



NOV 2023

UAW STELLANTIS SALARIED AGREEMENT



Highlights
Inside



The 2023 UAW Stellantis National Negotiating Committee

A Message to UAW Members at Stellantis

Dear UAW Stellantis Family,

We can all agree that this has been a historic round of negotiations. When we say we have made history, we don't just mean your leadership and our national negotiators. We mean we, the UAW. We mean the Stand Up Strikers of Local 12 in Toledo who took the first step. Our family at the MOPAR facilities brought the pain. And our union family at Sterling Heights Assembly Local 1700 landed the biggest blow.

Everything we did at the bargaining table, every extra hundred million we got the company to give up, was because of you, the members. We send this contract to you because we know it breaks records. We know it will change lives. But what happens next is up to you all.

We set out to do many things that we were told were impossible. We fought like we've

never fought before, and we won like we've never won since the days of Walter Reuther. We got back COLA. Not just for hourly workers at Stellantis, but salaried workers, too. We killed the wage tiers at MOPAR. And we saved Belvidere.

The gains in this agreement are worth more than four times the gains in the 2019 contract. In fact, the gains in each individual year of this agreement are worth more than the entirety of the gains in the last contract. The 2023 agreement is worth more than the past four contracts combined. It has more in General Wage Increases than Stellantis workers have received in the past 22 years combined.

And it's not just record-breaking. As we've said, this contract will change lives.

Just as importantly, we did it together. This wasn't a backroom deal hammered out by President

Fain or Vice President Boyer. From the International Executive Board and the President's Office to the UAW Stellantis Department, to our national negotiators, our National Stellantis Council, our local leadership, and our rank-and-file members, everyone played a role in securing this victory.

We went into this round of bargaining with the goal of addressing decades of concessions and givebacks. We know that the Stand Up Strike will go down in history. For months we have insisted that "Record Profits Mean Record Contracts," and after standing together, we made good on that demand. While we may not have won everything we wanted, we won more than most people thought was possible. This contract will not only change lives now, but it lays the foundation for even bigger gains in the future. That is why we both wholeheartedly endorse this tentative agreement.

In solidarity,

Shawn Fain, President
International Union, UAW

Rich Boyer, Vice President
UAW Stellantis Department



QR Code for Changed Pages Book





Highlights

- ▶ **COLA Reinstated**
- ▶ **Historic Wage Increase with GWIs in Every Year of Agreement**
- ▶ **Wage Tiers Eliminated**
- ▶ **Salary Continuation for All**
- ▶ **Salaried Bargaining Unit Outsourcing Moratorium**
- ▶ **New Belvidere Assembly Plant**
- ▶ **Health Care Enhancements**
- ▶ **\$5,000 Ratification Bonus**
- ▶ **3 New Battery Plants - Belvidere and Kokomo**
- ▶ **New Holiday Added: Juneteenth**
- ▶ **Dual Sourcing Letter Protecting Product at SHAP and Trenton Engine**
- ▶ **Presence Award**
- ▶ **Employee Auto Lease Program**
- ▶ **\$18.9 Billion Dollar Product Allocation**
- ▶ **Paid Parental Leave**
- ▶ **EV Work Commitment**
- ▶ **EV Training for All Workers**
- ▶ **Job Security for All Workers**
- ▶ **Maximum of 1 Week Forced Vacation at Shutdown**
- ▶ **\$50,000 Incentive Plan for Retirement (IPR) Packages - in 2024 and 2026**
- ▶ **Right to Strike Over Plant Closing, Outsourcing Moratorium and Product & Investment Commitment**
- ▶ **Increased Moving Allowance - \$37,500**
- ▶ **SUB Pay Eligible for All Full Time After 3 Months Continuous Service**
- ▶ **Retirement Improvements for All**

SIGNIFICANT ECONOMIC IMPROVEMENTS

Our new tentative agreement provides historic economic gains for Salaried Bargaining Unit (SBU) members through a combination of annual general wage increases, the reinstatement of the Cost of Living Allowance (COLA), and an up-front ratification bonus of \$5,000.

For the first time in over 20 years, our annual base wage increases in every year of the UAW Stellantis Collective Bargaining Agreement. Members will receive an unprecedented 11% wage increase upon ratification of the proposed agreement. The Company was adamant during bargaining that SBU members wouldn't receive the same GWIs as HBU members. But through the resiliency of our bargaining committees, we received the same strong raises.

GENERAL WAGE INCREASES (GWI) | P. 44 (BEFORE COLA)

DATE	GWI Percentage
Upon Ratification	11%
September - 2024	3%
September - 2025	3%
September - 2026	3%
September - 2027	5%

} **25%**

The reinstatement of the Cost of Living Allowance (COLA) will provide greater security and protect our purchasing power from inflation. At the top rate, our cumulative raises combined with COLA, will be over 30%. | P. 44

Top Rate Example General Wage Increase GWI with projected COLA						
	Grade 18	Grade 17	Grade 11	Grade 9	Grade 7	Grade 5
Current top Rate	\$45.15	\$44.11	\$38.67	\$36.97	\$35.55	\$33.96
11% GWI (Upon Ratification)	\$4.97	\$4.85	\$4.25	\$4.07	\$3.91	\$3.74
2023 Cola Estimate	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12
End of 2023 Top Rate	\$50.24	\$49.08	\$43.04	\$41.16	\$39.58	\$37.82
3% GWI (September 2024)	\$1.50	\$1.47	\$1.29	\$1.23	\$1.18	\$1.13
2024 Cola Estimate	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45	\$0.45
End of 2024 Top Rate	\$52.19	\$51.00	\$44.78	\$42.84	\$41.21	\$39.40
3% GWI (September 2025)	\$1.55	\$1.51	\$1.33	\$1.27	\$1.22	\$1.16
2025 Cola Estimate	\$0.36	\$0.36	\$0.36	\$0.36	\$0.36	\$0.36
End of 2025 Top Rate	\$54.10	\$52.87	\$46.47	\$44.79	\$42.79	\$40.92
3% GWI (September 2026)	\$1.60	\$1.56	\$1.37	\$1.31	\$1.26	\$1.20
2026 Cola Estimate	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39	\$0.39
End of 2026 Top Rate	%56.09	\$54.82	\$48.23	\$46.17	\$44.44	\$42.51
5% GWI (September 2027)	\$2.74	\$2.68	\$2.35	\$2.24	\$2.16	\$2.06
2027 Cola Estimate	\$0.46	\$0.46	\$0.46	\$0.46	\$0.46	\$0.46
End of 2027 Top Rate	\$59.29	\$57.96	\$51.04	\$48.87	\$47.06	\$45.03

Wage Increase Retroactive to October 23, 2023 | P. 44

Due to the extended bargaining of these negotiations, your negotiators were able to secure that the wage rate increase will be paid retroactively for all hours worked on and after October 23, 2023. These wage rate adjustments will be issued as soon as practicable but no later than pay ending December 17, 2023.

SALARIED WORKERS SEE HISTORIC GAINS

COLA RESTORED | PP. 201-03

The UAW first negotiated COLA back in 1948 with the purpose of protecting the wages of UAW members against rising consumer prices. COLA remained in place for over 60 years until it was suspended in 2009 due to the Global Financial Crisis.

COLA is calculated quarterly based on changes in the Consumer Price Index (“CPI”) published by the U.S. government and is included in your paycheck on a cents per hour basis.

The COLA formula is estimated to generate \$1.78 per hour over the term of the CBA. This estimate is based on a 2.4% average annual inflation increase derived from the Wall Street Journal Economic Survey. Under this scenario,

COLA would provide a total value of around \$8,800 through the CBA term.

COLA is presented separate from base wages on your paycheck and will increase or decrease based on increases or decreases in the CPI (increases in CPI = inflation, decreases = deflation) but in no circumstance will COLA drop below zero. COLA is included in computing overtime premium, shift/crew premium, all contractual paid time off, and call-in pay. Consistent with the formula suspended in 2009, a 10 cent quarterly diversion is in place to offset healthcare inflation. At the end of the contract, the total amount of COLA generated minus five cents will be folded into base wages.

Protecting Profit Sharing Benefits

We established a new protection for the profit-sharing rights of employees who leave the company. If an employee terminates after Dec. 31, but before the payout date, they will still be eligible for the profit-sharing payment.



WINNING PRODUCT FOR OUR PLANTS **P. 211**

Your UAW bargainers were also intent on retaining and growing employment opportunities for our members. We understood the challenges posed by the transition to electric vehicles (EVs), and worked to win investments that will secure our future in EV production and benefit members who continue to make ICE vehicles.

Through these negotiations your bargainers secured \$18.9 billion in product commitments and other investments, surrounding Internal Combustion and Electric Vehicles.

SALARIED WORKERS SEE HISTORIC GAINS

ASSEMBLY OPERATIONS	
Plant	Product Investment
Belvidere \$1.5 Billion	<ul style="list-style-type: none"> All New Midsize Trucks in 2027 (80,000 – 100,000 Units Projected)
Detroit Assembly Complex \$1.5 Billion	<ul style="list-style-type: none"> Current Dodge Durango (WD) will continue through 2025 Current Jeep Grand Cherokee 2 row (WL 74) will continue through 2027 Current Jeep Grand Cherokee 3 row (WL 75) will continue into 2028 Mid-Cycle Action updating the Jeep Grand Cherokee 2 row (WL 74) in 2024 Mid-Cycle Action updating the Jeep Grand Cherokee 3 row (WL 75) in 2024 Next generation Durango (D6U), including ICE and BEV in 2026 Next generation Grand Cherokee (J6U), including ICE and BEV in 2027
Toledo Assembly Complex North & South \$1.5 Billion	<ul style="list-style-type: none"> Current Jeep Wrangler (JL) will continue into 2028 Current Jeep Gladiator (JT) will continue into 2028 Mid-Cycle Action updating the Jeep Gladiator (JT) in 2023 Jeep Wrangler (JL) PHEV Upgrade in 2025 Jeep Gladiator (JT) PHEV Upgrade in 2025 Next generation Jeep Wrangler (J70) including BEV and REPB in 2028
Warren Truck \$600 Million	<ul style="list-style-type: none"> Current RAM 1500 (DS) will continue through 2024 Wagoneer/Grand Wagoneer (WS) will continue into 2028 Mid-Cycle Action Wagoneer/Grand Wagoneer (WS) in 2025 Introducing Wagoneer/Grand Wagoneer (WS) REPB STLA Frame in 2025 Introducing Wagoneer/Grand Wagoneer (WS) BEV STLA Frame in 2027 2nd Mid-Cycle Action Wagoneer/Grand Wagoneer (WS) in 2027
Sterling Heights \$1.4 Billion	<ul style="list-style-type: none"> Current Ram 1500 Light Duty (DT) will continue through 2024 Mid-Cycle Action updating the RAM 1500 Light Duty (DT) in 2024 New RAM 1500 Light Duty (DT) including BEV and REPB STLA Frame in 2024
JOINT VENTURE BATTERY PLANTS	
Plant	Product Investment
Belvidere \$3.2 Billion	<ul style="list-style-type: none"> Launch a new JV battery operation in 2028 with a yet to be identified business partner.
Kokomo \$6.2 Billion	<ul style="list-style-type: none"> Launch two new JV battery operations with Samsung SDI with the first scheduled to being production in 2025 and the second in 2026.
MOPAR	
Plant	Product Investment
New Belvidere Consolidated Mopar Mega Hub \$100 Million	<ul style="list-style-type: none"> Launch in 2024 through the consolidation of work from the Marysville, Chicago, and Milwaukee PDCs. Introduce Stamping operations in support of replacement parts for the Belvidere Mega Hub in 2025.
New Fishkill, NY Mopar Hub \$30 Million	<ul style="list-style-type: none"> Launch in 2025 with the consolidation of work from the New York and Boston PDCs.
New Macon, GA Mopar Hub \$30 Million	<ul style="list-style-type: none"> Launch in 2026 with the consolidation of work from the Orlando and Atlanta PDCs
New Metro Detroit Region Mopar Hub \$30 Million	<ul style="list-style-type: none"> Launch in 2026 with the consolidation of work from the Centerline PDC, Centerline Warehouse & Packaging, Warren PDC, and Sherwood PDC
New Reno, Nevada PDC \$30 Million	<ul style="list-style-type: none"> Launch projected in 2027 with the consolidation of work from the LA PDC
New South Central TX PDC \$30 Million	<ul style="list-style-type: none"> Launch projected in 2026 with the consolidation of work from the Dallas PDC

POWERTRAIN	
Plant	Product Investment
Kokomo Casting \$160 Million	<ul style="list-style-type: none"> Continued production of various engine blocks and components, transmission cases and components & chassis components Launch WL & LB Crossmembers in 2024 Launch EDM Gearbox Cover in 2024 Launch GME T6 Oil Pan in 2024 Launch the EP6 Bedplate in 2025 Launch the EP6 Block in 2025 Launch eMotors Housing and Cover in 2026
Kokomo Engine	<ul style="list-style-type: none"> Current product GME T4 DOHC will continue into 2028
Kokomo Transmission \$450 Million	<ul style="list-style-type: none"> Current product 850RE Gen 2 will continue into 2028 Current product SI-EVT will continue into 2028 Launch the 880RE Gen4 in 2024 Introduce Electric Drive Motor Gearbox Covers in 2024
Indiana Transmission \$900 Million	<ul style="list-style-type: none"> Current product 948TE will continue into 2028 Current product 68RFE will continue into 2024 Launch Phase I of Electric Drive Motor Gear Machining & Assembly in 2024 Launch Phase II of Electric Drive Motor Gear Machining & Assembly in 2025 Launch e-Motor Assembly in 2026
Trenton Engine	<ul style="list-style-type: none"> Pentastar Classic continues through 2024 Pentastar Upgrade continues through 2028
Dundee Engine Plant North & South \$770 Million	<ul style="list-style-type: none"> Launch the GME - T4 EVO in 2024 Launch the EP6 in 2025 Introduce production of STLA Frame & Large Battery Trays in 2024 Introduce Production of STLA Large Beam Machining in 2025
Toledo Machining \$270 Million	<ul style="list-style-type: none"> Current 850RE Torque Converters will continue into 2028 Current 948TE Torque Converters will continue into 2028 Current HD Truck Steering Columns will continue into 2028 Current Jeep Wrangler/Gladiator (JL/JT) Super-Module will continue into 2028 Introduce Production of STLA Large Front Cradles Introduce Production of STLA Medium Cradles Introduce Production of Halfshafts
STAMPING	
Plant	Product Investment
Sterling Stamping \$165 Million	<ul style="list-style-type: none"> Continue current products to support Detroit Assembly Complex Jefferson, Warren Truck, Toledo and Sterling Heights Assembly facilities. Introduction of future products to support Detroit Assembly Complex Jefferson, Warren Truck, Toledo, Sterling Heights Assembly and other North American facilities
Warren Stamping \$85 Million	

MOPAR Heartburn

The company gave us two choices for MOPAR: to either consolidate facilities and gain jobs, or close facilities and lose jobs. The choice to consolidate these facilities was difficult, but we came out of it with the elimination of the lower wage tier at MOPAR, a guarantee of job security, and the right to bargain for an expanded moving allowance beyond the \$37,500 we already won.

BATTERY PLANTS & EVs

The Electric Vehicle transition is a critical moment for autoworkers everywhere. Our job is to make sure that all auto jobs – EV and ICE – are good jobs, and that this transition does not become a race to the bottom. With that in mind, your national negotiators secured key agreements to secure our jobs and make sure new EV jobs maintain our standards and protections. **The Company has committed to a pathway to the battery plants for SBU members in the future.**

Doubling Down on EVs in Kokomo

Our UAW members have already made Kokomo the transmission capital of the world. Now we're going to become a world-beater in battery production as well. Stellantis has committed to build two new battery plants in Kokomo. It's a \$6.2 billion investment that the company estimates will create 2,600 permanent jobs.

A Bright Future for Belvidere | pp. 211-12

Eight months ago, Belvidere was flat on its back. The last worker had just walked out of our plant, and the company had no plans to reopen it. Now, not only will we have an assembly plant in Belvidere, we have won a commitment from Stellantis to locate a new battery plant there. Like the plants in Kokomo, it's a massive investment – \$3.2 billion – that will generate an estimated 1,300 jobs. We proved that when we fight we can win big.

Expanding EV Production in Existing Plants | p. 212

We're not just winning new battery plants. We're also bringing EV production into our existing facilities. We'll be building battery trays at Dundee Engine and more EV components in other plants. And because we have the right to strike over plant closures – and also if the company fails to fulfill product and investment commitments – we have serious leverage to build the EV future in our existing plants.

JOB SECURITY

Your negotiating team went into this bargaining session laser focused on getting back many of the things UAW members lost during the downturn. On job security, the goals were not only met, but exceeded. We have won more rights and benefits for workers facing potential layoffs.

SBU Outsourcing Moratorium | P. 206

The bargaining committee successfully negotiated a "SBU Outsourcing Moratorium" letter into the SBU agreement. This letter is a duplicate of the HBU Letter 300. The inclusion of this letter gives the SBU Leadership more ability to prevent and / or challenge any outsourcing actions proposed by the company.

Dual Source Letter Protecting U.S. Jobs | P. 204

We won a key provision that will keep the Ram 1500 (ICE, BEV and REPB) at SHAP and the Pentastar Classic and Upgrade at Trenton Engine. If these products are built in a plant outside the United States, the Company must first decrease production in the non-U.S. plant before SHAP's or Trenton's production is scaled back.

Right to Respect Picket Lines | P. 5

We won the right to support other workers when they're standing up for their rights. The company cannot discipline or discharge us for refusing to cross a lawful primary picket line.

NEW Right to Strike Over Plant Closing, Outsourcing Moratorium, and Product & Investment Commitments | p. 5

Your bargaining team secured the right to strike over any potential plant closing during the life of the agreement. That gives us unprecedented power to fight plant closures. And we went one step further. For the first time in our union's history, your bargaining team was also able to secure language for the right to strike over the company's failure to fulfill product and investment commitments. We have gone from seeing Stellantis' footprint shrink in the United States to gaining the leverage to grow our plants and our membership.

SALARIED WORKERS SEE HISTORIC GAINS

Transition Assistance Backstops our SUB Pay Benefits | p. 19

We won 52 weeks of SUB plus 52 weeks of transition assistance for indefinite layoffs. When a member exhausts their SUB, they aren't cut off. Instead, they can continue to receive medical benefits and half of full pay for another 52 weeks. Now members have a choice when their SUB benefits expire. They can take an up-front lump-sum or they can take transition assistance and keep their options open.

INCREASED MOVING ALLOWANCES			
Moving Allowance Type	Old Contract	New Contract	Increase
Basic Moving Allowance	\$6,000	\$8,000	\$2,000
Enhanced Moving Allowance	\$30,000	\$37,500	\$7,500
Modified Enhanced Moving Allowance	\$30,000	\$37,500	\$7,500

Letter 186 - SBU placement to HBU | p. 165

SBU has had members indefinitely laid off who had previous hourly seniority. However, that seniority was from a plant that is now closed and they lost all of that seniority. Now they will be able to exercise options to remain at their current location and be granted their hourly seniority within the provisions of the PM&P agreement.

Sourcing:

Make Buy Log Purged and Revisions p.208

The Make Buy log has been purged. Prior to negotiation's the SBU Dealer Claims Analysts, Designers, Mechanics / Technicians, Mopar Compilers and Mopar Special Investigations were all on the Make Buy log with the intent to indefinitely lay them off with no intent on ever returning them to work.

Make Buy Process | p. 208

During the life of this agreement no Make Buy Studies will be conducted within the scope and content of work normally performed by SBU members.

Layoffs and New Classifications

The Company tried to introduce new classifications under the premise that it needed more specialized employees. The Bargaining Committee denied this proposal, knowing that it was an attempt to create classifications for lower seniority employees that could impact higher seniority employees in times of layoff.

AMEPT- 3D Printer Operations | pp. 176-77

The Bargaining Committee addressed concerns involving the growing use of 3D Printers. Letter 206 has been improved protecting and outlining SBU members' applications of that technology in all manufacturing, development and validation locations.

Salary Continuation

During these negotiations, the company proposed to eliminate Salary Continuation for all traditional SBU members. The Bargaining Committee denied this proposal, and now all traditional and in-progression members qualify for Salary Continuation regardless of hire date.

HEALTH & SAFETY

pp. 67-94

Your elected negotiators won new training programs, as well as improvements in existing programs, to help keep you safe on the job. Bargainers also maintained many of our programs and initiatives that exceed state and federal guidelines.

Keeping Medical Staff on Site | p. 89

We were successful at addressing the medical staffing issues at manufacturing locations during production hours. The number needed to staff medical is now 275 workers, but we also were able to win the ability for a labor market area to consider when multiple facilities are working and none reach the 275 threshold. They can still schedule one facility's medical operations as long as the accumulated number from all facilities exceeds 275. (M13 Section X(L)(3))



SALARIED WORKERS SEE HISTORIC GAINS

HEALTH CARE BENEFITS IMPROVED. EXPANDED. PROTECTED

Your bargaining team addressed the inequity of health care coverage during indefinite layoffs. As a result, all full-time members will receive 24 months of health care coverage when placed on indefinite layoff. This will provide security to members and their eligible dependents.

The Company estimates that its cumulative cost to provide employee health care will increase approximately \$613 million dollars over the next four years. It will exceed \$1.1 billion in 2027. With this expected increase in costs, the Company wanted to impose a 20% increase in cost share to our members. We fought it and rejected it. Our members need deserve to have the best quality health care coverage in the industry, with the lowest out-of-pocket costs. In this round of bargaining, we fought successfully to keep our care affordable all while adding improvements.

Health Care During Layoff Improved P. 19

Your bargaining team addressed the inequity of health care coverage during indefinite layoffs. As a result, all full-time members will receive 24 months of health care coverage when placed on indefinite layoff. This will provide security to members and their eligible dependents.

Maintained

- No Premiums
- No loss of current benefits
- No increases to copays or deductibles
- Major Medical

Added Benefits to the Standard Care Network & PPO Plans **BENEFITS, 48-49**

- Allergy Testing and Immunotherapy Benefit
- Chiropractic (24 visits per year)
- Injections
- Earwax Removal
- Autism Benefit (Applied Behavioral Analysis)
- Travel & Lodging Benefit

Expanded Benefits

- New Hires (including Supplemental Employees) receive Health Care after 90 days from date of hire or rehire. **BENEFITS, 17**

- Dental maximum increased by \$150, new maximum amount: \$2,000 **BENEFITS, 59**
- Dental coverage for Implants increased from 50% to 90%. **BENEFITS, 58**
- Lasik surgery benefit increased by \$55, to \$350 (per person). **BENEFITS, 68**
- Secured all current preventive services benefits covered at 100% required under the Affordable Care Act (ACA), if at any time the ACA is repealed. These benefits are now part of the Plan design. **BENEFITS, 47**
- Increased non-participating hospital rates, from \$230 to \$500 Inpatient room and board charges, \$20 to \$50 per day for inpatient ancillary charges (Total of \$550 Per day). **BENEFITS, 17**

Maximizing Health, Reducing Health Care Costs

To continue to provide excellent health care coverage to our members and their eligible family members, the Union and the Company agreed to certain programs that will help mitigate and reduce the current trend of rising health care costs without having to pass any of those cost shares to our members.

For SCN & PPO Plans

- Prudent RX Specialty Drug Program may provide 0% prescription copay to members for specialty drug that are on the Prudent RX Specialty Drug list. **BENEFITS, 5**
- Pre-Authorization for Spinal and Joint program. **BENEFITS, 40**
- 5-mile CVS proximity network (Members whose zip code is within 5 miles of a CVS location). **BENEFITS, 6**
- Medicare Part-B enrollment if approved for SSDIB with Medicare Part B premium reimbursement. **BENEFITS, 22**

SALARIED WORKERS SEE HISTORIC GAINS

DISABILITY BENEFITS

Disability benefits are absolutely essential. And we improved them in this agreement. We've made important gains in a number of areas.

Sickness & Accident (S&A) & Extended Disability Benefits (EDB)

Full-time employees with one or more years of seniority are eligible for 52 weeks of Sickness & Accident Benefits, eliminating the duration based on years of seniority. [Benefits p. 121](#)

S&A waiting period now based on 3 calendar days (including Saturday and Sunday), rather than 3 scheduled workdays. Pay begins on the following scheduled workday. [Benefits p. 119](#)

Elimination of the employee's provision that served more punitive than corrective in nature under the (B-13 – Abuse of S&A Program.) [Benefits pp. 75-76](#)

Increase Medicare Part-B premium reimbursement to Medicare Part-B standard. [Benefits p. 94](#)

LIFE INSURANCE BENEFIT

This is another area where we held the line and saw benefit rates increase along with base pay rates.

Group Life Insurance (Company Provided) [Benefits pp. 95-99](#)

- Increased benefit rates to Traditional Member's life insurance to correlate with top HBU and SBU base pay rates.
- Maintained Survivor Income Benefits

Additional Holiday Added | p. 16

The bargaining team was successful in negotiating Juneteenth as an additional holiday to be recognized each year of the agreement.

Parental Leave benefit

See addendum to SBU White Book
Eighty (80) hours of Paid Parental Leave to an employee who:

- Has given birth to a child
- Is the biological parent of a newborn
- Has adopted a child under the age 18 (other than a spouse's child)
- Has become a parent of the newborn child of a surrogate or donor.



SALARIED WORKERS SEE HISTORIC GAINS

RETIREMENT SECURITY

Retirement insecurity is one of the greatest economic injustices facing our country – and our membership. We went into this round of negotiations committed to making huge strides for current and future retirees. We didn't get everything we wanted, but we got more than many thought was possible.

CURRENT RETIREES & SURVIVING SPOUSES

We have won the first bonus for current retirees in 17 years. Under this agreement, current retirees and surviving spouses will receive payments of \$500 annually. For decades, surviving spouses received less than retirees – this contract not only re-established annual bonuses for all retirees but provided the same amounts for surviving spouses. Eligible if retired prior to October 1, 2023, with payments in December.

TRADITIONAL EMPLOYEES

For current legacy employees we won a \$5 increase to the Life Income Benefit which will result in an increase of \$1,800 a year to future pensioners. We also negotiated enterprise-wide buyout offerings for our legacy members. The Incentive Plan for Retirement (IPR) will be for \$50,000 (gross pretax) for an unlimited number of eligible production and skilled trade members. Packages will be offered in 2024 and 2026.

IN-PROGRESSION EMPLOYEES

For current In-Progression employees, we won a groundbreaking 10% employer contribution—with no required employee contribution—to their 401k.

ANNUITY

In-Progression Members will be given the opportunity to purchase an annuity at a discounted rate with funds from their 401(k)

IN-PROGRESSION

10%

employer contribution
to 401(k)

TRADITIONAL

\$5

Increase to Life Income
Benefit (LIB)

CURRENT RETIREES

\$500

Annual Payments

73% TO 146% INCREASE IN ANNUAL COMPANY CONTRIBUTION TO 401KS BY END OF AGREEMENT



SALARIED WORKERS SEE HISTORIC GAINS

Current Retiree Bonuses Return | PP 198-99

Current Retirees will once again receive a lump sum bonus under the proposed agreement. Your bargaining team negotiated bonuses for retirees who retired prior to 10-01-2023. Retirees and surviving spouses will receive a total of five yearly payments of \$500 each. The first payment will be scheduled no later than the end of the first quarter of 2024, and the remaining payments will be scheduled in December 2024, 2025, 2026, and 2027.

In-Progression Improvements | P 208

Your bargaining team fought to improve retirement security for members who are eligible for the company contribution and was successful in gaining a significant improvement in the company contribution for our members who currently have a 6.4 percent company contribution rate. With the new agreement, In-Progression employees will receive a significant increase in the company contribution rate to 10 percent. This increase will greatly improve the ability to prepare for a secure retirement.

The Incentive Plan for Retirement | See addendum to HBU White Book

Your UAW bargaining committee was successful in negotiating enterprise-wide buyout offerings for our legacy members. The Incentive Plan for Retirement (IPR) will be for \$50,000 (gross pretax) for an unlimited number of eligible production and skilled trade members. Packages will be offered in 2024 and 2026.

SOURCING

As our company passed from one corporation to another, the commitment to our workforce seemed to drop with it. Our plants were closed, our product sent overseas, our work outsourced. In this contract, we have finally gone from defense to offense. We negotiated powerful tools to make our membership grow instead of shrink. Here's some of what we won or strengthened:

- Moratorium on outsourcing of existing core jobs for both our hourly and salaried bargaining units. | [p. 206](#)
- Right to strike over plant closure and if the company fails to fulfill a product and investment commitment. | [p. 5](#)
 - New Product Investment for Belvidere, TMP, Trenton, and plants across the country. | [p. 211](#)
 - Battery plants built in towns where we already have union strength. | [p. 212](#)
 - Dual Sourcing Letter added to protect volume of Ram 1500 and Pentastar Engine production at SHAP and Trenton. | [p. 204](#)
 - Maintained the Supplier Relations Letters. The company wanted to delete these letters.
 - New Technology Language also maintained.

SPW – STELLANTIS PRODUCTION WAY | pp. 119-22

Increase In UAW SPW Leadership In All Manufacturing Locations

Your Bargaining Team was successful in negotiating 16 UAW SPW Lead Positions, one at each Manufacturing Facility. These individuals will be responsible for coordinating SPW planning activities and will ensure that SPW is promoting job security for our membership on the shop floor. Your Negotiating Team recognized the need to strengthen communication in each of our facilities. They were successful in securing language to align the UAW Continuous Improvement Lead to officially serve as the UAW Communications Lead at each manufacturing location.

Increase involvement in Launch Activities

The UAW Joint Domain Leads will now participate in JSOES Meetings and be given the opportunity to be engaged from the very beginning of the Launch process to effectively support new product launches.

SALARIED WORKERS SEE HISTORIC GAINS

Tuition Assistance Program

A major objective of our Tuition Assistance Program is to prepare workers and our families for the jobs of the 21st century. Your UAW negotiators won some significant improvements that will help us meet the challenges ahead.

Tuition Assistance Increased P. 66

To meet the rising costs of education at universities and colleges, this tentative agreement has enhanced the tuition assistance substantially for active and supplemental members, and the dependent children of all UAW Stellantis members. An increase of \$3,000 was gained for Tuition Assistance and the book reimbursement for degree-related books was increased by \$800.

Scholarship for Dependent Children (SFDC) Improved P 102

New to the agreement, supplemental members are now eligible to use the SFDC benefit, and the overall benefit increased from \$1,500 to \$1,600. Also, if both parents are active FCA employees, they will be eligible for the benefit up to \$3,200 per eligible dependent provided out-of-pocket expenses are substantiated. Additional gains include high school dependents that are dual enrolled in post-secondary degree programs are now eligible to receive the benefit, the grade requirement was enhanced to passing grades and the application process was improved to allow SFDC applications to be submitted after the end of the semester.

Finally, the joint administration of the Tuition Assistance Program and Scholarship for Dependent Children program was regained. In addition, a standardized documented appeal process will be implemented for the TAP & SFDC programs.



YEARLY TUITION ASSISTANCE FOR ACTIVE AND SUPPLEMENTAL EMPLOYEES

TAP & SFDC Programs	2019 Contract	New Contract
Job Related Degree Programs	\$5,000	\$8,000*
Books for Job Related Programs	\$200	\$1,000
Scholarship for Dependent Children	\$1,500	\$1,600

**Tuition assistance paid out more than \$5,250 per year is subject to applicable State and Federal income taxes.*

SALARIED WORKERS SEE HISTORIC GAINS

A DEAL WITH WHEELS

UAW Members Win Employee Lease Program

One of the final commitments we won from the company was access for UAW members to Stellantis' Employee Lease Program. It's a benefit that management has long enjoyed, but SBU workers have not had.

The list of benefits is long: unlimited mileage, registration & plates, tire repair & replacement, 24/7 roadside assistance, no credit check, new vehicle every year, lease payments payroll deduction, special pricing for U.S. built vehicles, insurance included, maintenance & repairs, windshield replacement, no deductibles, loaner vehicle for repairs, and the list goes on.

NEW LETTERS

Veteran Job Opportunities | P 199

The UAW and Stellantis discussed our mutual desire to support the country's veterans and the need to continue placing a high priority on identifying qualified veteran candidates for hire into production, skilled trades and salaried jobs within the bargaining unit.

Closed Plant & Idle Plant Seniority Clarification | P 165

Salary Bargaining (SBU), skilled trades returning to production, and employees transferred via the 67A process will now have an opportunity to attain their seniority from a closed/idle plant.

MOU - Regarding Layoff Status for Employees in Belvidere | See addendum to SBU White Book

Currently indefinitely laid-off members at Belvidere will now be converted to a temporary layoff upon ratification.

DURATION & RATIFICATION

p. 24

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at Stellantis, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and nine months and will expire April 30, 2028.

DUES: A CONSTITUTIONAL MATTER

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

UAW STELLANTIS SBU REPORT

This report is based on the tentative agreement negotiated by the UAW 2023 National Negotiating Committee. This is a summary of the tentative agreement. In all cases actual contract language will apply.



84 HOLIDAYS OVER FOUR AND A HALF YEARS

Holiday Added P. 16

Your bargaining team won Juneteenth as an additional paid holiday. A total of eighty-four (84) holidays will be provided to UAW Stellantis during the proposed agreement. All existing holidays are maintained. When a holiday falls on a Saturday it will be observed on the preceding Friday. When it falls on a Sunday it will be observed the following Monday.

2023-2024	
Nov. 10, 2023	Veterans Day Observed
Nov. 23, 2023	Thanksgiving
Nov. 24, 2023	Day after Thanksgiving
Dec. 25, 2023	} Christmas Holiday Period
Dec. 26, 2023	
Dec. 27, 2023	
Dec. 28, 2023	
Dec. 29, 2023	
Jan. 1, 2024	
Jan. 15, 2024	Martin Luther King Jr. Day
Mar 29, 2024	Good Friday
April 1, 2024	Day after Easter
May 27, 2024	Memorial Day
June 19, 2024	Juneteenth Day
July 4, 2024	Independence Day
July 5, 2024	Friday after July 4th
Sept. 2, 2024	Labor Day

2024-2025	
Nov. 5, 2024	Federal Election Day
Nov. 11, 2024	Veterans Day
Nov. 28, 2024	Thanksgiving
Nov. 29, 2024	Day after Thanksgiving
Dec. 23, 2024	} Christmas Holiday Period
Dec. 24, 2024	
Dec. 25, 2024	
Dec. 26, 2024	
Dec. 27, 2024	
Dec. 30, 2024	
Dec. 31, 2024	
Jan. 1, 2025	
Jan. 20, 2025	Martin Luther King Jr. Day
April 18, 2025	Good Friday
April 21, 2025	Day after Easter
May 26, 2025	Memorial Day
June 19, 2025	Juneteenth Day
July 4, 2025	Independence Day
Sept. 1, 2025	Labor Day

2025-2026	
Nov. 11, 2025	Veterans Day
Nov. 27, 2025	Thanksgiving
Nov. 28, 2025	Day after Thanksgiving
Dec. 24, 2025	} Christmas Holiday Period
Dec. 25, 2025	
Dec. 26, 2025	
Dec. 29, 2025	
Dec. 30, 2025	
Dec. 31, 2025	
Jan. 1, 2026	
Jan. 2, 2026	
Jan. 19, 2026	Martin Luther King Jr. Day
April 3, 2026	Good Friday
April 6, 2026	Day after Easter
May 25, 2026	Memorial Day
June 19, 2026	Juneteenth Day
July 3, 2026	Independence Day Observed
Sept. 7, 2026	Labor Day

2026-2027	
Nov. 3, 2026	Federal Election Day
Nov. 11, 2026	Veterans Day
Nov. 26, 2026	Thanksgiving
Nov. 27, 2026	Day after Thanksgiving
Dec. 24, 2026	} Christmas Holiday Period
Dec. 25, 2026	
Dec. 28, 2026	
Dec. 29, 2026	
Dec. 30, 2026	
Dec. 31, 2026	
Jan. 1, 2027	
Jan. 18, 2027	Martin Luther King Jr. Day
Mar. 26, 2027	Good Friday
Mar. 29, 2027	Day after Easter
May 31, 2027	Memorial Day
June 18, 2027	Juneteenth Observed
July 5, 2027	Independence Day Observed
Sept. 6, 2027	Labor Day

2027-2028	
Nov. 11, 2027	Veterans Day
Nov. 25, 2027	Thanksgiving
Nov. 26, 2027	Day after Thanksgiving
Dec. 24, 2027	} Christmas Holiday Period
Dec. 27, 2027	
Dec. 28, 2027	
Dec. 29, 2027	
Dec. 30, 2027	
Dec. 31, 2027	
Jan. 17, 2028	Martin Luther King Jr. Day
April 14, 2028	Good Friday
April 17, 2028	Day after Easter

THE NEGOTIATIONS PROCESS

WHO'S WHO



UAW National Stellantis Council: Elected local leadership at UAW-represented Stellantis facilities represent members' interests on the National Council.

UAW National Stellantis Sub-Councils: National Stellantis Council broken down into departments or divisions (i.e. Skilled Trades, Assembly, Parts).

UAW National Negotiators: Local UAW leadership elected within each Sub-Council whose role is to negotiate the national contract.

Negotiations Sub-Committee: Made up of UAW National Negotiators and the UAW National Stellantis Department. Sub-Committees are broken down by subject matter.

UAW National Resolutions Committee: Local UAW Leadership elected with each Sub-Council whose role is to oversee and organize resolutions received from the membership.

UAW National Stellantis Department: International UAW Staff assigned to Stellantis.

TIMELINE

10.12.22

UAW Stellantis National Negotiators elected in St. Petersburg, Fla.

10.26.22

Letter sent to local UAW Leadership from UAW National Stellantis Department requesting membership resolutions.

3.20.23

UAW National Stellantis Sub-councils meet to discuss, review and approve membership resolutions from their facilities.

3.27.23

UAW Special Bargaining Convention is held in Detroit.

4.24.23

2023 Index of Language sent via email to servicing reps to start reading over the language.

5.3.23

Official call to the 2023 UAW Stellantis Council Meeting in Southfield, Mich., from June 20-22, 2023.

6.20.23

UAW National Stellantis Council meets in Detroit/Southfield and votes to approve the 2023 Collective Bargaining Proposals Book.

7.13.23

Opening Ceremony, Stellantis Technology Center in Auburn Hills, Mich., the official kick-off of the 2023 National Negotiations.

7.28.23

Negotiations begin in Sub-committees. Each piece of language negotiated is reviewed, discussed and resolved by the UAW National Negotiators.

8.14.23

Strike authorization letter sent to all UAW Stellantis locals with a deadline of August 24, 2023 to communicate results.

8.24.23

Strike authorization voting completed by all UAW-Stellantis locals.

9.14.23

Strike called as the deadline passed without an agreement. UAW Local 12, Toledo Assembly Complex, called out on the Stand Up Strike.

STELLANTIS DEPARTMENT STAFF

Rich Boyer, Vice President and Director

Harvey Hawkins, Jr.
Administrative Assistant

Joe Ferro
Top Administrative Assistant

John Weyer
Administrative Assistant

DeMetria Gordon
Assistant Director

Frank Grace
Assistant Director

Dave Karnafel
Assistant Director

Loreese Lee
Assistant Director

Nate Martin
Assistant Director

Steve Stahl
Assistant Director

Greg Stoej
Assistant Director

Mark Taylor
Assistant Director

Edgar Torres
Assistant Director

Gary Reid
Coordinator

UAW STELLANTIS NEGOTIATING COMMITTEE

Sub-Council

7 Tammy Wiser
(Recording Secretary)

8 Daryl Goodwin

8 Mike Hayes

Local

868

1302

412

STAFF

Mike Adams
Jessica Bryant-Hardwell
Kisha Richardson-Chambers
Mona Copeland
J.D. Cowsert

Mike Godlewski
Kristine Hall
Lorenzo Jamison
Jerry King
John Markovski

Greg Marquardt
Scott Moldenhauer
Kenny Morrast
Bryon Nusbaum
Jennifer Palion

Venus Paul
Vince Precopio
Frenchie Rippie-Stotts
Jessica Scott
Tom Shkrela

John Stanfill
Bobby Young

ADMINISTRATIVE STAFF

DaNisha Reeder

Ashley Slezak

Traci Traylor

PRESIDENT'S OFFICE STAFF

Chris Brooks
Top Assistant

Paul Caucci
Top Assistant

Jason Wade
Top Assistant

Benjamin Dictor
Counsel

Ava Barbour
Associate General Counsel

Lisa M. Harrison
Associate General Counsel

Jeff Dokho
Research Director

Matt Uptmor
Administrative Assistant

Renee Turner-Bailey
Social Security Director

Jonah Furman
Communications Director

Jim McNeill
Assistant Director

Max Fazeli
Assistant Director

Bob Mikulan
Assistant Director

Frankie Serra
Assistant Director

2023 UAW STELLANTIS NATIONAL NEGOTIATING TEAM



Brooks



Caucci



Fain



Boyer



Ferro



Dictor



Wade



Weyer



Hawkins, Jr.



Dokho



Turner-Bailey



Serra



Wisner



Goodwin



Hayes



Gordon



Grace, Jr.



Karnafel



Lee



Martin



Stahl



Stoey



Taylor



Torres



Reid

This is the UAW Stellantis National Negotiating Committee whose determined efforts, along with those of the UAW National Stellantis Department, and other UAW staff, produced this tentative agreement. **Shawn Fain** is the President of International Union, UAW; **Rich Boyer** is Vice President and Director of the UAW National Stellantis Department; **Joe Ferro** is the Top Administrative Assistant to Boyer; **Chris Brooks**, **Paul Caucci** and **Jason Wade** are Top Administrative Assistants to Fain; **Benjamin Dictor** is Counsel; **Harvey Hawkins Jr.** and **John Weyer** are Administrative Assistants to Boyer; **Jeff Dokho** is Director of the UAW Research Department; **Renee Turner-Bailey** is Director of the UAW Social Security Department; **Frankie Serra** is an Assistant Director of the Social Security Department; **DeMetria Gordon**, **Frank Grace Jr.**, **Dave Karnafel**, **Loreese Lee**, **Nate Martin**, **Steve Stahl**, **Greg Stoey**, **Mark Taylor** and **Edgar Torres** are Assistant Directors of the UAW National Stellantis Department; **Gary Reid** is a coordinator of the UAW National Stellantis Department; **John Morgan**, UAW Local 7, Detroit Assembly Complex-Jefferson, Sub-council 1 (Assembly), is chairman of the UAW Stellantis National Negotiating Committee; **Tammy Wisner**, UAW Local 868, Atlanta PDC, Sub-council 7 (Office and Clerical), is recording secretary of the UAW Stellantis National Negotiating Committee; **Daryl Goodwin**, UAW Local 1302, Kokomo Transmission Plant, Sub-council 8 (Engineering); **Mike Hayes**, UAW Local 412, Chrysler Technology Center, Sub-council 8 (Engineering).