



HIGHLIGHTS

Wages - Progression to max in all grades, based on 3% annual increase

- Employees at max of pay grade get 3% lump-sum payments each year, based on qualified earnings
- Employees below max of pay grade get 3% annual wage increase until reaching max of grade
- Elimination of merit (PLM) portion of the pay scale
- Phase-ups and promotions remain

Signing Bonus - \$9,000 signing bonus; \$3,500 for temps

Vacation/Paternity Leave - Added benefits

- Added vacation carryover language and subject to grievance procedures
- Negotiated unpaid paternity leave not to exceed one year

Bargaining unit work assignment review and resolution process added

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

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

Health Care - Health Insurance parity for all employees

- Health care protected from cost shifting

Profit Sharing - Cap removed; 12.5% increase to members

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

Job insourcing review commitment

Mopar Annual Meeting

Local Union grievances expedited

Job Security

- Product commitments obtained

Schedule "A" recognition added for clerical groups

A Message to UAW Members at FCA

Dear Brothers and Sisters:

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

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

From the outset, your brothers and sisters, local leaders and fellow members identified key areas of concern to focus on throughout the bargaining process: Elimination of the merit (PLM) system; pay progression to max pay for all employees; 3% lump sum payments each year for employees at maximum rate; pattern signing bonuses; vacation carryover and paternity leave enhancements; insourcing opportunities, and the ability to expedite the grievance process.

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

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

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

In solidarity,

Rory L. Gamble
Acting President
International Union, UAW

Cindy Estrada
Vice President and Director
UAW FCA Department

'White Pages Books' on uaw.org

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

Economic Gains and Changes

Progression to the Max

There were extensive discussions regarding the Salaried Bargaining Unit pay scales. Your bargaining committee succeeded in securing pay progression to the max of the grade and eliminating the merit (PLM) portion of the scale. Phase-

ups to continue at current level and promotional increases to continue at current level. p. 39-46, 192-196

Lump-Sum Payments p. 148-150

Bargainers addressed employees who are at or above the max of pay grade and successfully won a 3% lump sum every year of the contract.

PLM Eliminated for All Salary Grades p. 62-75

Your bargaining committee heard and addressed your concerns over the annual performance system and succeeded in eliminating pay related to the PLM system.

Lump Sum Payable During Week Ending	Amount
Dec. 29, 2019	3%
Sept. 18, 2020	3%
Sept. 19, 2021	3%
Sept. 16, 2022	3%

Sourcing and Job Security

Negotiators Win Stronger Sourcing Language to Protect Jobs p. 76-87, 166

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

New Letter on Make Buy Rationale Provides for Joint Discussions p. 165

Negotiators demanded that Make

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

Out-of-Labor Market Rules Improved p. 146-147

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

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

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

National Parties to Meet to Discuss Technology p. 55-57

The bargaining committee secured language that directs the National Sourcing Committee meet bi-annually in the 1st and 3rd quarters to discuss

and evaluate new technology and future technology such as electrification and autonomous inclusion.

Exhibit E -- Relocation Allowance p. 77

Negotiators won a clarified timing schedule for relocation payments. Also, the Basic Relocation Allowance was increased from \$4,800 to \$6,000, to be paid within 30 days once the employee reports to the new location. The Enhanced Relocation Allowance amount remained at \$30,000 but the upfront signing bonus payment of \$6,000 was increased to \$8,000, paid within approximately two weeks of receiving the employee's relocation election. The second installment of \$16,000 will be paid within 30 days after the employee reports to the new location so the employee will have more money upfront. The Modified Enhanced Relocation amount was reduced to \$30,000, but the UAW was able to negotiate return to home rights for those employees accepting the Modified Enhanced Relocation after six months at the new location, and the payout timeframe was reduced from two years to one year for all relocation money to be paid.

Insourcing Review p. 186

Your bargaining committee secured the company’s reaffirmation of its commitment to conduct an insourcing review meeting to allow the salaried units a chance to obtain new work not currently performed in the bargaining unit.

Assignment of Work p. 191

Throughout the 2019 negotiations there were extensive discussions regarding work belonging to the bargaining unit. Your bargaining team was successful in negotiating a resolution process allowing an impartial chairman to review disputes that reach the Appeal Board. This process is available for disputes under Schedule A and over the assignment of work historically performed by the bargaining unit.

New Office and Clerical Participation in the MOPAR Annual Meeting p. 232-233

Bargainers negotiated for a new annual Mopar Joint Leadership meeting to be held in the first quarter of each calendar year of the agreement, and successfully achieved agreement for two salaried Mopar participants to attend.

401(k) Contributions Increase

One-time 401(k) Contribution for Traditional Employees p. 344

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

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

401(k) Plan Changes Aim to Increase Participation p. 321

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

SUB Fund Weeks Fully Replenished p. 42

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

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

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

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

Product and Investment

Salaried employees share in the same gains in product and investment as hourly employees. Of special interest to salaried employees is the investments in the CTC and FCAT.

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

Mt. Elliott Tool & Die Future

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

Marysville Future

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

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

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

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

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

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

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

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

Health Care Maintained, Improved

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

Negotiators Win Huge Gain for In-Progression Employees

The negotiating team recognized the importance of fixing the inequality in health care coverage between In-Progression and Traditional Employees. For the first time, In-Progression employees will now be afforded the same access to the medical plans and dental and vision plans that Traditional Employees have. p. 206-M-13, 192-195

ER Co-pay Waived for Observation Care

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

Exhibit B, p. 157

Other Wins

Joint Activities Continue p. 179-183

Your bargaining committee was successful in maintaining joint activities at both the local and national levels. Existing joint activities, including EAP/Diversity, New Hire Orientation, Health and Safety, World Class Manufacturing (WCM) and Technical Training, continue under the 2019 National Agreement. The Tuition Assistance Program and Dependent Scholarships were maintained. A new memorandum of understanding concerning joint activities provides for dissolving the National Training Center (NTC) and operating/administering joint activities under two Taft-Hartley trust funds. The structural change will assist the union and the company in their continuing efforts at conducting joint activities with sound oversight and governance.

Layoff Procedure p. 14-18

The new Detroit 2 Assembly Plant has been incorporated into the salaried agreement and pertinent changes have been made for the job security of members at that facility.

Vacation Period Carryover

Both sides engaged in much discussion regarding the Vacation Period. Your bargaining team was successful in improving the vacation carryover language, and disputes under the section will now be subject to the grievance procedure. p. 31-32

Paternity Leave p. 22-24

The bargaining team raised issues related to time off and was successful in negotiating unpaid paternity leave for reasonable periods not to exceed one (1) year.

Special Arbitration p. 58-61

The bargaining team succeeded in modifying this Memorandum so that the local can select an FMCS Arbitrator for grievances filed under this section, allowing the local union to expedite the arbitration process.

Index of Units p. 2-3

Your bargaining committee successfully negotiated the inclusion of three office and clerical units – Atlanta PDC, Romulus PDC and Winchester PDC – to be recognized in Schedule A, ensuring coverage under Section 1 of the agreement.

Sticker Reflecting Union Pride to be Developed for Vehicles

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

Dues: A Constitutional Matter

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

Duration and Ratification

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

UAW FCA Salaried Report

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

Health and Safety p. 88-117

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

Personal Protective Equipment (PPE)

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

Training

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

Local Joint Committee Responsibility

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

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

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

Tools/Equipment

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

Research Funding

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

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

Other Health and Safety Improvements

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

Legal Services

Spouses Now Covered, Services Expanded

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

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

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

Disability Program Care Provider Eligibility, Time Frames Expanded p. 283

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

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

Members Can Send More Compensation to 401(k) p. 323

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

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

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

Negotiators Expand Pension Overpayment Language to Provide Relief to Retirees

Negotiators were successful in strengthening current language which provides relief to retirees or surviving spouses caught in pension overpayment situations that are solely caused by a company or administrator error. The company is limited in its attempt to recover overpayments to the most recent 12 months of any such overpayment. The language does not cover Social Security Disability Income Benefits Award overpayments. p. 283

The Negotiations Process

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

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

1 Assembly	2 Stamping	3 Engine/Axle	4 Skilled Trades	5 Miscellaneous	6 Parts	7 Office & Clerical	8 Engineering
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UAW National Negotiators: The Local UAW leadership is elected within each Sub-council whose role is to negotiate the national contract representing that Sub-councils' issues.

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

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

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

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



Timeline

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

66 Holidays Over Four Years p. 26

Holiday Added

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

2019-2020		2020-2021		
Nov. 11, 2019	Veterans Day	Nov. 3, 2020	Federal Election Day	
Nov. 28, 2019	Thanksgiving	Nov. 11, 2020	Veterans Day	
Nov. 29, 2019	Day after Thanksgiving	Nov. 26, 2020	Thanksgiving	
Dec. 23, 2019	} Christmas Holiday Period	Nov. 27, 2020	Day after Thanksgiving	
Dec. 24, 2019		Dec. 24, 2020	} Christmas Holiday Period	
Dec. 25, 2019		Dec. 25, 2020		
Dec. 26, 2019		Dec. 28, 2020		
Dec. 27, 2019		Dec. 29, 2020		
Dec. 30, 2019		Dec. 30, 2020		
Dec. 31, 2019		Dec. 31, 2020		
Jan. 1, 2020		Jan. 1, 2021		
Jan. 20, 2020	Martin Luther King Jr. Day	Jan. 18, 2021	Martin Luther King Jr. Day	
April 10, 2020	Good Friday	April 2, 2021	Good Friday	
April 13, 2020	Day after Easter	April 5, 2021	Day after Easter	
May 25, 2020	Memorial Day	May 31, 2021	Memorial Day	
July 3, 2020	Independence Day	July 5, 2021	Independence Day	
Sept. 7, 2020	Labor Day	Sept. 6, 2021	Labor Day	
2021-2022		2022-2023		
Nov. 11, 2021	Veterans Day	Nov. 8, 2022	Federal Election Day	
Nov. 25, 2021	Thanksgiving	Nov. 11, 2022	Veterans Day	
Nov. 26, 2021	Day after Thanksgiving	Nov. 24, 2022	Thanksgiving	
Dec. 24, 2021	} Christmas Holiday Period	Nov. 25, 2022	Day after Thanksgiving	
Dec. 27, 2021		Dec. 26, 2022	} Christmas Holiday Period	
Dec. 28, 2021		Dec. 27, 2022		
Dec. 29, 2021		Dec. 28, 2022		
Dec. 30, 2021		Dec. 29, 2022		
Dec. 31, 2021		Dec. 30, 2022		
Jan. 17, 2022				Jan. 2, 2023
Jan. 17, 2022	Martin Luther King Jr. Day	Jan. 16, 2023		Martin Luther King Jr. Day
April 15, 2022	Good Friday	April 7, 2023	Good Friday	
April 18, 2022	Day after Easter	April 10, 2023	Day after Easter	
May 30, 2022	Memorial Day	May 29, 2023	Memorial Day	
July 4, 2022	Independence Day	July 3, 2023	Independence Day	
Sept. 5, 2022	Labor Day	July 4, 2023	Independence Day	
		Sept. 4, 2023	Labor Day	

UAW National FCA Department Staff

Cindy Estrada, Vice President and Director

Bill King
Top Administrative Assistant

Shawn Fain
Administrative Assistant

Cathy Stoey
Administrative Assistant

Lee Bainter
Assistant Director
Servicing

Pat Byers
Assistant Director
Benefits

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

Troy Davis
Assistant Director
Tuition Assistance
Travel/Special Events

Harvey Hawkins, Jr.
Assistant Director
Health & Safety

Cherylene Hough
Assistant Director
Kokomo Training Center

Stacie Steward
Assistant Director, WCM
New Hire, EAP/Diversity

Rebecca Suell
Assistant Director, Sourcing

Nate Martin
Coordinator, WCM

Mark Taylor
Coordinator, Servicing

Andy Ackles
Servicing Representative

Chuck Anderson
Servicing Representative

LaTonya Baker
Servicing Representative

Pat Cooper
Servicing Representative

Mona Copeland
Servicing Representative

Mark Dickow
Servicing Representative

Joe Ferro
Servicing Representative

Mike Godlewski
Servicing Representative

DeMetria Gordon
Servicing Representative

Frank Grace
Servicing Representative

Jeff Jarema
Servicing Representative

Loreese Lee
Servicing Representative

Kenneth Morrast
Servicing Representative

Gary Reid
Servicing Representative

Doug Rice
Servicing Representative

Sue Robles
Servicing Representative

Leinda Schleicher
Servicing Representative

Mike Spacil
Servicing Representative

Steve Stahl
Servicing Representative

Greg Stoey
Servicing Representative

Edgar Torres
Servicing Representative

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

NOTES

NOTES

UAW International Executive Board



Rory L. Gamble
Acting President



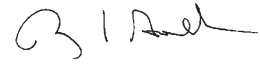
Ray Curry
Secretary-Treasurer



Terry Dittes
Vice President, GM Department



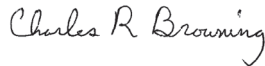
Cindy Estrada
Vice President, FCA Department



Rory L. Gamble
Vice President, Ford Department



Frank Stuglin
Director, Region 1



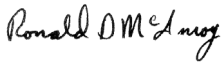
Chuck Browning
Director, Region 1A



Gerald Kariem
Director, Region 1D



Rich Rankin
Director, Region 2B



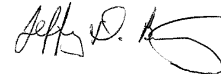
Ron McInroy
Director, Region 4



Jim Soldate
Assistant Director
Region 5



Mitchell Smith
Director, Region 8



Jeff Binz
Director, Region 9



Beverley Brakeman
Director, Region 9A

UAW National FCA Salaried Negotiating Committee



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



Solo Richards
Local 869
Sub Council 2, Stamping



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



Matt Jarvis
Local 685
Sub Council 3, Engine/Axle



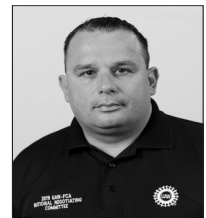
Terry Perrino
Local 1264
Sub Council 4, Skilled Trades



Brian Cottingham
Local 1166
Sub Council 5, Miscellaneous



Mike Kalman
Local 573
Sub Council 6, Parts



John Markovski
Local 1248
Sub Council 6, Parts



Jerry Witt
Local 412
Sub Council 8, Engineering



Venus Paul
Local 7
Sub Council 1, Assembly



Scott Moldenhauer
Local 212
Sub Council 8, Engineering