During these negotiations, the Union discussed issues related to the Nursing Staff being strongly encouraged to remain current in their professional knowledge by joining or subscribing to state and local medical societies and journals, including the American Association of Occupational Health Nurses. Specifically, the issue raised involved the appropriate membership fees associated with professional groups. To be considered for the above, approval must be secured from Management in advance.

The union was advised that each bargaining unit will be allocated attendance opportunities for appropriate state occupational health conference for the Occupational Health Nurses in the following manner: Bargaining units of 20, or more, fulltime occupational nurses will be allocated one attendee annually for every 20 fulltime occupational nurses on roll.

Similarly, the Union discussed concerns regarding the requirement that the Nursing Staff remain current with state licensing. The parties agree that all fees required as a condition of employment will be reimbursed.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

RK 9-9-15
JH 9-9-15
CFB 9-9-15

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HUB

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MR
DOW

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Progressive Discipline

September xx, 2015

(N-xx) 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 (33) of the O, C & E 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

2ND 9-14-15
PFB 9-14-15
RLO 9-14-15

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[Signature]

MP SAB 9/14/15
[Signature] DJW



FIAT CHRYSLER AUTOMOBILES

E / O & C

Resident/Quality Engineer Roundtable

September xx, 2015

(N-xx) Resident/Quality Engineers Roundtable

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 National Negotiations, the parties had extensive discussion regarding Resident/Quality Engineers and the Salaried Bargaining Unit Engineers in the Company's manufacturing facilities.

Within thirty (30) days of ratification of the 2015 National O, C, & E Agreement, the parties agree that the Vice President of Employee Relations and the Vice President and Director of the UAW Chrysler Department, or their designees will meet with the Vice President of NAFTA Quality to discuss the roles, responsibilities, and the relationship between the Resident/Quality Engineers and the Salaried Bargaining Unit Engineers within the Company's manufacturing facilities.

Very truly yours,
FCA US LLC
Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

MP 9.14.15 DJW

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JAD 9.15.15

TFB 9-15-15

RK 9-15-15



FIAT CHRYSLER AUTOMOBILES

E / O & C

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

RK 9-13-15
JAS 9-13-15
LFB 9/13/15

207
[Signature]

MR [Signature]
SAB
9/13/15
JMN
PJC



E / O & C

Salaried Skilled Trades Full Utilization

September xx, 2015

O & C & E
(N-xx) Salaried Skilled Trades Full Utilization

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these recent negotiations the Union expressed concern relative to outside contracting and the utilization of Salaried Bargaining Unit Skilled Trades Journeymen. 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 on circumstances of each contract, including the number of salaried skilled trades journeymen personnel involved, the number of hours allocated to the project, and the extent to which outside contractors are contemplated for utilization on weekend work.

While no specific number of hours per week has been established, the following factors should be taken into consideration before assigning work to contractors;

1. Whether a contractor will perform work on overtime during the workweek and/or on a weekend.
2. Whether Salaried Skilled Trades Journeymen employees are on layoff.

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3. The necessity for specialized equipment 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.
4. The percentage of affected trades to be assigned work along with outside contractors
5. The requisite number of plant salaried 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 parties agreed the definition of "full utilization" may not necessarily be limited to salaried 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 salaried 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 salaried skilled trades journeymen workforce is fully utilized as that concept relates to the decision to use an outside contractor. Consistent with the outside contracting review process, the goal is to utilize plant salaried skilled trades, however, if consistent with current guidelines, 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 salaried skilled trades and is work they could perform, the Company will match like trades not exceeding one for one match.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

RB 9/29/15
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FIAT CHRYSLER AUTOMOBILES

E / O & C

Skilled Trades - Broken or Damaged Tools

September xx, 2015

(N-xx) Skilled Trades - Broken or Damaged Tools

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During 2015 negotiations, the Company reaffirmed its commitment for the replacement of personal tools of SBU Skilled Trades employees broken or damaged on the job.

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

- 1) The maximum amount expended for the repair or replacement of any one tool shall not exceed \$450.00, and
- 2) The maximum amount expended at each plant in each year of the 2015 Agreement shall not exceed an amount equal to \$10.00 multiplied by the total number of Salaried 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 SBU Skilled Trades employees may arrange for the repair or replacement of broken tools. Any costs above \$450.00 for the repair or replacement of a broken tool will be the responsibility of the SBU skilled trades employee.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

12/6 9-8-15
2/11 9-8-15
TFB 9-8-15

210



9-5-15
[Signature]



FIAT CHRYSLER AUTOMOBILES

E / O & C

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

MD 10-7-15
N.A.S 10-7-15

211

MP
10-7-15
Kew



FIAT CHRYSLER AUTOMOBILES

E / O & C

Unit Chairperson Leaving the Facility

September xx, 2015

International Union, UAW
Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 Negotiations the union raised the issue of the Local Unit Chairperson leaving the facility during his scheduled hours to perform services for the benefit of the Company. During these infrequent situations, the Company agrees to compensate the Local Unit Chairperson for his time away from the facility. Local management must have a reasonable period of time to authorize the leave. Further, due to the size of various units, the critical nature of the jobs performed, every effort will be made to accommodate these requests while protecting the efficiency of operations. The Local Unit Chairperson will be allowed to utilize no more than 8 hours per month of compensated leave.

Very truly yours,
Chrysler Group LLC
By: Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

MP 9-14-15

DD 9-15-15
YFB 9-15-15
Rk 9-15-15

212



FIAT CHRYSLER AUTOMOBILES

E / O & C

Warranty and Service Agreements

September xx, 2015

(N-xx) Warranty and Service Agreements

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 Negotiations, there was discussion regarding the subject of warranty and service agreements at the Chelsea and Arizona Proving Grounds. The Union expressed serious concern relative to warranty arrangements that extend beyond those customarily provided by suppliers and certain service contracts. They further asserted that certain locations fail to provide the Union with proper notice when suppliers are in the plant to perform particular warranty or service agreement work, especially during off-shifts and overtime periods. The Company reaffirmed that good business practice includes the use of warranty arrangements sufficient to assure that equipment purchased by the Company performs according to specifications required by the purchase contract. The Company further explained that to remain globally competitive, it must be able to utilize warranty arrangements and/or service contracts ordinarily provided by suppliers.

In an effort to address the Union's concerns, it is agreed that any time a supplier visits a facility to perform warranty or service agreement work, as provided in the purchase agreement between the parties, the Union will be notified and an employee on that shift with the appropriate salaried skilled trades classification will be assigned with the supplier. Additionally, in the event other employees from the same supplier are performing different warranty or service agreement work in other areas of the plant, an employee with the appropriate salaried skilled trades classification will be assigned with the supplier. The purpose of this assignment is for the employee to receive training, become familiar with the new equipment, and to help ensure a smooth transition of responsibilities to our salaried skilled trades upon expiration of the warranty and/or service arrangements.

Where concerns or abuses are cited by either party regarding the aforementioned understanding, such matters will be presented to the Labor Relations Manager in an attempt to reach a mutually satisfactory resolution.

Very truly yours,
FCA US LLC

Rub 9-8-15
JAJ 9-8-15
CFB 9-8-15

213
[Redacted]

9.5.15
[Signature]

By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

RM 9-8-15
JA 9-8-15
LFB 9-8-15

214
[REDACTED]

9.5.15
RB



E / O & C

WCM Award

September xx, 2015

(N-xx) 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.

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CD 9/22/15

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.

(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

RA 9.22.15

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- P.K.

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9.22.15
MP
CD 912115

EO&C

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Personal Financial Planning

October 12, 2011

O&C&E
(26) Personal Financial Planning

International Union, UAW

Attention: Mr. General Holiefield

Dear Sir:

~~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 Centers 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 employees' 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

DAJ 8-29-15
RK 8-29-15
PFB 8-29-15



MR 8-27-15
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FIAT CHRYSLER AUTOMOBILES

E / O & C

Multimedia Learning

October 12, 2011

(33) 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,

JN 8-29-15
R/B 8-29-15
TFB 8-29-15

218
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M 8-27-15 B man [Signature]
PJL SAB

CHRYSLER GROUP LLC
By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

MP 8.27.15 ^{ib} mmm

SAR PJ 

219


JA 8.29.15
RK 8-29-15
LF 8-29-15



E / O & C

Series Classifications

October 12, 2011

O & C & E
(34) Series Classifications
HISTORICAL

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

_____ The Salary Classification and Grade Supplement to the current National Office and Clerical and Engineering Agreements established certain classifications, as a part of a series of classifications, to which an employee may advance, after having worked on the lower classifications for a specified number of years. The base classifications and related phase-up classifications are covered in Exhibit A. All phase-up classifications are identified by a numeral in the fourth digit of the classification number (i.e., 22210).

_____ Since the basic work content of the phase-up classification and the one from which the employee is promoted is the same, the two classifications may be considered as one, for the purposes of layoff and recall in the local Supplemental Seniority Agreements and for equalizing overtime in Overtime Agreements, in those plants and offices where applicable.

_____ This understanding shall not prejudice the position of either party with respect to the proper application or interpretation of any of the provisions of the current National Office and Clerical and Engineering Agreements.

_____ Very truly yours,
_____ CHRYSLER GROUP LLC
_____ By A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

KB 9-21-15

AK 9-21-15

220 9-21-15

220

MP 9-21-15

TB

EXHIBIT A

— Listed below are series classifications wherein employees who perform satisfactorily on a base classification for a specified number of years may be advanced to the indicated phase-up classification(s):

1. — No. 03600, Clerk-Expense Audit
— No. 03610, Expense Audit Specialist
2. — No. 03700, Clerk-Field Car
— No. 03710, Field Car Specialist
3. — No. 03800, Clerk-Property Accounting
— No. 03810, Property Accounting Specialist
4. — No. 04300, Clerk-Project and Authorization
— No. 04310, Project Authorization Specialist
5. — No. 05000, Accounting Liaison Clerk
— No. 05010, Accounting Liaison Specialist
6. — No. 05100, Cashier-Factory or Driveway
— No. 05110, Cashier Specialist
7. — No. 05300, Clerk-Billing
— No. 05310, Billing Specialist
8. — No. 05400, Clerk-Bookkeeping
— No. 05410, Bookkeeping Specialist
9. — No. 05500, Clerk-Cost
— No. 05510, Cost Specialist
10. — No. 05600, Clerk-Company Work Orders
— No. 05610, Company Work Order Specialist
11. — No. 05700, Clerk-Invoice
— No. 05710, Invoice Specialist
12. — No. 05800, Clerk-Payroll-Hourly
— No. 05810, Hourly Payroll Specialist
13. — No. 06300, Plant Payroll/Accounting Clerk
— No. 06310, Plant Payroll/Accounting Clerk Specialist
14. — No. 08700, Procurement Person-Export
— No. 08710, Procurement Specialist
15. — No. 11800, Correspondent-Technical
— No. 11810, Technical Service Analyst
16. — No. 13200, Secretary A
— No. 13210, Secretary A
17. — No. 14000, Telephone Operator
— No. 14010, Telephone Operations Specialist
18. — No. 20800, Analyst-Equipment Utilization
— No. 20810, Equipment Utilization Specialist
19. — No. 2110A, Engineer-Tool Engineering A
— No. 2111A, Tool Engineering Specialist
20. — No. 2180A, Engineer-Plant Engineering A
— No. 2181A, Plant Engineering Specialist
21. — No. 22000, Auditor-Planning
— No. 22010, Auditor-Planning Specialist
22. — No. 22200, Follow-Up Person-Planning


MP 9-21-15

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221

- No. 22210, Production Material Follow-Up Specialist
23. — No. 22300, Scheduler-Planning
— No. 22310, Production Scheduling Specialist
24. — No. 22400, Specifications Compiler-Planning
— No. 22410, Planning Specifications Specialist
25. — No. 22900, Engineer-Material Handling
— No. 22910, Material Handling Specialist
26. — No. 23800, Follow-Up Person-Tooling & Non-Productive Materials
— No. 23810, Non-Productive Stores Follow-Up Specialist
27. — No. 3110A Electrical Engineering
— No. 3110A Mechanical Engineering
28. — No. 31600, Sales Programming Analyst
— No. 31610, Sales Programming Specialist
29. — No. 32100, Special Orderer-Sales
— No. 32110, Special Order Analyst
30. — No. 33200, Vehicle Sales Analyst—All Markets—
— No. 33210, Vehicle Sales Analysis Specialist—All Markets
31. — No. 36400, Compiler Parts Book & Price List
— No. 36410, Parts & Price Catalog Specialist
32. — No. 37600, Pricing Compiler-Service Parts
— No. 37610, Pricing Specialist-Service Parts
33. — No. 37900, Procurement Person-Parts Stock
— No. 37910, Stock Procurement Analyst-Parts
34. — No. 42500, Multilith Operator
— No. 42510, Multilith Specialist
35. — No. 44900, Estimator-Advance Central Estimating
— No. 44910, Estimator-Advance Product Cost
— No. 44920, Advance Product Cost Analyst, or
— No. 44940, Cost Estimating Specialist
36. — No. 45000, Estimator-Cost
— No. 45010, Estimator-Product Cost
37. — No. 47000, Registered Occupational Health Nurse
— No. 47010, Registered Occupational Health Nursing Specialist
38. — No. 51900, Illustrator-Graphic-A
— No. 51910, Illustration Specialist
39. — No. 53000, Analyst-Advance Product and Manufacturing
— No. 53010, Advance Product and Manufacturing Specialist
40. — No. 54100, Technician-Laboratory Engineering A-
— No. 54110, Technician-Plant Laboratory
— No. 54120, Plant Test Technician
— No. 54130 Plant Laboratory Specialist
41. — No. 56200, Mechanic and/or Driver II—Engineering
— No. 56210, Mechanic-Product Development
— No. 56220, Mechanic-Product Test & Development
42. — No. 56300, Mechanic and/or Driver III—Engineering
— No. 56310, Mechanic-Engineering Development
43. — No. 56500, Vehicle Test Technician-Proving Ground
— No. 56510, Vehicle Test Coordinator-Proving Ground
— No. 56520, Vehicle Test Specialist-Proving Ground

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44. ~~No. 56700, Technician Test and Analysis~~
~~No. 56710, Technician Test and Development~~
~~No. 56720, Technician Engineering Development~~
45. ~~No. 56800, Instrument Development Technician II~~
~~No. 56900, Instrument Development Technician III~~
46. ~~No. 57000, Functional Test Technician~~
~~No. 57010, Functional Testing Specialist~~
47. ~~No. 57500, Technician Engineering Development~~
~~No. 57510, Technician Assembly and Test Experimental~~
48. ~~No. 57900, Engineering Records & Release Clerk III~~
~~No. 57910, Engineering Records & Release Specialist~~
49. ~~No. 58200, Electronic Test and Analysis Technician~~
~~No. 58210, Technician Electronic Test and Development~~
~~No. 58220, Technician Electrical Engineering Development~~
50. ~~No. 58300, Mechanic Maintenance P.G.~~
~~No. 58310, Maintenance Mechanic Specialist P.G.~~
51. ~~No. 59700, Product & Systems Development Technician~~
~~No. 59710, Product & Systems Development Specialist~~
52. ~~No. 59900, Design Specifications Analyst~~
~~No. 59910, Design Specifications Specialist~~
~~No. 59920, Design Releasing Specialist~~
53. ~~No. 60500, Technical Records and Information Clerk~~
~~No. 60510, Technical Records and Information Specialist~~
54. ~~No. 80200, Assembly Process Engineer~~
~~No. 80210, Assembly Process Specialist~~
55. ~~No. 80900, Advance Program Planning Engineer~~
~~No. 80910, Advance Program Planning Specialist~~

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Liberty

October 18, 1993

O&C&E
(39) Liberty

International Union, UAW

Attention: Mr. Leonard J. Paula

Dear Sirs:

During the recent negotiations the Union expressed concern about its continuing role in Liberty activities, a desire to maintain involvement, and an interest in exploring approaches which could expand the number of represented employees both involved at and supporting Liberty and Technical Affairs.

The Corporation reviewed the history of Liberty, including the fact that it has now evolved into Liberty and Technical Affairs. Liberty, initially a new small car project, was given a new charter and began to focus on the development of the LH Project. Through the efforts of the Liberty organization, the LH Project became a reality after being passed on to areas such as Vehicle Engineering and Outer Drive Manufacturing Technical Center. Liberty and Technical Affairs, a smaller organization, is focusing on new projects and continues to provide involvement for represented employees within the organization. In addition, there are significant numbers of represented employees involved in support activities in Vehicle Engineering, Product Design, Manufacturing Engineering and similar work groups and the Corporation, on its own initiative, regularly considers ways in which represented employees can be utilized. Also, if a particular Liberty project grows, more represented personnel are normally assigned to Liberty and Technical Affairs and/or involved at other Chrysler UAW facilities as demonstrated by the LH Project.

The advanced, innovative, frequently changing and broadly defined nature of the work at Liberty and Technical Affairs does not lend itself to precise or firm predictions on the specific projects which will be undertaken. Consequently, the Corporation is not able to make commitments as to future facility, capital or manpower requirements or the extent of involvement by represented employees. Factors which influence the level of involvement

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include nature of the projects, duration of the work effort, resource authorizations, types of skills required, availability within the Corporation of required skills within the timing constraints of the project and similar considerations. Nonetheless, without making specific commitments, the Corporation will continue to be guided by the philosophy it has followed since the start up of Liberty and the involvement of Liberty and Technical Affairs which has resulted in significant involvement of represented employees. The Corporation reaffirms its intent to continue involving represented employees.

_____ At the request of the International Union, the Corporation is prepared to meet periodically and review the activity of Liberty and Technical Affairs.

_____ Consistent with the above, it is agreed that following notice of ratification of the National Engineering Agreement a meeting may, upon the International Union's request, be convened at Liberty and Technical Affairs, consisting of representatives from the International Union, Local Union and the appropriate management representatives to review the current status of Liberty and Technical Affairs and discuss its future, including the proper approach for monitoring this activity on a continuing basis.

_____ Very truly yours,
_____ CHRYSLER CORPORATION
_____ By C. H. Eschenbach

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Leonard J. Paula

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FLORIDA CREDIT ASSOCIATION, INC.

E / O & C

Bereavement Pay

October 29, 2007

O&C&E
(49) 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 66 of the National Engineering, Office and Clerical Agreement must use such days within a ten (10) normally scheduled working day window commencing with the date of 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 employee's normally scheduled working days, or five (5) of the employee's normally scheduled working days in the case of the death of an employee's current spouse, parent, child or stepchild, 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 his 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.

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~~———— 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 (66), provided the employee furnishes local Management with documentation 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 (66) may receive bereavement pay for up to three (3) days of absence, or up to five (5) days of absence in the case of the death of an employee's current spouse, parent, child or stepchild, 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 employee's immediate family, the count for the 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 (66) of the Office and Clerical and Engineering Agreements.~~

~~———— 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 (66) of the National Office and Clerical and Engineering Agreements will apply, provided the employee has not remarried.~~

~~———— Notwithstanding the bereavement pay eligibility requirements of Section (66), 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,
CHRYSLER LLC
By J. Franciosi

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Vacation Scheduling

September 27, 1999

O&C&E
(51) Vacation Scheduling

International Union, UAW

Attention: Mr. Stephen P. Yokich

Dear Sirs:

In administering Sections (76)(b) and (76)(d) of the National Engineering and Office and Clerical Agreements, the Corporation's interpretation of the above mentioned Sections will be as follows:

Section (76)(b)

Exceptions to the weekly scheduling requirement such as scheduling vacation in less than five (5) day increments may be made on an individual basis considering the wishes of Management, the employee, and the efficient operation of the department, providing the request does not adversely impact the vacation schedules of other employees.

Section (76)(d)

(a) An employee who is on Salary Continuation on December 31 of the calendar year but has not taken all of that year's earned vacation, shall be allowed to postpone up to a maximum of five (5) days earned vacation which must be used by December 31 of the next calendar year and is not subject to the provisions of (b) below.

(b) An employee whose work schedule precludes taking earned vacation in the current year for such business related reasons as product launch or year end closing may be allowed to postpone up to a maximum of ten (10) days earned vacation subject to the following conditions: (i) Management must agree to such postponement, (ii) the request does not adversely impact the efficient operation of the department or the vacation schedules of other employees, (iii) any postponed vacation must be used by the end of the

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fourth quarter of the next calendar year or be forfeited, and (iv) disputes concerning postponement of vacation are not subject to the Grievance Procedure.

Employees who have postponed vacation in accordance with the provisions of this Letter, in the event of layoff, transfer or termination, shall receive payment of unused postponed vacation in accordance with the provisions of Section (78).

Very truly yours,
DAIMLERCHRYSLER CORPORATION
By T. Gallagher

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Stephen P. Yokich

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Labor Market Area Placement Election

October 12, 2011

O&C&E

(61) 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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FIAT CHRYSLER AUTOMOBILES

E / O & C

Annual Meeting

September 27, 1999

(72) 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 Plant, 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.

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Very truly yours,
DAIMLERCHRYSLER CORPORATION
By T. Gallagher

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Stephen P. Yokich

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Consideration for Work Opportunity in Different Labor Markets and Career Fields

October 29, 2007

O & C & E

~~(76) Consideration for Work Opportunity in Different Labor Markets and Career Fields~~

International Union, UAW

Attention: Mr. General Holiofield

Dear Sirs:

During the recent negotiations, the Union expressed its concern that laid off employees be given consideration for open jobs in other labor market areas of the Company in which it may be hiring new employees. The Company expressed its opinion that the Company Placement activity has consistently performed an outstanding service in placing qualified laid off employees in such open jobs.

Consistent with the above, we advised you that in the event a laid off seniority employee desires to be considered for a job he has the qualifications to perform, in a different labor market area, the employee may address a registered letter to the Coordinator, Union Relations, Chrysler LLC, 1000 Chrysler Drive, Auburn Hills, Michigan 48326-2766, (CIMS 485-07-88), indicating such desire, his qualifications and also specifying the area and job(s). Based upon the employee's qualifications, the employee will be considered for placement in that labor market area, in accordance with normal hiring practices.

It is agreed that with respect to an employee placed pursuant to these understandings, the Company shall not be liable or obligated for any expenses the employee incurs in such relocation.

In addition, if a laid off seniority employee believes he is qualified and desires consideration for an open job within his labor market area in a different career field, the employee may address a registered letter to the Coordinator, Union Relations pursuant to the aforementioned understandings.

Very truly yours,
CHRYSLER LLC

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By J. Franciosi

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Volume Related Layoffs - SWEL

October 12, 2011

(85) 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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FEDERAL CREDIT ADMINISTRATION

E / O & C

Charging Vacation Time Off - Death in the Immediate Family

September 27, 1999

O & C & E

~~(96) Charging Vacation Time Off - Death in the Immediate Family~~

International Union, UAW

Attention: Mr. Stephen P. Yokich

Dear Sirs:

During the current negotiations, the parties discussed the possibility of a death of an immediate family member as defined in Section (66)(g), occurring during a week in which employees are on a scheduled vacation. Under the National Office and Clerical and Engineering Agreements, such employees would be ineligible for bereavement pay because the vacation time off is not normally scheduled eight (8) hour days of work as referenced in Section (66) (g).

Notwithstanding the above, this will confirm our understanding that employees who are notified of a death in the immediate family and are otherwise eligible for bereavement pay during a week(s) in which they were scheduled to be, or are, on vacation, will not be charged vacation for the days, 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 which they would normally be entitled to, except for their non-work status during such vacation week(s).

Very truly yours,
DAIMLERCHRYSLER CORPORATION
By T. Gallagher

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Stephen P. Yokich

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FIAT CHRYSLER AUTOMOBILES

E/O & C

Home Unit Return Procedure Within a Labor Market Area

November 19, 1990

O & C

(103) Home Unit Return Procedure Within a Labor Market Area

International Union, UAW

Attention: Mr. Stan Marshall

Dear Sirs:

During 1990 negotiations the parties discussed the administration of the six (6) month Home Unit 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 unit to another.

Accordingly, the parties agreed that if unique situations involving the six (6) month Home Unit 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 A. P. St. John

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Stan Marshall

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Outside the Labor Market Area Placement Election

October 12, 2011

O&C&E
(105) 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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FIAT CHRYSLER AUTOMOBILES

E / O & C

Future Planning/Post-Retirement Program

September 27, 1999

(106) 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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FIAT CHRYSLER AUTOMOBILES

E / O & C

Skill Enhancement Program For Spouses, Dependents and Retirees

October 18, 1993

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~~(110) 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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FIAT CHRYSLER AUTOMOBILES

E / O & C

Health Awareness Review

October 12, 2011

O&C&E
(129) Health Awareness Review

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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FIAT CHRYSLER AUTOMOBILES

E / O & C

Utilization of Plant Training Funds

September 27, 1999

(134) Utilization of Plant Training Funds

International Union, UAW

Attention: Mr. Jim Jensen

Dear Sirs:

During these recent negotiations, the parties discussed the issue of utilization of plant training Funds. While it was agreed that M-3, Memorandum of Understanding on Joint Activities clearly discusses the utilization of National, Reservoir and Local Funds, there has been little dialogue regarding the use of training funds out of the Plant budget.

The parties have agreed that discussions will be held at least once a quarter in the Local Employee Participation Council relative to training funds and training schedules.

Very truly yours,
DAIMLERCHRYSLER CORPORATION
By R. A. Miller

Accepted and Approved

INTERNATIONAL UNION, UAW
By Jim Jensen

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Support Order Deductions

October 18, 1993

O & C & E
(150) Support Order Deductions

International Union, UAW

Attention: Mr. Stan Marshall

Dear Sirs:

During the 1993 bargaining, the parties discussed a variety of unusual payroll related issues impacting certain employees' pay. While a number of issues were covered, a specific area of concern involved employees subject to support orders when certain lump sum payments are made. For these employees, such payments can be delayed because of the legally required arrearage verification and adjustment procedures.

The Company advised the Union of existing procedures for the advance notification to the respective courts, in a manner consistent with legal requirements, of pending lump sum payments to employees subject to support orders. Further, the Company recognizes that processing adjustments to those lump sum payments should be done in a timely manner consistent with the law.

Following negotiations, the respective Plant Personnel Manager will advise the Unit Chairperson of the legal notification and adjustment procedures and timing applicable for employees subject to support orders at their locations.

Where these procedures are not functioning in a timely manner, the respective Unit Chairperson may bring the matter to the Plant Personnel Manager for appropriate corrective steps. If the matter continues unresolved, the National Chrysler Department may bring it to the attention of the Employee Relations Office of the Company.

Very truly yours,
CHRYSLER CORPORATION
By T. Gallagher

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Stan Marshall

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Retiree Tuition Assistance Plan

October 29, 2007

(157) 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 Mary 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

E/O & C

Trenton South Nursing Position

October 12, 2011

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(189) Trenton South Nursing Position

International Union, UAW

Attn: Mr. General Holiefield

Dear Sir:

During the 2011 National Negotiations, the Union raised concern about the lack of salaried represented nursing at Trenton South Engine Plant. During these discussions, the Company also communicated its need, given the current 3-2-120 operating pattern, to maintain maximum flexibility, efficiency and cost effectiveness currently provided with the use of third party nursing at the facility and ensures the provision of medical services for the employees of the Trenton South Engine plant. The Company agrees to explore the Union's proposal to have represented nursing at Trenton South Engine Plant. Any consideration given to represented nursing services at the Trenton South Engine Plant will be predicated on the bargaining unit nursing services being competitive in all aspects in comparison to the third party provider. The Company agrees to discuss this issue after the ratification of the 2011 Office Clerical and Engineering Agreement.

Very Truly Yours,
Chrysler Group LLC
By: A. A. Iacobelli

Accepted and Approved:

International Union, UAW
By: General Holiefield

QH 8-27-15

RH 8-27-15

CFB 8-27-15

PJL 8/20/15
8-20-15
MMH 8/20/15
JB 8/20/15
SAB 8/20/2015
MP 8-20-15

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Customer Call Center

October 12, 2011

O & C & E
(192) Customer Call Center

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During these negotiations, the Union submitted a proposal to the Company requesting that the National Call Center Operation, which could represents up to 200 jobs opportunities, currently sourced to a third party be brought back into the Company and performed by Office & Clerical employees. The parties engaged in extensive discussions regarding the proposal in the context of the adoption of efficient and flexible work rules that will result in a business case that will enable the Company to develop and sustain a competitive advantage in the market place. In this regard, the Company identified the following items as the starting point of the discussion before any consideration of insourcing the Call Center operation would be contemplated:

Flexibility to deploy Customer Service Representatives (CSR's) within/across lines of business as required.

Ability to have 24/7 hours of operation — reduced overtime (overtime and traditional holidays such as Thanksgiving, Christmas Day and New Year's Day will be addressed).

Maintain competitive cost structure. This would include no shift or holiday premiums.

Robust reporting and monitoring systems (including metrics for customer satisfaction, case management, call monitoring, etc.).

Establish culture that drives accountability and rewards high performance — PLM engagement required.

RH 9-15-15

TFB 9-15-15

2A 9-15-15

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[Signature]

9/15/15
MP

~~_____ The Union expressed its willingness to work with the Company to develop and support a Call Center operating with world class flexibility and efficient work practices as provided for above. As a result, the Company agreed that as the current third party commercial agreements are approaching expiration, Union and Company leadership will review the specific flexibility, efficiency and cost requirement necessary to support a business case that gives consideration to insourcing the Call Center operation to the O&C Bargaining Unit. Within sixty (60) days of the ratification, the Company will provide the third party commercial agreement contract expiration dates to the President of Local 889.~~

Very truly yours,
CHRYSLER GROUP LLC
By: A. A. Iacobelli

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: General Holiefield

RK 9-15-15
TFB 9-15-15
Qb 9.15.15

248


 9-15-15
MR

EO& C

Unpublished Letters



E / O & C

Understanding of Recognition Agreements

~~October 9, 2014~~ September xx, 2015

OC&E
UNPUBLISHED LETTER
Understanding on Recognition Agreements
UP-16

International Union, UAW

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

Dear Sirs:

During these negotiations the parties discussed the recent history of individuals that had decided to join the UAW and the terms and conditions governing those individuals.

As a result of those discussions the parties agree that in the event a group of employees decide to have the UAW as their collective bargaining representative and those employees are ultimately placed under the National Agreement the following guidelines will apply:

Employees shall be placed into the appropriate classification and grade and converted to the CET BU salary compensation system. Where the base salary of an employee exceeds the maximum rate of the appropriate grade band, the employee's wage rate will be red circled. ~~The base salary of each employee will be downwardly adjusted to affect any COLA payment then in effect if an employee's base salary after the COLA adjustment exceeds the maximum of the appropriate CET classification the employee's adjusted salary will be adjusted to the maximum of the CET classification.~~

Employees eligible for lease vehicles will retain their lease until the end of the cycle.

To be eligible for Retiree Health Care:

Employees hired before January 1, 2004 shall be eligible for post-retirement health care in accordance with the provisions of the Retiree Choice Program. Further, employees hired on or after January 1, 2004 shall receive a contribution as provided in the Exhibits to the Production, Maintenance & Parts (PM&P) Agreement of October xx, 2011, Exhibit G. Company Contributions.

If the employee received a contribution for future retiree health care under any of the Companies' retirement programs such employee will be required to pay the Company at the point in time they retire, an amount equal to such contribution (excluding any earnings or interest) received by such individual. This payment may be in the form of cash or funds that the Company offsets from any monies then payable to the retiree from vacation pay, holiday conversion, disability benefits, profit sharing or Christmas Bonus or which may become

RM 9-15-15
N.A. 9-15-15



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payable to the retiree under a pension plan (voluntary and limited to 10%). Retiree health care benefits for employees who would be eligible but for this service year requirement, and whose immediate employment prior to becoming a UAW represented employee was as an employee of the Company, will be based on total years of service with the Company and the applicable plan for retiree health care for non-represented employees.

Administrative details will be developed by the parties.

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

N.A.S 9-15-15
RA 9-15-15

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b/b 9-15-15



E / O & C

Sourcing Administration

~~October 9, 2014~~ September xx, 2015

OC&E
UNPUBLISHED LETTER
Sourcing Administration
UP-35

International Union, UAW

Attention: Mr. ~~General Holiefield~~ 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 and Job Security (MOU-10). 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. The Sourcing Administration Manual will be revised to reflect the engagement of salaried bargaining unit(s) in the appropriate stage of the vehicle development process. Updates to the sourcing administration manual as it relates to the Salaried Bargaining Unit, will include the involvement of the UAW Leadership including the UAW Salary Coordinator 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 within 90 days following the ratification of the 2014~~5~~ Agreement.

Very truly yours,

~~CHRYSLER GROUP LLC~~ FCA US LLC

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

N.A.S. 9-16-15

Accepted and Approved:

INTERNATIONAL UNION, UAW

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

*Revised
9/16/15*

JSI

AN 9/14/15

*DT
9/14/15*



E / O & C

Employment Selection Guidelines

~~October 8, 2011~~ September xx, 2015

OC&E
UNPUBLISHED LETTER
Employment Selection Guidelines
UP-59

International Union, UAW

Attention: ~~General Holiefield~~ Mr. 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

By A. A. Iacobelli Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~General Holiefield~~ Norwood H. Jewell

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N.A.S. 9-15-15 252

Handwritten: 9/14/15 NB
LAPK 9/14/15



Fidelity Investments

E/O & C

Salaried Bargaining Unit New Hire Plan

~~October 11, 2011~~ September xx, 2015

OC&E
UNPUBLISHED LETTER
Salaried Bargaining Unit New Hire Plan
UP-70

INTERNATIONAL UNION, UAW

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

Dear Sirs:

During the 2010 Addendum Agreement discussions, the parties discussed 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. To achieve this objective, the parties agreed to the following New Hire Wage, Benefit and Retirement agreement that govern all Salaried Bargaining Unit employees hired on or after April 15, 2010:

New Hire Salary Structure Agreement:

- Grades 1 through 4 are eliminated and will start at grade 5 for all new hires.
- ~~Top of progression established for all grades at a rate of 1.5% per 6 months for all new hires.~~

(i) Grades 05 through 12:

- All employees whose rates are currently below the new minimum rates, as identified in the rate structure in M-8 for employees hired on or after April 15, 2010, will receive increases to their weekly base rates in accordance with the chart below.
- All employees whose rates are currently above the new minimum rates for their respective grades will receive an increase to their weekly base rates in accordance with the chart below, not to exceed the Top of Progression.

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- Employees will continue to progress at the rates illustrated in the table below to the Top of Progression on their respective anniversary dates from their Corporate Service Date, based on their years of service.

<u>Years of Service at Ratification</u>	<u>Wage upon Ratification (Greater of Current Rate or New Minimum Rate of Grade)</u>	<u>Upon Employee's Anniversary Date in Each Year of the Contract</u>			
		<u>2015 - 2016</u>	<u>2016 - 2017</u>	<u>2017 - 2018</u>	<u>2018 - 2019</u>
<u>Less than 1</u>	<u>(As stated above)</u>	<u>\$40.00</u>	<u>\$60.00</u>	<u>\$60.00</u>	<u>\$60.00</u>
<u>1 - <2</u>	<u>(As stated above) + \$40.00</u>	<u>\$60.00</u>	<u>\$60.00</u>	<u>\$60.00</u>	<u>\$60.00</u>
<u>2 - <3</u>	<u>(As stated above) + \$100.00</u>	<u>\$60.00</u>	<u>\$60.00</u>	<u>\$60.00</u>	<u>\$80.00</u>
<u>3 - <4</u>	<u>(As stated above) + \$160.00</u>	<u>\$60.00</u>	<u>\$60.00</u>	<u>\$80.00</u>	<u>\$80.00</u>
<u>4 - <5</u>	<u>(As stated above) + \$220.00</u>	<u>\$60.00</u>	<u>\$80.00</u>	<u>\$80.00</u>	<u>*\$77.60</u>
<u>5 - <6</u>	<u>(As stated above) + \$280.00</u>	<u>\$80.00</u>	<u>\$80.00</u>	<u>*\$77.60</u>	<u>0</u>
<u>6 - <7</u>	<u>(As stated above) + \$360.00</u>	<u>\$80.00</u>	<u>*\$77.60</u>	<u>0</u>	<u>0</u>
<u>7 - <8</u>	<u>(As stated above) + \$440.00</u>	<u>*\$42.80</u>	<u>*\$34.80</u>	<u>0</u>	<u>0</u>

*Based on maximum Assembly production rate

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

(ii) Grades 13 through 18:

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

(iii) Grades 05 through 18:

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JR

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- All employees whose rates are above the Top of Progression and below the maximum rates of their respective grades shall receive a 3% increase to their weekly base rates in 2015 and 2017, provided the increase does not take their rates above the maximum rates for their respective grades.
- All employees whose rates are above the Top of Progression and below the maximum rates of their respective grades shall receive a 4% Performance Bonus payment in 2016 and 2018, in accordance with Letter (198) Performance Bonus. For this purpose, eligible employees will be defined as employees hired on or after April 15, 2010 in grades 05 through 18.
- All employees whose rates are above the new maximum rates of their respective grades shall receive a 4% Performance Bonus payment in 2016 and 2018, in accordance with Letter (198) Performance Bonus. For this purpose, eligible employees will be defined as employees hired on or after April 15, 2010 in grade 05 through 18.
- No cap on new hires under the entry level salary and benefit structure.
- Salary Bargaining Unit new hires will not be eligible for the Salary Continuation Plan.

New Hire Benefit and Retirement Agreement:

The parties agreed that Salaried Bargaining Unit permanent employees hired on or after April 15, 2010 will be governed by the provisions of M-13 Memorandum of Understanding – UAW-Chrysler Group LLC FCA US LLC Employees Hired on or After October 29, 2007 Wage & Benefit Agreement. For purposes of determining the health care benefit eligibility period Under Exhibit B, any employees converted from temporary to permanent employment will have their service from the date of last hire counted toward their effective date of insurance.

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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10-7-15

UP-70 Attachment A
(Illustrative Examples)

Grade 5 In-Progression

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

Grade 6 In-Progression

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

Grade 7 In-Progression

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

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Grade 8 In-Progression

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

Grade 9 In-Progression

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

Grade 10 In-Progression

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

OK 10.7.15
OK

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OK

Grade 11 In-Progression

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

Grade 12 In-Progression

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

NR 10.7.15
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EO&C

New Unpublished Letters



FIAT CHRYSLER AUTOMOBILES

E / O & C

2015 Economic Application

September xx, 2015

OC&E
Unpublished Letter
2015 Economic Application
New UP-xx

Internation Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, there were extensive discussions regarding the pay and benefits of the UAW bargaining unit members of FCA US LLC. The parties have successfully reached agreement relative to the economics of the base agreement. Accordingly, the parties will meet within the next thirty (30) days to apply the economics of the base agreement to the Salaried Bargaining Unit employees covered by the 2015 National Engineering, Office, & Clerical Agreement. Upon ratification it will be applied consistent with the PM&P provisions of the National Agreement.

Very truly yours,
FCA US LLC
Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

7.4.8 9-15-15
RK 9.15.15

259

2RA 9/15/15
9.15.15



E / O & C

Merit Award Program

September xx, 2015

UNPUBLISHED LETTER
Merit Award Program
New UP-xx

International Union, UAW

Attention Mr. Norwood H. Jewell

Dear Sir:

During the 2015 Negotiations the parties discussed the reinstatement of the merit award program. The parties agree that merit awards will be tied to the Company's performance, leadership, and development process, currently known as the Performance Leadership Management (PLM) System. The performance system will rate the performance and behaviors of SBU employees and their contributions to the Company's increased efficiency, productivity, and profitability. The parties will meet no later than the second quarter of 2016 to discuss how certain aspects of the program will function and anticipate that the program will be launched on or around September 2016.

Very truly yours,

FCA US LLC

By Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: Norwood H. Jewell

7/15/15

260

[Redacted]

MP 9-16-15



E / O & C

M-10 Sourcing & Job Security Commitment Letter

September xx, 2015

OC&E
UNPUBLISHED LETTER
M-10 Sourcing & Job Security Commitment Letter
NEW UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the 2015 Negotiations both parties recognize the opportunity to make modifications to the existing Memorandum of Understanding - Sourcing & Job Security (M-10) language and corresponding processes. The parties agree there is a need to improve transparency, the timely process of information sharing and overall commitment to the administration of M-10. The Union expressed their concerns to improve these issues. Accordingly, the Company will establish two additional meetings to address their concerns.

- Product Update Meeting held bi-annually with the Vice President of Employee Relations, the Vice President of the UAW Chrysler Department and the Head of Advanced Vehicle Development (AVD).
- Advanced Vehicle Awareness (AVA) Meeting held quarterly with the UAW International Sourcing Coordinator, the Local Presidents of 212 & 412, or their designees, Labor Relations Senior Management and Head of AVD.

Both parties recognize the need for continuous improvement to the Sourcing Administration process. As such, process changes corresponding to the M-10 language will be addressed in the M-10 Sourcing Administration Manual. Modifications to the sourcing process will be collaboratively discussed and jointly agreed upon prior to the changes being made. Through discussions during these negotiations, Management and Union agree to the following changes to the Sourcing Administration process:

- Directional sourcing summaries provided annually
 - Updates to be provided during Local JSOES meetings.
- ASME Attachment C process changes

M.A.S.
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MP 9-15-15

- Approximately one month prior to the issuance of Attachment C, an initial draft will be provided
- Tracking log with cost and timing will be reviewed in Local JSOES
- Approval of pre-spend allocation will be discussed during the Quarterly Advanced Vehicle Awareness meeting.
- If the rationale for the work being off loaded or outsourced relates to cost, the relevant financial information associated with that sourcing action will be provided to the International UAW Sourcing Coordinator.
- When walk in work and / or PDO outsourcing or off loading actions are being considered it will be brought to the attention of the union steward prior to the sourcing action taking place assuming the capability to perform the work exists within the company.

The parties agree that the changes to the M-10 Sourcing Administration Manual will reconfirm our commitment to the M-10 language and processes. It is the intent that these changes should resolve the ongoing issues related to Sourcing actions being processed prior to discussion taking place with the Salaried Bargaining Unit groups.

Very truly yours,
FCA US LLC

By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

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22 9-15-15
MP 9-15-15



E / O & C

Salaried Bargaining Unit Rate Structure Increase, Rate Increases Applicable to Employees Hired Prior to April 15, 2010

September xx, 2015

OC&E

UNPUBLISHED LETTER

Salaried Bargaining Unit Rate Structure Increase, Rate Increases
Applicable to Employees Hired Prior to April 15, 2010

New UP-xx

INTERNATIONAL UNION, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During the term of this Agreement effective September xx, 2015 through September 14 2019, increases will be made to the salary rate structure, as well as base rates, in accordance with the following:

(a) The salary rate structure will be increased by three percent (3%) effective September xx, 2015 and applies to the minimum, top of progression, and maximum rates for grades 01 through 18. Employees will also receive a three percent (3%) rate increase effective September xx, 2015.

(b) Employees will receive a four percent (4%) performance bonus payment in accordance with Letter (198) Performance Bonus effective the pay period ending September 18, 2016 in lieu of wage progression increases. Wage progressions in process will resume effective the pay period beginning September 4, 2017

(c) The salary rate structure will be increased by three percent (3%) effective September 17, 2017 and applies to the minimum, top of progression, and maximum rates for grades 01 through 18. Employees will also receive a three percent (3%) rate increase effective September 18, 2017.

(d) Employees will receive a four percent (4%) performance bonus payment in accordance with Letter (198) Performance Bonus effective the pay period ending September 16, 2018 in lieu of wage progression increases. Wage progressions in process will resume effective the pay period beginning September 2, 2019.

RB 9.18.15

DAO 9.18.15

CFB 9-18-15

263

SEP 9-18-15

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

RB 9.18.15
OAO 9.18.15
-CFB 9-18-15

264

 9/18/15



FCA US LLC, 2400 SOMERSET DRIVE

E / O & C

Salaried Bargaining Unit Optional/Dependent Life Offerings

September xx, 2015

OC&E

UNPUBLISHED LETTER

Salaried Bargaining Unit Optional / Dependent Life Offerings

New UP-xx

International Union, UAW

Attn: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations the parties discussed that the Salaried Bargaining Unit and Salaried non-bargaining employees share the plan offerings for Optional and Dependent Group Life and that these benefit plans are not subject to negotiation between the Company and the Union. This letter will confirm that if the Company is contemplating termination of the Salaried Optional and/or Dependent Group Life plan offerings, the Company will notify the Union before any action is taken.

Very truly yours,

FCA US LLC

By Kathleen S. Neal

Accepted and Approved:

INTERNATIONAL UNION, UAW

By Norwood H. Jewell

FJR CDH 9/16/15

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890
9-15-2015



FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Schedule 'A' Understanding

September xx, 2015

O, C & E
UNPUBLISHED LETTER
Schedule 'A' Understanding
New UP-xx

International Union, UAW

Attention Mr. Norwood H. Jewell

Dear Sir:

During the course of 2015 Negotiations, the Union raised a concern about work recognized within Schedule 'A', as Salaried Bargaining Unit (SBU) work. The Union further asserted that there are several instances in which such work is being performed by non-represented employees.

As a result of these discussions, FCA US LLC reaffirms that all work recognized in Schedule 'A' as belonging to recognized employees at the specified locations will be assigned in accordance therewith.

Disputes related to recognition of SBU work in Schedule 'A' should first be addressed by the Local Parties. However, in the event that the Local Parties are unable to resolve such matters, they will be escalated to the National Parties for resolution. If necessary, final determination may be referred to the Vice President, UAW, FCA US LLC Department and the Vice President of Employee Relations.

Yours very truly,

FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

RLH 9-15-15

SAJ 9-15-15

CFB 9-15-15

266
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9/15/15
9.15.15



For Release to the Public

E/O & C

Understanding Re: Index of Units

September xx, 2015

OC&E
UNPUBLISHED LETTER
Understanding Re: Index of Units
New UP-xx

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

The parties agree to further review Index of Units to identify ways to make the Index of Units more operational and efficient. Thus, while the parties have signed language for both the Index of Units in subcommittee as part of the 2015 National Negotiations, the parties acknowledged that further modifications may occur upon joint agreement and prior to the printing of the 2015 National Engineering, Office & Clerical Agreement.

Very truly yours,
FCA US LLC
Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Norwood H. Jewell

200 9.17.15
RK 9.17.15
TFB 9.17.15

267

MP 9.17.15
JB

EO&C

Unpublished Deleted
Letters



FIA CHRYSLER AUTOMOBILES

E / O & C

Request for Data Files - V-Cap Active, Pension & Retired VCAP

October 8, 2014

OC&E-
UNPUBLISHED LETTER
Request for Data Files - V-CAP, Active, Pension, and Retired VCAP
UP-06

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 A 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

By A.A. Iacobelli

Accepted and Approved

INTERNATIONAL UNION, UAW

By General Holiefield

WHA

JS 9/14/15

268

JL 9/14/15
CD 9/14/15

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)

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

WRA

JS 9/14/15

269
[Redacted]

9/14/15 CD
TLC 9/14/15

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
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 X(30)

NAME

FILE CREATION / PROCESS

DATE X(10)

MM/DD/YYYY

CONTRIBUTION X(10)

MM/DD/YYYY

DATE

RESERVED

FOR FUTURE X(66)

USE

DETAIL

RECORD

RECORD TYPE X(01) D for Detail

SSN 9(09)

LAST NAME & SUFFIX X(30)

WRA
J2 9/14/15

270


9/14/15
DL 9/14/15
CD

FIRST & MIDDLE NAMES	X(30)	
ADDRESS-1	X(30)	
ADDRESS-2	X(30)	
CITY	X(30)	
STATE	X(02)	
ZIPCODE	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	
CONTRIBUTION AMOUNT-YTD	-999999999.99	
CONTRIBUTION DATE	X(10)	MM/DD/YYYY
SIGNATURE DATE	X(10)	MM/DD/YYYY
JOB TITLE / CODE	X(30)	
STATUS	X(01)	Active / Inactive / Terminated
COMPANY ID / CLOCK ID	9(10)	
PLANT	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(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(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)	

WRA
J2 9/14/15

271


9/14/15 CD
DL 9/14/15

PLANT—	X(05)	
PLANT2	X(05)	Additional Information to Identify Worksite
LOCATION NAME	X(50)	
BUILDING NUMBER	X(03)	
DEPARTMENT	X(04)	
FIRST NAME	X(14)	
MIDDLE INITIAL	X(01)	
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)	12345-1234
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(16)	
MIDDLE NAME	X(01)	recipient
LAST NAME	X(26)	
SUFFIX	X(03)	
SSN	9(09)	
ADDRESS 1	X(34)	
ADDRESS 2	X(34)	

WRJ
JS 9/14/15

272

DL 9/14/15
9/14/15 CD

CITY	X(30)	
STATE	X(02)	
ZIPCODE	X(10)	
COUNTRY	X(20)	
GENDER	X(01)	
MARITAL		
STATUS	X(01)	
RETIREMENT		
AGE	9(02)	Years
AGE AT		
PENSION EFF	9(02)	Years-portion
DATE		
AGE AT		
PENSION EFF	9(02)	Months-portion
DATE		
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(06)	
PLANT2	X(05)	Additional Information to Identify Worksite
LOCATION		
NAME	X(50)	
RACE	X(03)	
ETHNIC CODE	X(04)	
VETERAN		
STATUS	X(04)	Y or N
BIRTH DATE	X(08)	MMDDYYYY
RETIREMENT		
DATE	X(08)	MMDDYYYY
PENSION		
EFFECTIVE	X(08)	MMDDYYYY
DATE		
CREDITED		
SERVICE DATE	X(08)	MMDDYYYY
SENIORITY		
DATE	X(08)	MMDDYYYY
LAST DATE		
WORKED	X(08)	MMDDYYYY
INITIAL		
PAYMENT	X(08)	MMDDYYYY
DATE		
DEATH DATE	X(08)	MMDDYYYY
CHECK DATE	X(08)	MMDDYYYY
SPOUSE FIRST		
NAME	X(15)	
SPOUSE		
MIDDLE NAME	X(04)	
SPOUSE LAST		
NAME	X(25)	
SPOUSE		
SUFFIX	X(03)	

WPA
J2 9/14/15

273

9/14/15
CD

SPOUSE-SSN 9(09)
SPOUSE-BIRTH X(08)
DATE
SPOUSE
DEATH-DATE X(08)

MMDDYYYY

g8 WDA
9/14/15

274



9/14/15
DL 9/14/15
(D)

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

—HOURLY /
SALARY CODE X(04)

—
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

—CURRENT
AMOUNT S9(07)V99

—CURRENT
TEMP AMOUNT S9(07)V99

—CURRENT
SUPPL S9(07)V99

—CURRENT
AMOUNT S9(07)V99

—CURRENT
GROSS S9(07)V99

—NORMAL
AMOUNT S9(07)V99

—NORMAL
TEMP AMOUNT S9(07)V99

WAL
JS 9/14/15

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DL 9/14/15
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—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 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	
CONTRIBUTION AMOUNT-YTD	-999999999.99	
CONTRIBUTION DATE	X(10)	MM/DD/YYYY
	X(10)	MM/DD/YYYY

WR2
 9/14/15

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CD
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SIGNATURE		
DATE		
JOB TITLE /	X(30)	
CODE		
STATUS	X(01)	Retiree / Beneficiary /
		Deceased
COMPANY ID /	9(10)	
CLOCK ID		
PLANT	X(05)	
PLANT2	X(05)	Additional 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(294)	

WAB
9/14/15

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9/14/15 CD
9/14/15



FIAT CHRYSLER AUTOMOBILES

E/O & C

Merit Increase and Merit Award

October 14, 2011

OC&E
UNPUBLISHED LETTER
Merit Increase and Merit Award
UP-13

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During the 2011 Negotiations, the Company explained to the Union that the merit award program in Section (96) of the Office, Clerical and Engineering Agreement no longer exists. If a merit program is established, the Company agrees to discuss with the Salaried Bargaining Unit Leadership how a merit award program may affect Salaried Bargaining Unit employees.

Very truly yours,

CHRYSLER GROUP LLC

By: A.A. Iacobelli

Accepted and Approved

INTERNATIONAL UNION, UAW

By: General Holiefield

MJ 9/15/15

JS 9/15/15

278

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LARK



FIAT CHRYSLER AUTOMOBILES

E / O & C

Deferred Pay Plan Program Initiative

1999

OC&E

UNPUBLISHED LETTER

Deferred Pay Plan Program Initiatives

UP-54

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,

DAIMLERCHRYSLER CORPORATION

74B MID-9/13/15

279



CRES
9/12/2015
JTB 9/12/15

By _____
R. F. Brown

Accepted and Approved:

INTERNATIONAL UNION, UAW

By _____
Stephen P. Yokich

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9-13-15

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CRS
9/12/2015
PMB
9/12/15



FIAT CHRYSLER AUTOMOBILES

E / O & C

Deferred Pay Plan Contribution Limit

_____, 1999

QC&E
UNPUBLISHED LETTER
Deferred Pay Plan
Contribution Limit
UP-55

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

CMS
11/12/2015

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11.10.15
6-13-15



FIAT CHRYSLER AUTOMOBILES

E / O & C

Deferred Pay Plan Socially Responsible Investments

September 28, 1996

QC&E

UNPUBLISHED LETTER

Deferred Pay Plan Socially Responsible Investments

U-66

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

CRS
9/12/2015

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M.D.
9-15-15



FIAT CHRYSLER AUTOMOBILES

E / O & C

Deferred Pay Plan Education

_____, 1999

OC&E
UNPUBLISHED LETTER
Deferred Pay Plan Education
UP-67

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

CRC
9/12/2015

PA
9/12/15

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FINANCIAL CORPORATION

E/O & C

Arizona Proving Ground

October 29, 2007

~~UNPUBLISHED LETTER~~
~~Arizona Proving Ground~~
~~UP-60~~

INTERNATIONAL UNION, UAW

Attn: Mr. General Holiefield

Dear Sirs:

During the 2007 National Negotiations, the Company and the International UAW discussed the relocation of the Arizona Proving Grounds from its current location to a new location in Yucca, Arizona.

The salaried bargaining unit will be recognized at the new facility in the same manner as currently recognized at the existing proving grounds. Staffing levels for the new facility are not yet known; however, once staffing levels are available this information will be discussed with the Union.

To ensure a successful transition and the on-going operation of the new Arizona Proving Grounds, and in accordance with Letter 30, Attachment A, the Company and the Union agree that a competitive labor agreement and flexible, non-traditional workforce are key enablers towards achieving world-class objectives at the new facility.

An employee transition plan will be implemented to include a joint canvass of displaced SBU employees, to determine their interest level in relocating to the new facility.

New hires will be subject to the National Agreement relative to the new hire salary plan as determined by the parties.

The Parties will negotiate the specifics of the new proving grounds operating agreement within 120 days of ratification of the 2007 National Agreement, which will ensure operational competitiveness and flexibility remain critical components to the success of this non-traditional work environment.

Very truly yours,
CHRYSLER LLC
By J. Franciosi

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LFB 9-9-15
DA 9-9-15



E / O & C

Designer and Knowledge Based Engineering (KBE) Clarification

October 29, 2007

~~UNPUBLISHED LETTER
DESIGNER AND KNOWLEDGE BASED ENGINEERING
(KBE) CLARIFICATION
UP 61~~

International Union, UAW

Attn: Mr. General Holiefield

Dear Sirs:

During the 2007 National Negotiations, the Parties discussed at length the impact of KBE on future design work. While the Company and Union have not developed a comprehensive plan to address all of the issues relative to KBE, the following has been agreed to:

- Following a complete assessment of the designer workforce, the Joint Task Force will identify appropriate training programs to ensure that SBU Designers have the skill sets required to excel in their job assignments including exposure to KBE.
- SBU Designers will perform BIW design work that continues to be performed in a traditional manner and that was traditionally assigned to the bargaining units.
- No further redeployments; however, this does not preclude other Company actions necessary to manage workforce.
- The Company, where practical, will in-source SBU design work in order to avoid the need for any other actions.
- All SBU Designers will participate in job related elements of KBE tools including SOP's, tool development, and tool application through the implementation of V.5 CATIA. Deployment of KBE tools will be governed by the "most efficient process" standard.

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While the Company and Union recognize technology, business plans, business needs, and industry challenges will continue to change, the Parties commit to these basic elements contained herein and will address any other opportunities as they arise in the Joint Task Force.

Finally, if the Joint Task Force is unable to resolve a challenge which confronts them, the issue will be referred to the Vice President of the UAW Chrysler Department and the Vice President of the Chrysler Employee Relations Department for resolution.

Very truly yours,
Chrysler LLC
By: J. Franciosi

Accepted and Approved:
International Union, UAW
By: General Holliefield

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Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield

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FIAT CHRYSLER AUTOMOBILES

E / O & C

Deferred Pay Plan Continue Offering HDPP

October 29, 2007

OC&E
UNPUBLISHED LETTER
Deferred Pay Plan Continue Offering HDPP
UP-67

International Union, UAW

Attention: Mr. General Holiefield

Dear Sirs:

During these negotiations, the parties discussed salaried employee's eligibility to participate in the Chrysler LLC Salaried Employees' Savings 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 Salaried Employees Savings Plan.

Very truly yours,

-Chrysler LLC

-By J. Franciosi

Accepted and Approved:

INTERNATIONAL UNION, UAW

By General Holiefield

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9-13-15

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9/12/2015
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FIAT CHRYSLER AUTOMOBILES

E / O & C

Relocation Allowance

October 9, 2011

E / O & C
UNPUBLISHED LETTER
Relocation Allowance
UP 72

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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Very truly yours,
CHRYSLER GROUP LLC

By A. A. Iacobelli

Accepted and Approved:
INTERNATIONAL UNION, UAW

By General Holiefield

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9/13/15

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