

2023 SBU Language Index

MODIFIED SECTIONS & LETTERS

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(0000) Agreement Date / Union List

Agreement Date / Union List

Agreements* Entered Into on This ~~Sixteenth Day~~ xxxx Day of ~~December~~ September,
2019 23

Between 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	<u>723</u>	

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	946
230	422	573	597	889	868
1086	1212	1302	1435	1649	
1761	1929	2149	2360	3039	

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.")

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(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. Detroit Assembly Complex Jefferson (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 Kokomo Engine Plant~~ (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. Detroit Assembly Complex Mack (Local 412 - Unit 9)
16. Advance Power Train Manufacturing Engineering (Local 412 - Unit 25)
17. 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 Engine Complex (Local 412 - Unit 25)
22. ~~Dundee Engine Plant (Local 723 - Unit 17)~~

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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 74)
4. Detroit Assembly Complex Jefferson (Local 889 - Unit 3)
5. Mopar Vehicle Protection (Local 889 - Unit 4)
6. Detroit Assembly Complex Mack (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~~ Kokomo Engine Plant (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. 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 Engine Complex (Local 889 - Unit 7)
29. Atlanta Parts (Local 868)
30. Winchester Parts (Local 946)
31. Romulus (Local 889 - Unit 10)

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(007) Right to Discipline

The Company reserves the right to discipline any employee taking part in any violation of Section (5) of this Agreement, provided that no employee will be discharged or permanently replaced for refusal to cross a lawful primary picket line that is (i) sanctioned by the Union or another labor organization and (ii) does not violate Section (5) of this Agreement.

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(024) Authority of Appeal Board

The power and authority of the Appeal Board shall be limited to:

(a)--Matters involving the correctness of the classification of employees, and in any such case the absence of a classification requested in a grievance from the list of classifications authorized for use at the plant at which the grievance arose, shall not preclude the application of the requested classification provided the requested classification is an established salaried classification under this Agreement, and provided further that the requested classification is a proper classification on the basis of the work performed, and

(b)--Applying and interpreting the provisions of this Agreement and written Memoranda and Letters of Understanding between the Company and the International Union that relate to and supplement the terms of this Agreement but excluding Letter 9 Plant Closing and Sale Moratorium, Letter N-xx U.S. Investment, and Letter N-xx Outsourcing Moratorium Section (3) as it relates to the moratorium on outsourcing of existing core jobs, and

(c)--In proper cases, modifying penalties assessed by the Management in disciplinary discharges and layoffs.

The Appeal Board shall not have authority to add to or subtract from or to modify any of the terms of the Agreement or to establish or change any wage or rate of pay.

Any case appealed to the Appeal Board on which it has no power to rule shall be referred back to the parties without decision.

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(045) Medical Cases

(a)--When an employee's absence from work is due solely to disability resulting from sickness or injury and due proof of disability is given to the plant he will be returned to work in accordance with his seniority and these rules as nearly as may be as if he had not suffered disability, provided he passes the required medical examination. If the disposition made as the result of any such medical examination is not satisfactory, the employee may ask to discuss the matter at the plant with his Steward or Unit Chairman, and Management will arrange for him to do so. If a grievance on the matter is submitted, it may be referred to Step 2 of the Grievance Procedure. The Unit Chairman may then take the grievance up with the Labor Relations Supervisor or his designated representative. In proper cases, the parties may jointly select an independent physician from the jointly selected panel of physicians as maintained by the Joint Insurance Committee for Disability National Attendance Council to resolve the conflicting medical findings of the employee's personal physician and the plant physician with respect to determining the employee's ability to perform the duties of the available work to which he would be entitled by seniority. The selection of an independent physician by the Plant Management and the Local Union will be made within seven (7) working days from the date the matter was referred to the Labor Relations Supervisor or his designated representative. Costs will be paid by the Plant. If the report of the independent physician places work restrictions or limitations on the employee equal to or greater than those previously placed on him by the plant physician, there shall be no retroactive pay. If the report or decision places work restrictions or limitations on the employee which are less than those previously placed on him by the plant physician, retroactive pay, if any, shall be limited to the period beginning with the day of the final examination by selection of the independent physician and shall be calculated as provided in Section (28).

The decision of the independent physician shall be final and binding on the Company, the employee involved and the Union.

(b)--If an employee claims he is unable to perform the duties of the available work to which he would be entitled by seniority and Management disputes such claim, the issue shall be submitted to an independent physician, provided consultation between the employee's personal physician and the plant physician or physicians acting for the Company does not resolve the conflicting medical findings. The independent physician shall be selected by the Local Union and the Plant Management within seven (7) working days from the date the dispute arose. The employee shall submit to a physical examination by the independent physician who shall submit a written report of his findings and conclusions. Costs of such examination shall be paid by the Plant. The decision of the independent physician shall be final and binding on the Company, the employee involved, and the Union.

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(052) Layoff Procedure

(a)--Plant Layoff Procedure. When there is an "indefinite layoff", the following procedure shall be followed:

1. Probationary employees will be laid off on a unit-wide basis in such manner and as expeditiously as is consistent with the continuous, efficient and orderly operation of the offices or departments involved, provided that the laid-off seniority employee who displaces the probationary employee is willing to accept and has the ability to perform the job.

2. Employees with seniority will be laid off according to seniority provided the greater seniority employees are able to perform the available work. However, the Company shall not be required to promote an employee at time of layoff unless he has previously performed the higher-rated job and is able to do the work.

3. Local supplemental seniority agreements may provide that an employee in one seniority group who thereafter is laid off, and who desires to displace an employee in another seniority group as set forth in this Subsection shall, within two (2) weeks of notice of such layoff, apply in writing to do so at his plant Employment Office. Such an applicant shall be recalled within thirty (30) days after layoff or, if not recalled within that time period, at the time lesser seniority employees are being recalled to the other seniority groups to displace an employee with less seniority in another seniority group in the same classification or in a classification that he previously held the work of which he satisfactorily performed, provided he has thirty (30) days more seniority than the employee he displaces and he is qualified to perform the duties of the employee he displaces. Employees placed under this Subsection shall enter the new seniority group with full ranking for seniority, and their seniority in other groups shall terminate. The Company shall have five (5) working days after the Union files a written grievance in which to correct any error in the application of this Subsection.

Local engineering supplemental seniority agreements may provide that employees assigned to engineering classifications who transfer from one noninterchangeable occupational group to another noninterchangeable occupational group may continue to accumulate seniority in their former noninterchangeable seniority group.

4. For the purposes of Paragraph 3., the phrase "in a classification that he previously held" includes (i) classifications that appear on the employee's employment record, the work of which he satisfactorily performed for the Company since his last date of hire, regardless of whether or not it was then a bargaining unit position, and (ii) a job in the unit, the duties of which, as set forth in the job description thereof, the employee satisfactorily performed in

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the unit although the classification does not appear on the employee's employment record in his present unit. In the event of a dispute under this Paragraph 4., the employee's employment record shall be controlling.

The provisions of Paragraphs 3. and 4. of this Subsection (a) shall not require any change in the Company's practices or procedures with respect to recording the classification of employees.

(b)--Temporary Layoff Procedure.

1. Employees may be laid off for five (5) working days according to seniority by classification in each department. If such layoff exceeds five (5) working days, the Union may request in writing the Plant Management to adjust the working force according to seniority, by department, division, or occupational group. Plant Management shall then do so within five (5) working days thereafter, unless said time is extended by mutual agreement. During such adjustments, including those instances where it is anticipated a number of such adjustments will occur on a regular recurring basis, Management will endeavor to give consideration to retaining senior employees when time and circumstances permit, or

2. Local Supplemental Seniority Agreements may provide that when there is a temporary layoff, employees on each shift in each classification and in each department or such groupings of departments performing substantially similar work as may be agreed upon locally will be laid off as follows:

(a)--Probationary employees will be laid off.

(b)--Employees with less than six (6) months of seniority will be laid off according to seniority.

(c)--Employees with six (6) months or more of seniority will be laid off in the inverse or descending order of their seniority with the most senior employee being laid off first provided that the employees remaining at work have the present ability to perform the available work without break-in. Employees will be advised of the expected duration of the layoff and their scheduled return date. However, such employees may elect to remain at work and if able to perform the available work will be permitted to do so in the same seniority order up to the number of employees required. Employees laid off under this Subsection (b)2.(c) shall not be eligible for placement in other plants of the Company pursuant to Section (54), Work Opportunity for Laid Off Employees.

(d)--If the expected duration of the temporary layoff is subsequently extended to a later but definite date, employees laid off pursuant to Subsection (b)2. (c) above will be afforded the option of returning to work on the date originally scheduled or remaining on layoff for the duration of the extended period. An employee who elects to return on the originally scheduled date will displace the junior employee on the shift in the classification in the department.

(e)--(i) If it becomes necessary to recall employees laid off under Subsection (b)2.(c) above prior to the date originally planned, they will be recalled in the ascending order of their seniority with the most junior such employee in the department on the affected shift and classification being recalled first.

(ii) If, after employees are laid off under Subsection (b)2.(c), it is determined in a department that the layoff will be extended for an indefinite period of time, the workforce in the

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department including those employees on layoff will be adjusted within ten (10) working days thereafter in accordance with Section (52) (a), Layoff Procedure-Indefinite Layoffs.

(f)--If the duration of a temporary layoff is expected to exceed ten (10) working days, the Local Union will be so notified. At the request of the Local Union the Management will consider employees on all shifts in a department as being on one shift for purposes of Subsection (b)2.(c). In a temporary layoff of such expected duration, the Local Union may request the Management to waive the Temporary Layoff provisions set forth in Subsection (b)2.(c) and Management will reduce the working force according to the Indefinite Layoff provisions as set forth in Section (52)(a). Either of such requests shall be made in writing within twenty-four (24) hours of the time the Union is notified of the layoff.

(g)--Further, prior to each temporary layoff affecting fifty percent (50%) or more of employees in each department, the Management and the Local Union may agree to combine the existing shifts for the purpose of applying the inverse seniority concept. The parties recognize the number of employees which can be interchanged between shifts will vary between departments depending upon the nature of operations, the skills and experience required, etc. Any such agreement must result in maintaining an experienced, qualified workforce with the present ability to perform the available work without break-in. If combining shifts prevents the twenty-four (24) hour notice of layoff required by Section (51), such requirement is waived.

It is understood and agreed that the application of this provision shall be for temporary layoffs that are scheduled to last one or more full weeks.

If the International Union believes that in a particular plant the agreements set forth under this Subsection (b)2.(g) are being unfairly applied, they may take up any such requests which it believes meritorious with the Corporate Union Relations Staff.

(c)--Engineering Group Layoff Procedure. The provisions of this Subsection (c) shall only apply when employees, as set forth below, are placed on indefinite layoff.

1. Within forty-five (45) days after an engineering employee is placed on indefinite layoff from his plant in the Detroit area (Wayne, Macomb and Oakland Counties), the laid off employee shall displace the junior employee (provided such employee has twelve (12) months less seniority than the laid-off employee in the same engineering classification in another bargaining unit of the same group or in another plant in the same group and bargaining unit if a bargaining unit consists of employees in two (2) or more plants), provided, however, that this Agreement shall apply only as hereinafter designated:

<u>Group</u>	<u>Classification No.</u>	<u>Applicable Plant or Office Location</u>
Stamping	311A and 311B, 238	Sterling Stamping Warren Stamping, and Advance Manufacturing <u>Stamping Process Engineering</u> Engineering-Stamping personnel
Car and Truck Assembly	311A and 311B,	Warren Truck, Detroit Assembly Complex Jefferson, and Detroit Assembly Complex Mack

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Sterling Heights Assembly Plant and
Vehicle Process Engineering

2. It provided further that:

(a)--No employee in the Stamping Group as set forth in Subsection (c)1. above shall displace a junior employee pursuant hereto unless both the senior and junior employees are at the time in one of the following occupational groups in the same classification: Tool, Die, Tool and Die Estimating, and has regularly performed the work of the junior employee and has the present ability to perform the work.

(b)--No employee in the Car and Truck Assembly Group as set forth in Subsection (c)1. shall displace a junior employee pursuant hereto unless he has previously satisfactorily performed the work. It is further understood that the employees in classifications heretofore described perform many distinct types of work, and no employee shall displace another employee in said group unless he has the present ability to perform the work of the employee he displaces. The determination of an employee's present ability shall not be based exclusively on his having performed one distinct type of work.

3. The occupational groups within classifications described in Paragraph 2(a) above of this Subsection (c) shall be deemed non-interchangeable for all purposes.

4. Employees who transfer to new plants or bargaining units, as herein before provided, shall carry with them to the new plants or bargaining units, the seniority they had in the plants from which they are transferred and shall lose seniority in their old plants.

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(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/parental leave, including leave for adoption, 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 FCA US 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 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).

Bereavement Pay and Relationship Chart

Bereavement Pay	Relationship to	Relationship
3 Days	Employee	Brother, Sister, Stepbrother, Stepsister, Half-brother or Half-sister, Stepparent, Grandchild, Grandparent or Great Grandparent
3 Days	Current Spouse	Parent, Stepparent, Grandparent, Great Grandparent
5 Days	Employee	Current Spouse, Parent, Child or Stepchild

(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) and submits acceptable evidence of death and established relationship.

(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

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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.

(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, 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.

(q)--A seniority employee who is called to and reports for jury duty (including Coroner'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.

When any of the holidays designated in Section (71) of the National Office and Clerical and Engineering Agreements fall on a day that an employee is required to serve on jury duty

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in accordance with this provision, the employee shall, if otherwise eligible, receive pay for such holiday and retain the daily jury duty fee paid to the employee by the court in which he serves.

A third-shift employee will be excused from work on either the shift immediately preceding the jury duty, or the shift immediately following the completion of the jury duty, at the option of the employee. Such employee must notify their immediate supervisor of their election prior to being absent from work.

This Section (66)(q) is not applicable to an employee who, without being summoned, volunteers for jury duty.

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(071) Holiday Provisions

(a)--The holidays are designated as:

November 14 , 20 19 <u>23</u>	Veterans Day
November 28 <u>3</u> , 20 19 <u>23</u>	Thanksgiving Day
November 29 <u>4</u> , 20 19 <u>23</u>	Day after Thanksgiving
December 23 <u>5</u> , 20 19 <u>23</u>	Christmas Holiday Period
December 24 <u>6</u> , 20 19 <u>23</u>	Christmas Holiday Period
December 25 <u>7</u> , 20 19 <u>23</u>	Christmas Holiday Period
December 26 <u>8</u> , 20 19 <u>23</u>	Christmas Holiday Period
December 27 <u>9</u> , 20 19 <u>23</u>	Christmas Holiday Period
December 30, 2019	Christmas Holiday Period
December 31, 2019	Christmas Holiday Period
January 1, 20 20 <u>4</u>	Christmas Holiday Period
January 20 <u>15</u> , 20 20 <u>4</u>	Martin Luther King, Jr. Day
April 10, 2020 <u>March 29, 2024</u>	Good Friday
April 13, 2020 <u>April 1, 2024</u>	Day after Easter
May 25 <u>7</u> , 20 20 <u>4</u>	Memorial Day
<u>June 19, 2024</u>	<u>Juneteenth</u>
July 3, 2020 <u>July 4, 2024</u>	Independence Day (observed)
<u>July 5, 2024</u>	<u>Friday After Independence Day</u>
September 7 <u>2</u> , 20 20 <u>4</u>	Labor Day
November 3 , 20 20 <u>5</u> , 20 24 <u>4</u>	Federal Election Day
November 11, 20 20 <u>4</u>	Veterans Day
November 26 <u>8</u> , 20 20 <u>4</u>	Thanksgiving Day
November 27 <u>9</u> , 20 20 <u>4</u>	Day after Thanksgiving
December 24 <u>3</u> , 20 20 <u>4</u>	Christmas Holiday Period
December 25 <u>4</u> , 20 20 <u>4</u>	Christmas Holiday Period
December 28 <u>5</u> , 20 20 <u>4</u>	Christmas Holiday Period
December 29 <u>6</u> , 20 20 <u>4</u>	Christmas Holiday Period
December 30 <u>7</u> , 20 20 <u>4</u>	Christmas Holiday Period
<u>December 30, 2024</u>	<u>Christmas Holiday Period</u>
December 31, 20 20 <u>4</u>	Christmas Holiday Period
January 1, 20 24 <u>5</u>	Christmas Holiday Period
January 18 , 20 24 <u>20</u> , 20 25 <u>5</u>	Martin Luther King, Jr. Day
April 2 , 20 24 <u>18</u> , 20 25 <u>5</u>	Good Friday
April 5 , 20 24 <u>21</u> , 20 25 <u>5</u>	Day after Easter

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June 19, 2025
 July ~~5, 2021~~4, 2025
 September ~~6, 2021~~11, 2025
 November 11, 20215
 November ~~25, 2021~~27, 2025
 November ~~26, 2021~~28, 2025
 December 24, 20215
 December ~~27, 2021~~25, 2025
 December ~~28, 2021~~26, 2025
 December 29, 20215
 December 30, 20215
 December 31, 20215
January 1, 2026
January 2, 2026
 January 17, ~~2022~~29, 2026
 April ~~15, 2022~~3, 2026
 April ~~18, 2022~~6, 2026
 May ~~30, 2022~~25, 2026
June 19, 2026
 July ~~4, 2022~~3, 2026
 September ~~5, 2022~~7, 2026
 November ~~8, 2022~~3, 2026
 November 11, 20226
 November ~~24, 2022~~26, 2026
 November ~~25, 2022~~27, 2026
 December ~~26, 2022~~24, 2026
 December ~~27, 2022~~25, 2026
 December 28, 20226
 December 29, 20226
 December 30, 20226
December 31, 2026
 January ~~2, 2023~~1, 2027
 January ~~16, 2023~~8, 2027
April 7, 2023March 26, 2027
April 10, 2023March 29, 2027
 May ~~29, 2023~~31, 2027
June 18, 2027
~~July 3, 2023~~
 July ~~4, 2023~~5, 2027
 September ~~4, 2023~~6, 2027
November 11, 2027
November 25, 2027
November 26, 2027
December 24, 2027
December 27, 2027
December 28, 2027
December 29, 2027
December 30, 2027

Memorial Day
Juneteenth
 Independence Day (~~observed~~)
 Labor Day
 Veterans Day
 Thanksgiving Day
 Day after Thanksgiving
 Christmas Holiday Period
 Christmas Holiday Period
 Christmas Holiday Period
 Christmas Holiday Period
 Christmas Holiday Period
 Christmas Holiday Period
Christmas Holiday Period
Christmas Holiday Period
 Martin Luther King, Jr. Day
 Good Friday
 Day after Easter
 Memorial Day
Juneteenth
 Independence Day (Observed)
 Labor Day
 Federal Election Day
 Veterans Day
 Thanksgiving Day
 Day after Thanksgiving
 Christmas Holiday Period
 Christmas Holiday Period
 Christmas Holiday Period
 Christmas Holiday Period
 Christmas Holiday Period
Christmas Holiday Period
 Christmas Holiday Period (~~observed~~)
 Martin Luther King, Jr. Day
 Good Friday
 Day after Easter
 Memorial Day
Juneteenth Observed
~~Independence Day (Monday before Independence Day)~~
 Independence Day (observed)
 Labor Day
Veterans Day
Thanksgiving Day
Day After Thanksgiving
Christmas Holiday Period
Christmas Holiday Period
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Christmas Holiday Period
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December 31, 2027

January 17, 2028

April 14, 2028

April 17, 2028

Christmas Holiday Period

Martin Luther King Jr. Day

Good Friday

Day After Easter

(b)--Whenever Independence Day occurs on a Tuesday or a Thursday, the Monday before or the Friday after will be designated as a holiday.

(c)--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.

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

(e)--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.

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

Saturday, December ~~21, 2019~~ 23, 2023

Sunday, December ~~22, 2019~~ 24, 2023

Saturday, December ~~28, 2019~~ 30, 2023

Sunday, December ~~29, 2019~~ 31, 2023

Saturday, December ~~26, 2020~~ 21, 2024

Sunday, December ~~27, 2020~~ 22, 2024

Saturday, ~~January 2, 2021~~ December 28, 2024

Sunday, ~~January 3, 2021~~ December 29, 2024

Saturday, December ~~25, 2021~~ 27, 2025

Sunday, December ~~26, 2021~~ 28, 2025

Saturday, January ~~1, 2022~~ 3, 2026

Sunday, January ~~2, 2022~~ 4, 2026

Saturday, December ~~24, 2022~~ 26, 2026

Sunday, December ~~25, 2022~~ 27, 2026

Saturday, ~~December 31, 2022~~ January 2, 2027

Sunday, January ~~1, 2023~~ 3, 2027

Saturday, December 25, 2027

Sunday, December 26, 2027

Saturday, January 1, 2028

Sunday, January 2, 2028

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.

(g)--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.

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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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(075) Eligibility

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

In the first year as a seniority employee, the employee will be granted five (5) vacation days if hired prior to July 1st of the current year. An employee hired on or after July 1st, but before October 31st of the current year will be granted three (3) vacation days. Vacation not utilized by December 31st of that year cannot be carried over. Employee's vacation eligibility will then follow the schedule below.

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

Vacation

Up to 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 ($3/4$) of a day. Time spent on a scheduled vacation or on jury duty as prescribed in Section (66)(q) 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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(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)--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.

(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 will 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

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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. Additionally, an employee may elect to be paid out a maximum of five (5) of the postponed days in any increments of one day. For example, an employee has nine (9) vacation days approved for postponement and chooses to be paid out four (4) of the days.

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

(h)--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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(099) Termination and Modification

This Agreement shall continue in full force and effect until 11:59 P.M., ~~September 14, 2023~~April 30, 2028.

(a)--If either party desires to modify, amend or terminate this Agreement, it shall, sixty (60) days prior to ~~September 14, 2023~~April 30, 2028, 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, 2023~~April 30, 2028.

(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, 2023~~April 30, 2028, 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~~April 30 of any subsequent year.

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

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**SALARY GRADES AND PROGRESSION
APPLICATION SUPPLEMENT**

This Memorandum of Understanding supplements the current National Office and Clerical and National Engineering Agreements between 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

~~Employees from minimum of the wage range, but less than the maximum weekly wage, will receive a wage progression increase amount of 3% annually on the anniversary of the employee's corporate service date once the employee has earned twelve (12) months of credited service since his last increase, provided it does not exceed the maximum weekly wage for that salaried grade. Employees within three percent (3%) of the maximum salary rate will be eligible for a combination increase and lump sum payment totaling three percent (3%). Employees who have received either a Phase-up or a Promotional increase during the eligibility year are not eligible for a wage progression increase. For the purpose of computing 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.~~

(32) New Hires

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, Letter 236 Salaried Bargaining Unit New Hire Plan shall apply.

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(34) 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.~~

Employees who received either a Phase-up or a Promotional increase during the eligibility year are not eligible for a wage progression increase.

(i) 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) 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 Section (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:

(1)--Temporary job assignments are intended to cover such situations as coverage for fluctuations in workloads, replacements for employees who are absent from work because of vacations, short-term illness or 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

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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, 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

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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.

(54) 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 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 max 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 max top progression rate and not in excess of the midpoint of the new grade shall receive the employee's present salary.~~

~~—(be)--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~~

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~~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.~~

(bd)--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 (e)~~ above, provided the employee was actively employed on the grade within the past five (5) years.

(ce)--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 (e)~~ above, provided the employee was actively employed on the grade within the past five (5) years.

(fd)--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 (e)~~ above, provided the employee was actively employed on the highest grade within the past five (5) years.

~~**(ge)--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 (e)~~ above, provided the employee was actively employed on the highest grade within the past five (5) years.

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

(56) 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 (3), (4), and (5)(b) ~~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

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~~Progression increases for all eligible salaried bargaining unit employees become effective on the Monday following the anniversary of the employee's corporate service date, unless otherwise the anniversary falls on a Monday in which case it will be effective on such date, 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.~~

(86) 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, or special adjustments which became effective since the last date the employee involved earned the former salary on the prior grade.

Very truly yours,
FCA US LLC

Accepted and Approved:
INTERNATIONAL UNION, UAW

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(M-07) MOU Special Arbitration Program

M-7

**MEMORANDUM OF UNDERSTANDING
REGARDING THE SPECIAL
ARBITRATION PROGRAM**

WHEREAS, the parties have agreed to establish a Special Arbitration Program designed to provide an expeditious way of submitting to arbitration certain arbitrable grievances involving essentially factual disputes, which do not require contract interpretation, which do not involve the application of Section (5) of the National Agreement (hereinafter defined), and which were filed in writing not more than ninety (90) calendar days prior to the second step answer, as provided in Section (21) of the National Agreement; and

THEREFORE, it is agreed as follows:

Selection of Arbitrators

The arbitrator shall be the same as is established for Special Arbitration under the Production, Maintenance, and Parts Agreement, as described below.

The expenses and fees of the arbitrator shall be borne equally by the Company and the International Union, UAW. Fee schedules and cancellation charges shall be established by the National parties.

Guidelines

When a grievance is to be submitted for consideration hereunder, the following guidelines will apply:

(a) If, within three (3) working days of receipt of management's second step answer, either the plant management or Local Union contends that an arbitrable grievance qualifies for the Program, a written request shall be submitted to the Chrysler Department of the International Union or to the Corporate Employee Relations Staff, as appropriate, asking that they agree to apply the Program to that grievance.

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(b) Within ten (10) working days of receipt of the request, the Corporate Employee Relations Staff and the Chrysler Department of the International Union (i) will review the grievance to assure it qualifies for the Program and determine whether it would be beneficial to apply the Program to that particular grievance, (ii) will then notify plant management and the Local Union whether they have agreed to submit the grievance to Special Arbitration and, if so, the specific issue(s) upon which the arbitrator will be asked to rule, and (iii) determine the representatives of each party at the hearing. The Company and the International Union may also agree in proper cases to submit to Special Arbitration a qualified grievance that is at the Regional Review or Appeal Board Step of the Grievance Procedure.

(c) As soon as a grievance is approved for submission to special arbitration, it will be placed on the Facility Arbitration Docket, where no more than three (3) grievances may be submitted at any one time. Grievances placed on the Arbitration Docket will be scheduled for arbitration based on the date of grievance. No later than fourteen (14) calendar days after a grievance has been placed on the Local Arbitration Docket, the parties will make a joint request to the Federal Mediation and Conciliation Service (FMCS) to provide a panel of seven (7) prospective arbitrators, each of whom shall be a member of the National Academy of Arbitrators. From the panel of seven (7) arbitrators, the Company and the Union shall alternately delete arbitrators until one (1) arbitrator remains and that person shall be the sole arbitrator to hear and decide the grievance. The party appealing the grievance to arbitration shall delete the first name. After receiving a panel from FMCS, the parties shall complete the selection process within thirty (30) calendar days. The parties will arrange to notify the selected arbitrator. Once selected, the parties and the arbitrator will arrange a time and date for the hearing to be held as soon as practicable but in no case longer than one hundred and eighty (180) days from the date the grievance was placed on the Arbitration Docket.

Conduct of Hearing

The hearing shall be conducted in accordance with the following guidelines:

- (a) The hearing will be informal.
- (b) No briefs will be filed or transcripts made.
- (c) There will be no formal rules of evidence.
- (d) In the interest of narrowing the issues in dispute and to preclude the introduction of new evidence or information not previously brought to the attention of either party the parties shall (i) meet at least twenty-four (24) hours prior to the scheduled hearing to exchange the names of witnesses to be called, citations to be used in connection with the hearing and review the respective positions of the parties, and (ii) jointly prepare and present to the arbitrator at the beginning of the hearing a stipulation of those facts which are not in dispute.

(e) The case of each party will be presented by representatives previously designated by the Corporate Employee Relations Staff and the International Union. Normally, this will be the Labor Relations Supervisor and the Unit Chairman/President. The UAW Regional Representative and the Division Labor Relations Representative may also participate.

(f) The arbitrator will assure that all necessary witnesses and pertinent facts and evidence are presented to him by the representatives of the parties. In all respects, the

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arbitrator shall assure a fair and complete hearing.

(g) If the arbitrator or the parties conclude at the hearing that the issues involved are of such complexity or significance as to require further consideration, the case shall be referred without a decision to the Appeal Board and it shall be processed as though appealed on the date so referred in accordance with the regular procedure.

Format of the Hearing

The format of each hearing shall be as follows:

- (a) Introductory remarks by the Company and Union setting forth their respective positions.
- (b) Presentation of testimony by witnesses through direct and cross examination.
- (c) Questions or call of witnesses by the arbitrator.
- (d) Short summation by the parties.

The Decision

The arbitrator may issue a summary decision at the hearing. However, in each case the decision shall be issued in writing within seventy-two (72) hours after conclusion of the hearing. The arbitrator's decision shall be based on the record developed and presented by the parties at the hearing and shall include a brief explanation of the basis for the decision. The decision shall not form a precedent for any future cases or be used as a basis for settlement of any other grievances. The decision shall be final and binding upon both parties and shall not be subject to appeal under Section (31) of the National Agreement.

Reference to Agreement

The foregoing references to National Agreement have application to both the National Office and Clerical and National Engineering Agreements, as appropriate.

Authority

The arbitrator shall have the authority that Section (24) (c) of the current National Office and Clerical and Engineering Agreements grants the Appeal Board.

The Corporate Employee Relations Staff and the International Union may, in proper cases where the sole issue is the ability factor of the grievant, mutually agree to grant the arbitrator the authority to rule on the grievances filed pursuant to Sections (16), (43), (44), (52), (53), (54), (59), (60) and (61) and Memoranda ~~M-6 and~~ M-10 of the National Agreements.

FCA GROUP LLC

By ~~Glenn Shagena~~ Christopher Fields

INTERNATIONAL UNION, UAW

By ~~Gynthia Estrada~~ Rich Boyer

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(M-08) MOU Salary Classification and Grade Supplement

**M-8
SALARY CLASSIFICATION AND GRADE SUPPLEMENT**

This Memorandum of Understanding supplements the National Office, Clerical and Engineering Agreement between 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 ~~December 16, 2019~~ September xx, 2023.

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.

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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.
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.

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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

No. of Hours	% of Base Salary	Hired on or after 10/21/11 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		\$1,334.60
Graduation		\$1,334.60

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

No. of Hours	% of Base Salary	Hired on or after 10/21/11 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		\$1,334.60
Graduation		\$1,334.60

Effective 9/14/2009 Apprentice Classifications 62000, 63000 and 66000

No. of Hours	% of Base Salary	Hired on or after 10/21/11 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

No. of Hours	% of Base Salary	Hired on or after 10/21/11 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

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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.

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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

Effective 10/29/2007 Apprentice Classifications 63800, 64000 and 65000

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	\$856.18
1001 to 2000	70%	922.04
2001 to 3000	75%	987.90
3001 to 4000	80%	1,053.76
4001 to 5000	85%	1,119.62
5001 to 6000	90%	1,185.48
6001 to 8000	95%	1,251.34
Base Salary		\$1,251.34

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

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	\$856.18
1001 to 2000	70%	922.04
2001 to 3000	75%	987.90
3001 to 4000	80%	1,053.76
4001 to 5000	85%	1,119.62
5001 to 6000	90%	1,185.48
6001 to 8000	95%	1,251.34
Base Salary		\$1,317.20

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

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	\$856.18
1001 to 2000	70%	922.04
2001 to 3000	75%	987.90
3001 to 4000	80%	1,053.76
4001 to 5000	85%	1,119.62
5001 to 6000	90%	1,185.48
6001 to 8000	95%	1,251.34
Base Salary		\$1,317.20

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

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	\$856.18
1001 to 2000	70%	922.04
2001 to 3000	75%	987.90
3001 to 4000	80%	1,053.76
4001 to 5000	85%	1,119.62
5001 to 6000	90%	1,185.48
6001 to 8000	95%	1,251.34
Base Salary		\$1,317.20

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Effective 10/29/2007 Apprentice Classifications 63900

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	\$824.17
1001 to 2000	70%	887.57
2001 to 3000	75%	950.96
3001 to 4000	80%	1,014.36
4001 to 5000	85%	1,077.76
5001 to 6000	90%	1,141.16
6001 to 8000	95%	1,204.55
Base Salary		\$1,267.95

Effective 9/15/2008 Apprentice Classifications 63900

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	\$824.17
1001 to 2000	70%	887.57
2001 to 3000	75%	950.96
3001 to 4000	80%	1,014.36
4001 to 5000	85%	1,077.76
5001 to 6000	90%	1,141.16
6001 to 8000	95%	1,204.55
Base Salary		\$1,267.95

Effective 9/14/2009 Apprentice Classifications 63900

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	\$824.17
1001 to 2000	70%	887.57
2001 to 3000	75%	950.96
3001 to 4000	80%	1,014.36
4001 to 5000	85%	1,077.76
5001 to 6000	90%	1,141.16
6001 to 8000	95%	1,204.55
Base Salary		\$1,267.95

Effective 9/20/2010 Apprentice Classifications 63900

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	\$824.17
1001 to 2000	70%	887.57
2001 to 3000	75%	950.96
3001 to 4000	80%	1,014.36
4001 to 5000	85%	1,077.76
5001 to 6000	90%	1,141.16
6001 to 8000	95%	1,204.55
Base Salary		\$1,267.95

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

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~~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.~~

54. 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 promotional 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 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

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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

Sal.	Hired Prior Thru 11-22-76	Hired on 11-22-76 Thru 11-19-79	Hired on 11-19-79 Thru 12-12-82	Hired on 12-13-82 Thru 10-27-85	Hired on 10-28-85 Thru 5-22-88	Hired on 5-23-88 Thru 9-16-90	Hired on 9-17-90 Thru 9-19-93
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	

65. 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.

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

87. Chassis and Electrical Checking Classifications

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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.

98. "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.

109. Phase-Up Classifications

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 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.

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(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.

(j) Employees who have received either a Phase-up or a Promotional increase during the eligibility year are not eligible for a wage progression increase.

INSERT PHASE-UP CHART OUTSIDE OF ER CENTRAL

10. Wage Rate Increases

Employees will receive General Wage Increases per the Schedule and Rate Tables below.

<u>Effective Date</u>	<u>General Wage Increase</u>
<u>October 23, 2023</u>	<u>11%</u>
<u>September 9, 2024</u>	<u>3%</u>
<u>September 8, 2025</u>	<u>3%</u>
<u>September 7, 2026</u>	<u>3%</u>
<u>September 6, 2027</u>	<u>5%</u>

INSERT Wage Rate Tables OUTSIDE OF ER CENTRAL

FCA US LLC CLERICAL-ENGINEERING- TECHNICAL 18-GRADE STRUCTURE		
Effective 9/15/2019 through 9/15/2023		
The following wage scale shall apply to employees hired before April 15, 2010		
Grade	Minimum	Maximum
1	\$ 888.81	\$ 1,236.95
2	\$ 891.17	\$ 1,254.59
3	\$ 894.65	\$ 1,270.33
4	\$ 952.99	\$ 1,304.89

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5	\$ 970.66	\$ 1,358.28
6	\$ 980.32	\$ 1,395.54
7	\$ 986.67	\$ 1,421.87
8	\$ 994.80	\$ 1,452.64
9	\$ 1,016.84	\$ 1,478.66
10	\$ 1,025.52	\$ 1,520.24
11	\$ 1,046.81	\$ 1,546.71
12	\$ 1,055.55	\$ 1,577.94
13	\$ 1,074.92	\$ 1,607.83
14	\$ 1,093.09	\$ 1,654.52
15	\$ 1,100.14	\$ 1,680.94
16	\$ 1,130.64	\$ 1,723.57
17	\$ 1,149.35	\$ 1,764.42
18	\$ 1,200.90	\$ 1,806.02

FCA US LLC
CLERICAL ENGINEERING-
TECHNICAL
18-GRADE STRUCTURE

Effective 9/15/2019 through
9/115/2023

The following wage scale shall
apply to
employees hired on or After
April 15, 2010

Grade	Minimum	Maximum
5	\$ 680.00	\$ 1,233.53
6	\$ 690.71	\$ 1,244.66
7	\$ 778.30	\$ 1,334.78
8	\$ 865.90	\$ 1,425.00
9	\$ 915.45	\$ 1,476.04
10	\$ 969.30	\$ 1,520.24
11	\$ 1,012.38	\$ 1,546.71
12	\$ 1,028.00	\$ 1,577.94
13	\$ 1,043.61	\$ 1,607.83
14	\$ 1,061.25	\$ 1,654.52
15	\$ 1,068.10	\$ 1,680.94
16	\$ 1,097.71	\$ 1,723.57
17	\$ 1,115.87	\$ 1,764.42
18	\$ 1,165.92	\$ 1,806.02

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FCA US LLC		
Effective 10/23/2023 through 9/8/2024		
Grade	Minimum	Maximum
1	\$ 986.58	\$ 1,373.01
2	\$ 989.20	\$ 1,392.59
3	\$ 993.06	\$ 1,410.07
4	\$ 1,057.82	\$ 1,448.43
5	\$ 1,077.43	\$ 1,507.69
6	\$ 1,088.16	\$ 1,549.05
7	\$ 1,095.20	\$ 1,578.78
8	\$ 1,104.23	\$ 1,612.43
9	\$ 1,128.69	\$ 1,641.31
10	\$ 1,138.33	\$ 1,687.47
11	\$ 1,161.96	\$ 1,716.85
12	\$ 1,171.66	\$ 1,731.51
13	\$ 1,193.16	\$ 1,784.69
14	\$ 1,213.33	\$ 1,836.52
15	\$ 1,221.16	\$ 1,865.84
16	\$ 1,255.01	\$ 1,913.16
17	\$ 1,275.78	\$ 1,958.51
18	\$ 1,333.00	\$ 2,004.68

FCA US LLC		
Effective 9/9/2024 through 9/7/2025		
Grade	Minimum	Maximum
1	\$ 1,016.18	\$ 1,414.20
2	\$ 1,018.88	\$ 1,434.37
3	\$ 1,022.85	\$ 1,452.37
4	\$ 1,089.55	\$ 1,491.88
5	\$ 1,109.75	\$ 1,552.92
6	\$ 1,120.80	\$ 1,595.52
7	\$ 1,128.06	\$ 1,625.63
8	\$ 1,137.36	\$ 1,660.80
9	\$ 1,162.55	\$ 1,690.55
10	\$ 1,172.48	\$ 1,738.09
11	\$ 1,196.82	\$ 1,768.36
12	\$ 1,206.81	\$ 1,804.06
13	\$ 1,228.95	\$ 1,838.23
14	\$ 1,249.73	\$ 1,891.62
15	\$ 1,257.79	\$ 1,921.82
16	\$ 1,292.66	\$ 1,970.55
17	\$ 1,314.05	\$ 2,017.27
18	\$ 1,372.99	\$ 2,064.82

FCA US LLC		
Effective 9/8/2025 through 9/6/2026		
Grade	Minimum	Maximum
1	\$ 1,046.67	\$ 1,456.63
2	\$ 1,049.45	\$ 1,477.40
3	\$ 1,053.54	\$ 1,495.94
4	\$ 1,122.24	\$ 1,536.64
5	\$ 1,143.04	\$ 1,599.51
6	\$ 1,154.42	\$ 1,643.39
7	\$ 1,161.90	\$ 1,674.40
8	\$ 1,171.48	\$ 1,710.62
9	\$ 1,197.43	\$ 1,741.27
10	\$ 1,207.65	\$ 1,790.23
11	\$ 1,232.72	\$ 1,821.41
12	\$ 1,243.01	\$ 1,858.18
13	\$ 1,265.82	\$ 1,893.38
14	\$ 1,287.22	\$ 1,948.37
15	\$ 1,295.52	\$ 1,979.47
16	\$ 1,331.44	\$ 2,029.67
17	\$ 1,353.47	\$ 2,077.79
18	\$ 1,414.18	\$ 2,126.76

FCA US LLC		
Effective 9/7/2026 through 9/5/2027		
Grade	Minimum	Maximum
1	\$ 1,078.07	\$ 1,500.33
2	\$ 1,080.93	\$ 1,521.72
3	\$ 1,085.15	\$ 1,540.82
4	\$ 1,155.91	\$ 1,582.74
5	\$ 1,177.33	\$ 1,647.50
6	\$ 1,189.05	\$ 1,692.69
7	\$ 1,196.76	\$ 1,724.63
8	\$ 1,206.62	\$ 1,761.94
9	\$ 1,233.35	\$ 1,793.51
10	\$ 1,243.88	\$ 1,843.94
11	\$ 1,269.70	\$ 1,876.05
12	\$ 1,280.30	\$ 1,913.93
13	\$ 1,303.79	\$ 1,950.18
14	\$ 1,325.84	\$ 2,006.82
15	\$ 1,334.39	\$ 2,038.85
16	\$ 1,371.38	\$ 2,090.56
17	\$ 1,394.07	\$ 2,140.12
18	\$ 1,456.61	\$ 2,190.56

FCA US LLC		
Effective 9/6/2027 through 4/30/2028		
Grade	Minimum	Maximum
1	\$ 1,131.97	\$ 1,575.35
2	\$ 1,134.98	\$ 1,597.81
3	\$ 1,139.41	\$ 1,617.86
4	\$ 1,213.71	\$ 1,661.88
5	\$ 1,236.20	\$ 1,729.88
6	\$ 1,248.50	\$ 1,777.32
7	\$ 1,256.60	\$ 1,810.86
8	\$ 1,266.95	\$ 1,850.04
9	\$ 1,295.02	\$ 1,883.19
10	\$ 1,306.07	\$ 1,936.14
11	\$ 1,333.19	\$ 1,969.85
12	\$ 1,344.32	\$ 2,009.63
13	\$ 1,368.98	\$ 2,047.69
14	\$ 1,392.13	\$ 2,107.16
15	\$ 1,401.11	\$ 2,140.79
16	\$ 1,439.95	\$ 2,195.09
17	\$ 1,463.77	\$ 2,247.13
18	\$ 1,529.44	\$ 2,300.09

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FCA US LLC
PHASE-UP CLASSIFICATIONS AND REQUIREMENTS
O & C AND ENGINEERING

Base Class No. & Grade	Base Classification Title	Phase-Up Class No. & Grade	Phase-Up Classification Title	# of Yrs Req'd On Base Class/es	Other Requirements	Date Etab	Date Revised
ACCOUNTING CLASSIFICATIONS							
1 03600-8	Clerk-Expense Audit	03610-9	Expense Audit Specialist	8	8 Years combined on: 03600, 03700, 03800, 05000, 05100, 05200, 05300, 05400, 05500, 05600, 05700, 05800, 06300, 07800, and/or 08000.	03/77	09/99
2 03700-8	Clerk-Field Car	03710-9	Field Car Specialist	8	Same as #1 above.	03/77	09/99
3 03800-8	Clerk-Property Accounting	03810-9	Property Accounting Specialist	8	Same as #1 above.	03/77	09/99
4 05000-8	Accounting Liaison Clerk	05010-9	Accounting Liaison Specialist	8	Same as #1 above.	03/77	09/99
5 06300-8	Plant Payroll/Accounting Clerk	06310-9	Plant Payroll/Accounting Specialist	8	Same as #1 above.	05/99	-----
DRAFTING CLASSIFICATIONS							
6 50200-4	Body Detailer I	50300-6	Body Detailer II	8	6 Months at Top Progression Rate (worked the majority of the days in the month) provided the employee is qualified to perform the duties of the phase-up classification.	02/71	11/79
7 52200-4	Product Detailer I	52300-6	Product Detailer II	8	Same as #6 above.	02/71	11/79
8 70200-4	Electrical Detailer I	70300-6	Electrical Detailer II	8	Same as #6 above.	02/71	11/79
9 50600-9	Body Layout Drafter I	50700-12	Body Layout Drafter II	8	Same as #6 above.	02/71	11/79
10 52400-9	Product Layout Drafter I	52500-12	Product Layout Drafter II	8	Same as #6 above.	02/71	11/79
11 70600-9	Electrical Layout Drafter I	70700-12	Electrical Layout Drafter II	8	Same as #6 above.	02/71	11/79
12 51100-13	Body Checker I	51200-17	Body Checker II	8	Same as #6 above.	02/71	11/79
13 50800-14	Body Designer I	50900-17	Body Designer II	8	Same as #6 above.	02/71	11/79
14 52600-14	Product Designer I	52000-17	Product Designer II	8	Same as #6 above.	02/71	11/79
15 70800-14	Electrical Designer I	70900-17	Electrical Designer II	8	Same as #6 above.	02/71	11/79
MANUFACTURING ENGINEERING CLASSIFICATIONS							
16 ---	"B" Level Manufacturing Engineering Classifications	---	"A" Level Manufacturing Engineering Classifications	4	If actually worked on a "B" level classification a minimum of 4 years and meets the minimum qualification requirements of the related "A" level classification. May be less than 4 years if assigned "A" level work on a regular and recurring basis and meets the minimum qualification requirements of related "A" level classification.	11/67	---
17 20800-13	Analyst-Equipment Utilization	20810-14	Equipment Utilization Specialist	8		05/77	---
18 2110A-16	Engineering-Tool Engineering A	2111A-17	Tool Engineering Specialist	10	10 Years combined on: 2110A*, 2110B, 53000, 80200, 80900, 80300, 80500, 80600, 81000, 81200, 81300, 81400, 81500, 82400, 82500, 83700, and/or 83800.	05/77	11/79
19 2180A-16	Engineering-Plant Engineering A	2181A-17	Plant Engineering Specialist	10	10 Years combined on: 2180A*, 2180B, 22800 and/or 22900.	05/77	11/79
20 22800-10	Analyst-Material Handling	22900-16	Engineer-Material Handling	8	If actually worked on 22800 classification a minimum of 6 years and meets the minimum qualification requirements of Classification 22900. May be less than 6 years if assigned 22900 level work on a regular and recurring basis and meets minimum qualification requirements of Classification 22900.	02/71	---
21 22900-16	Engineer-Material Handling	22910-17	Material Handling Specialist	10	Same as #19 above.	05/77	11/79
22 2740A0-16	Engineer - Resident Engineering A	274100-17	Resident Engineering Specialist	10		09/03	
23 53000-16	Analyst-Advance Product & Mfg	53010-17	Advance Product & Mfg Specialist	10	Same as #18 above.	05/77	11/79

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FCA US LLC
PHASE-UP CLASSIFICATIONS AND REQUIREMENTS
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Base Class No. & Grade	Base Classification Title	Phase-Up Class No. & Grade	Phase-Up Classification Title	# of Yrs Req'd On Base Class/es	Other Requirements	Date Estab	Date Revised
MANUFACTURING ENGINEERING CLASSIFICATIONS (Continued)							
24	800 Series "B" level Analyst, Coordinator or Engineer	----	800 Series "A" level Analyst, Coordinator or Engineer	4	If actually worked on a "B" level classification (Classes 80300, 80600, 81000, 81500, 81800, 82200, 82500, 82800, 83300 and/or 83800); a minimum of 4 years and meets the minimum qualification requirements of related "A" level classification. May be less than 4 years if assigned "A" level work on a regular and recurring basis and meets the minimum qualification requirements of related "A" level classification.		
25	80200-16 Assembly Process Engineer	80210-17	Assembly Process Specialist	10	Same as #18 above	05/77	11/79
26	80900-16 Advance Program Ping Engr	80910-17	Advance Program Ping Specialist	10	Same as #18 above	05/77	11/79
MECHANIC/DRIVER CLASSIFICATIONS							
27	56000-5 Mechanic and/or Driver I	56200-7	Mechanic and/or Driver II	4	If actually worked on classification 56000 a minimum of 4 years and has performed satisfactorily on 56000 level of work. Can be less than 4 years if Management determines that employee's job assignment and work performance justify such reclassification. Such reclassification shall not be basis for claims by Union that other employees on 56000 should be advanced to 56200 in less than 4 years.	02/71	12/82
28	56200-7 Mechanic and/or Driver II	56210-8	Mechanic-Product Development I	8	8 Years combined on: 56000, 56200, 56700 and 56710 (88000)	02/71	09/99
29	56210-8 Mechanic-Product Development	56220-9	Mechanic-Product Test & Development	12	12 Years combined on: 56000, 56200, 56210 (84400), 56700, 56710 (88000) and 56720 (89900).	02/71	09/99
30	56220-9 Mechanic Product Test & Development	56300-10	Mechanic and/or Driver III	15	15 Years combined on 56000, 56200, 56210 (84400) 56220 (84100), 56700, 56710 (88000) and 56720 (88900) with a minimum of 3 years on 56220 (84100) and/or 56720 (88900).	09/99	09/99
31	56300-10 Mechanic and/or Driver III	56310-11	Mechanic-Engineering Development	20	20 Years combined on: 56000, 56200, 56210 (84400) 56220 (84100), 56700, 56710 (88000), 56720 (88900) 59700, 59710 and/or 56300, with a minimum of 5 years on 56300.	02/71	09/99
OTHER CLASSIFICATIONS							
32	02300-4 Secretary	02310-5	Secretary	8			11/95
33	04300-8 Clerk-Project & Authorization	04310-9	Project Authorization Specialist	10		03/77	11/79
34	08700-9 Procurement Person-Export	08710-10	Procurement Specialist	8		05/77	11/79
35	11800-8 Correspondent-Technical	11810-9	Technical Service Analyst	8		02/71	11/79
36	13200-5 Secretary A	13210-6	Secretary A	8	8 Years combined on: 02300 and 13200		11/95
37	14000-1 Telephone Operator	14010-2	Telephone Operations Specialist	6		03/77	----
38	22000-9 Auditor-Planning	22010-10	Auditor-Planning Specialist	8		09/73	11/79
39	22200-8 Follow-Up Person-Planning	22210-9	Production Material-Follow-Up Specialists	8	8 Years combined on: 22200, 22300, 22400 and/or 23800	09/73	09/99

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FCA US LLC
PHASE-UP CLASSIFICATIONS AND REQUIREMENTS
O & C AND ENGINEERING

Base Class No. & Grade	Base Classification Title	Phase-Up Class No. & Grade	Phase-Up Classification Title	# of Yrs Req'd On Base Class/es	Other Requirements	Date Estab	Date Revised
OTHER CLASSIFICATIONS (Continued)							
40	22300-8 Scheduler-Planning	22310-9	Production Scheduling Specialist	8	Same as #39 above.	03/77	09/99
41	22400-8 Specifications Compiler-Planning	22410-9	Planning Specifications Specialist	8	Same as #39 above	03/77	09/99
42	23800-8 Follow-up Person-Tooling & Non-Productive Materials	23810-9	Non-Productive Stores Follow-Up Specialist	8	Same as #39 above.	09/73	09/99
43	31600-9 Sales Programming Analyst	31610-10	Sales Programming Specialist	8		02/71	11/79
44	32100-9 Special Order-Sales	32110-10	Special Order Analyst	8		03/77	11/79
45	33200-12 Vehicle Sales Analyst-All Markets	33210-13	Vehicle Sales Analysis Specialist-All Markets	4	8 Years combined on: 33200, 3280B and/or 3280A.	03/84	----
46	3370B-12 Vehicle Planning Analyst B	3370A-16	Vehicle Planning Analyst A	4	Same as #16 above	07/76	----
47	36400-9 Compiler-Parts Book and Price List	36410-10	Parts and Price Catalogue Specialist	8	8 Years combined on: 36300 and 36400	02/71	11/79
48	37600-9 Pricing Compiler-Service Parts	37610-10	Pricing Specialist-Service Parts	8	8 Years combined on: 37600 and 37700.	02/71	11/79
49	37900-9 Procurement Person-Parts Stock	37910-10	Stock Procurement Analyst-Parts	8	8 Years combined on: 37800 and	02/71	11/79
50	3920A0-13 Graphics Designer A	392100-14	Graphics Design Specialist	8		09/03	
51	3930A0-13 Graphics Analyst A	393100-14	Graphics Specialist	8		09/03	
52	42500-3 Multilith Operator	42510-4	Multilith Specialist	8	37900	03/77	-----
53	44900-16 Estimator-Advanced Central Estimating	44910-17	Estimator-Advance Product Cost	8	8 Years combined on: 43800 and 44900.	06/77	12/82
54	44910-17 Estimator-Advance Product Cost	44920-18	Advance Product Cost Analyst or	4	4 Years combined on: 43810 (43900) and/or 44910 (45900).	06/77	12/82
		44940-18	Cost Estimating Specialist				
55	45000-13 Estimator-Cost	45010-14	Estimator-Product Cost	8	8 Years combined on: 2110A, 2110B, 44900, 45000 and/or 45100; with a minimum of 4 years combined on 2110B, 2110A, 44900 and/or 45000	02/71	11/79
56	45600-13 Estimator-Cost Analysis	456100-14	Estimator-Product Cost Analysis	8		09/03	
57	457000-16 Product Cost Analyst	457100-17	Product Cost Specialist	8		09/03	
58	457100-17 Product Cost Specialist	457200-18	Senior Product Cost Specialist	4		09/03	
59	47000-8 Registered Occupational Health Nurse	47010-9	Registered Occupational Health Nursing Specialist	12		03/77	09/82
60	50000-12 Designer-Modeling Fixtures & Equipment I	50010-14	Designer-Modeling Fixtures & Equipment II		Same as #6 above.	03/75	----

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FCA US LLC
PHASE-UP CLASSIFICATIONS AND REQUIREMENTS
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Base Class No. & Grade	Base Classification Title	Phase-Up Class No. & Grade	Phase-Up Classification Title	# of Yrs Req'd On Base Class/es	Other Requirements	Date Estab	Date Revised
OTHER CLASSIFICATIONS (Continued)							
61	50500-6 Plastic Model Maker	50400-8	Master Plastic Model Maker	8	If actually worked on a class a minimum of 8 years and meets the minimum qualification requirements of class 50400. May be less than 8 years if assigned 50400 level work on a regular and recurring basis and meets minimum qualifications requirements of class 50400	05/77	----
62	51900-13 Illustrator-Graphic A	51910-14	Illustration Specialist	8		09/73	11/79
63	54000-2 Technician-Laboratory Engineering B	54100-5	Technician-Laboratory Engineering A	1	If actually worked on class 54000 for 1 year or assigned work of class 54100 on regular and recurring basis and meets minimum qualification requirements of class 54100.	09/73	11/79
64	54100-5 Technician-Laboratory Engineering A	54110-7	Technician-Plant Laboratory	4	4 Years combined on: 20300, 54000, and 54100	02/71	11/79
65	54110-7 Technician-Plant Laboratory	54120-8	Plant Test Technician	8	8 Years combined on: 20300, 54000, 54100 and 54110(54900)	02/71	11/79
66	54120-8 Plant Test Technician	54130-9	Plant Laboratory Specialist	12	12 Years combined on: 20300, 54000, 54100 54110 (54900) and/or 54120	08/99	-----
67	55500-14 Contact Engineer-Resident Engineering	55800-18	Engineering Contact Specialist	4	If actually worked on class a minimum of 4 years and meets the minimum qualification requirements of class 55800. May be less than 4 years if assigned 55800 level work on a regular and recurring basis and meets minimum qualification requirements of class 55800	02/71	11/79
68	56500-7 Vehicle Test Technician- Proving Ground	56510-8	Vehicle Test Coordinator- Proving Ground	8	8 Years combined on: 54000, 54100, 56000, 56200, 56210 (84400), 56220 (84100), 56500, 56700, 56710 (88800), or 56720 (89900) with a minimum of 4 years on: 56200, 56500 and/or 56700.	02/71	12/82
69	56510-8 Vehicle Test Coordinator- Proving Ground	56520-9	Vehicle Test Specialist- Proving Ground	12	12 Years combined on: 54000, 54100, 56000, 56200, 56210 (84400), 56220 (84100), 56500, 56510 (83900), 56700, 56710 (88800) or 56720 (89900) with a minimum of 4 years on: 56210 (84400), 56510 (83900) and/or 56710 (88800)	02/71	12/82
70	56700-7 Technician-Test and Analysis	56710-8	Technician-Test and Development	8	8 Years combined on: 54000, 54100, 56000, 56200, 56210 (84400), 56220(84100), 56500, or 56700 with a minimum of 4 years on: 56200, 56500 and/or 56700	02/71	12/82
71	56710-8 Technician-Test and Development	56720-9	Technician-Engineering Development	12	12 Years combined on: 54000, 54100, 56000, 56200, 56210 (84400), 56220 (84100), 56500, 56510 (83900), 56520 (88900), 56700, and/or 56710 (88800) with a minimum of 4 years on: 56210 (84400), 56510 (83900), and/or 56710 (88800)	02/71	12/82
72	59700-10 Product and Systems Development Technician	59710-11	Product and Systems Development Specialist	20	20 Years combined on: 54000, 54100, 56000, 56200, 56210 (84400), 56220 (84100), 56300, 56310 (84300), 56500, 56510 (83900), 56520 (88900), 56700, 56710 (88800), 56720 (89900), with a minimum of 8 years on 59700.	08/89	08/89

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FCA US LLC
PHASE-UP CLASSIFICATIONS AND REQUIREMENTS
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Base Class No. & Grade	Base Classification Title	Phase-Up Class No. & Grade	Phase-Up Classification Title	# of Yrs Req'd On Base Class/es	Other Requirements	Date Etab	Date Revised	
OTHER CLASSIFICATIONS (Continued)								
73	56800-8	Instrument Development Technician II	56900-11	Instrument Development Technician III	4		09/99	-----
74	57000-5	Functional Test Technician	57010-7	Functional Test Specialist	4		05/77	----
75	57500-5	Technician-Engineering Development	57510-7	Technician-Assembly & Test Experimental	4		05/77	11/79
76	57510-7	Technician-Assembly & Test Experimental	57520-8	Technician-Assembly & Test Experimental Specialist	8	8 years in class 575100	XX/XX	XX/XX
7677	57900-9	Engineering Records & Release Clerk III	57910-10	Engineering Records and Release Specialist	8	8 Years combined on: 25800, 44500, 44600, 57600, 57800, 57900, 59800, 59900 with a minimum of 4 years on: 57800, 57900, 59800 and/or 59900.	02/71	11/79
7778	58300-6	Mechanic-Maintenance-Proving Ground	58310-7	Maintenance Mechanic Specialist-Proving Ground	8		05/77	----
7879	58900-10	Design Specification Analyst	58910-11	Design Specifications Specialist	8	8 Years combined on: 25800, 44500, 44600, 57600, 57800, 57900, 59800 or 59900 with a minimum of 4 years on: 57800, 57900, 59800 and/or 59900.	02/71	12/82
7980	59910-11	Design Specifications Specialist	59920-12	Design Releasing Specialist	4	4 Years of service on: 59910 (85200)	02/71	12/82
8081	60500-5	Technical Records and Information Clerk	60510-8	Technical Records and Information Specialist	8		09/82	----

a =Management Non-Supervisory classification credited as time spent on 2110A in the same or other plants of the Corporation to include: 31552255, 31564257, 31565258, 32355255, 32356257, 32357258, 32674255, 32675257, 32676258, 32768255, 32769257, 32770258, 32771255, 32772257, 32773258, 33652257, 33659255, 37155258 (not to be considered all-inclusive).

b =Management Non-Supervisory classifications credited as time spent on 2180A and 22900 in the same or other plants of the Corporation to include: 33594256 and 35774256 (not to be considered all-inclusive).

c =Employees may be reassigned from time to time on jobs that shall provide training experience and that are commensurate with the employee's classification level. The Union recognizes the desirability of reassigning employees for such purposes.

d =Employees on-roll as of 9/14/76 who were on classifications 57900, 59900, 57910 (85100) and 59910 (85200) shall have time spent on 57910 (85100) credited for phase-up to 59920, unless the employee was promoted to 57900 after 9/14/76.

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**MEMORANDUM OF UNDERSTANDING
SOURCING AND JOB SECURITY**

During the ~~2019-2023~~ 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 ~~2019-2023~~ 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 FCA US LLC-UAW represented employment levels and relative to the job and income security of 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 an Assistant Director of the FCA Stellantis Department, UAW (or his their designated representatives) and the Vice President of Employee Relations (or his designated representatives). The members of the National Committee shall have responsibilities as outlined in this Memorandum. The National Committee will meet as required in conjunction with National JSOES:

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 an Assistant Director of the FCA Stellantis Department, UAW and the Vice President Employee Relations, 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.~~

8. Discuss potential needs for training of the local committees relative to their responsibilities under JSOES.
9. Discuss current sourcing patterns and potential changes going forward.

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

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An annual Roundtable Meeting will be conducted involving senior management from Source Planning, Procurement and Supply, Product Strategy, Engineering, Manufacturing, Employee Relations and the National Committee and the leadership from the UAW-~~FGA~~ ~~Stellantis~~ Department. The agenda for meetings will include a review of vehicle plans for assembly, stamping, ~~power train propulsion~~, 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.

Assembly Meeting

An annual Assembly Meeting will also be conducted by senior management from Assembly Operations and Engineering for the National Committee and the leadership from the UAW Stellantis Department. The agenda for meetings will include a review of the Assembly Long Range Plan (LRP) and the anticipated effect on Assembly plant product loading.

Power Train-Propulsion Meeting

An annual ~~Power Train Propulsion~~ Meeting will also be conducted by senior management from ~~Power Train Propulsion~~ Operations and Engineering for the National Committee and the leadership from the UAW-~~FGA~~ ~~Stellantis~~ Department. The agenda for meetings will include a review of the ~~Power Train Propulsion~~ Long Range Plan (LRP) and the anticipated effect on ~~Power Train Propulsion~~ plant product loading.

Stamping Meeting

An annual Stamping Meeting will also be conducted by senior management from Stamping Operations and Engineering for the National Committee and the leadership from the UAW ~~FGA~~ ~~Stellantis~~ Department. The agenda for meetings will include a review of the Stamping Long Range Plan (LRP) and the anticipated effect on Stamping plant product loading.

Chrysler Product Creation Process (GP6P) Product Development Process (PDP)

It is imperative that sourcing discussions and notification becomes an effective and trusted tool. It is recognized that early involvement by the UAW in ~~GP6P PDP~~ 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 ~~GP6P PDP~~ timeframes and overall objective to improve speed to market. The timing for achieving various ~~GP6P PDP~~ 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 but will remain consistent to the early notification, disclosures, and protocols mentioned throughout this memorandum. Specific ~~GP6P-PDP~~ milestone target dates will be disclosed at the Program Overview Meeting. The reality of variable program timing and ongoing system change dictates frequent and structured communication for effective sourcing discussion and notification.

Product Update

In order to involve the UAW at the earliest stages of the product creation cycle, the Vice President of the UAW ~~FGA~~ ~~Stellantis~~ Department along with the International Sourcing Representative and the Vice President of Employee Relations or his designated

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representative will meet twice a year with the Head of ~~Advanced Concepts Engineering (ACE)~~ Physical and Functional Design and Integration (PFDI) to provide updates on current and future products.

~~Additionally, members of the National JSOES, including the UAW FCA Stellantis 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.~~

Advanced Vehicle Awareness

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 Representative, the Local Presidents of 212-~~412~~, 1284 & 1302 and/or their designee, 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 ~~GPGP PDP~~ 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 FCA Stellantis 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 Overview 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 Overview Meeting. Information discussed at this meeting will typically include program objectives, ~~GPGP PDP~~ milestone dates, marketing objectives and customer requirements, and potential assembly and stamping plant loading capability. At approximately the Sync 1 milestone of the new PDP Timeline, the Program Overview Meeting will be held between the parties.

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 Overview Meeting, the National Committee Co-Chairs, Administrative Assistant(s) to the Vice President and Director of the ~~FCA Stellantis~~ Department, UAW, Assistant Director of the ~~FCA Stellantis~~ Department, UAW responsible for Sourcing, other designated senior management representatives, and the appropriate UAW Sourcing Representative(s) shall

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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, subassembly, stamping, power train propulsion, proving grounds 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 Propulsion, Proving Grounds and Component manufacturing locations shall also be provided subsequent to the Program Overview. With the information provided during the Program Overview Meeting, and subsequent meetings, and as appropriate during the meeting cycle with the UAW Trades Effectiveness Representative, the UAW Sourcing Representative may provide input or alternatives to sourcing pattern(s) which coincides with the Program Overview 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 Assistant Director of the FGA Stellantis Department, UAW, Administrative Assistant(s) to the Vice President and Assistant Director of the FGA Stellantis Department, UAW, Assistant Director of the FGA Stellantis 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 Representative 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 Employee 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 and 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 electronically.)

National Sourcing Committee Meetings

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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 as it pertains to but not limited to, Product Engineering, Manufacturing Engineering (AVE, AME, ME, ASME, ST, PS&D) and other salary represented resources covered by this Agreement. 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 Local Committee will meet at least once per month. 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, including discussions on training and learning opportunities.
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.

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5. Review the manpower requirements of forward product, facility and business plans, maintaining the confidentiality of the material being evaluated.
6. Coordinate appropriate local training activities.
7. Develop and initiate proposals to improve operational effectiveness to secure existing jobs, and to attract additional business thus providing additional job opportunities.
8. Make recommendations to the National JSOES Committee, as appropriate, regarding any aspect of the Sourcing and Job Security Program. This may include any aspect of the contractual relationship between the Company and the Union that is relevant to the duties of the Local Job Security, Operational Effectiveness and Sourcing Committee.
9. Identify and review investments in the facility or equipment which could improve product quality or operational effectiveness.
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 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 and/or Unit Chair of the impacted area, 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 FCA US LLC Employee Relations and the Assistant Director of the ~~FCA~~ Stellantis 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

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and Assistant Director of the UAW FCA Stellantis 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 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-FCA US LLC~~ UAW suppliers for FCA US LLC. These lists will be updated and will include the suppliers' location (city and state), union affiliation, the supplier contract expiration dates, annual volumes, and U.S. plant locations receiving the parts and will be furnished via electronic media three times per year in January, May and September. The parties will initiate efforts to insource particular work consistent with the aforementioned criteria to create prospects for growth and to provide jobs for employees on layoff.

Additionally, the International Union will be furnished a complete list of commodities by Supplier and a list of Tier 1 Modular Suppliers. The list will be updated and will reference the information above including the suppliers' manufacturing location (city and state), union affiliation, the supplier contract expiration dates, annual volumes, and U.S. plant locations receiving the parts and will be provided via electronic media, in Excel format, three times per year.

The parties acknowledge that a commitment to job creation and preservation will require ongoing, close cooperation. The National JSOES will support the efforts toward creating and preserving jobs by implementing the jointly agreed upon process described in the Sourcing Administration Manual. This process will operate primarily at the National level but will be structured such that it will also support the efforts of the Local JSOES Committees relative to insourcing activities.

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)~~ forty-five (45) 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 FCA US LLC-UAW facility from a non-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.

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Outsourcing as used herein means the Company's sourcing of work from FCA US LLC UAW locations, including work connected with current, new or redesigned vehicles, fabricated parts, ~~power train, propulsion systems~~, component products, dies and fixtures. Excluded from this definition are changes in production or purchase arrangements made by any non-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 FCA US LLC UAW represented facility, the identification of the sourcing authority, the quality status of the recommended supplier. The Company agrees to provide the International Union, the UAW Sourcing Representative, and the affected Local Union with all relevant financial and cost information including incremental costs used in developing the cost of completing work in-house. Data will be provided in conjunction with the aforementioned notice. Proposals to keep the work in-house will be made by the Union within ninety (90) days of the receipt of written notice.

If it is established that the work can be performed competitively, judged by the criteria listed earlier in the Memorandum of Understanding, Management will, barring unique and unforeseen circumstances, keep the work in-house. The Union shall thereafter obtain any necessary approval or ratification within ~~thirty (30)~~ forty-five (45) 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, ~~FCA~~ Stellantis 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.

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The Company will not enter into a contractual relationship with a non-FCA UAW supplier until such time as the designated Management representative of the impacted location provides written verification that the above notification procedure and discussion by the Local Committee has taken place.

The Company agrees to a full disclosure to the International Union of the procedures utilized in the sourcing decision-making process.

Full implementation of the processes contained within this Memorandum should provide the parties the mechanisms to take advantage of every opportunity to use internal resources and to create jobs for all employees. Furthermore, as the parties continue to work together to preserve FCA US LLC UAW jobs, they will follow the processes contained in the Agreement regarding the outsourcing moratorium for existing traditional Salary Bargaining Unit work. To that end, the National Committee will review circumstances that arise where outsourcing may be unavoidable or concerning the interpretation of the agreement. The commitments expressed in the Memorandum are intended to contribute significantly to our cooperatively working together to provide UAW represented FCA US LLC employees in the U.S. improved job security by responsibly growing the business, wherever feasible.

Sourcing Financial Data

During previous negotiations, the parties discussed the importance of a standardized Make/Buy Study process that consistently evaluates the internal and external sourcing alternatives as well as the application of objective financial criteria, such as Net Present Value (NPV). The Union expressed concern relative to the exclusion of Net Present Value (NPV) data on the Union Relations Fact Sheet (URFS), as well as, the need for clarification of the Make/Buy financial business case analysis process.

Effective with the date of the Agreement, the Company will provide an updated and expanded Union Relations Fact Sheet (URFS). The National JSOES Committee will review the Make/Buy Study for clarification of the URFS and supporting business rationale. While the Company retains the right to modify, alter, or revise its financial data, the Company will advise the Union of changes in financial methodology as applicable.

Further, the Company agrees to identify and explain the variables associated with developing the URFS and the calculation of NPV data. An overview explaining all variables associated with the URFS will be provided to the Union with future updates as they occur. This will allow for more thorough discussion of the data and will permit the parties to better assess the impact of sourcing on the long-term job stability of employees and the financial viability of respective Company entities. In addition, such efforts are intended to assist the national sourcing staff to support the local parties' understanding of the process and how they can impact sourcing decisions.

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

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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
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 (1) 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 FCA US LLC-UAW Pension 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 FCA US LLC-UAW Pension Agreement become eligible for post retirement health care and life insurance on the same basis as other retirees. For purposes of applying the terms

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of the FCA US LLC-UAW Pension 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/ FCA US LLC-UAW Pension Agreement, and (iv) shall not be permitted to retire under the FCA US LLC-UAW Pension Agreement for the number of months of the Allocation Period following the Termination Date.

SPECIAL PROGRAM #2 PENSION PROGRAM

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The National Committee may recommend that the FCA US LLC-UAW Pension 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 FCA US LLC-UAW Pension Agreement. Such retirement would provide unreduced basic benefits for the life of the retiree, temporary benefits payable in accordance with the provisions of the FCA US LLC-UAW Pension Agreement and any supplements they may be entitled to based on the provisions of the FCA US LLC-UAW Pension 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 (6) 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

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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 Employee Relations Staff of the Company and the FCA-Stellantis Department of the Union. Such changes would be effective only at the location(s) specifically designated.

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL
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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 Engineering, 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 2023 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 Engineering, Office and Clerical Agreement. Eligible employees are further defined as those placed:

a. Prior to the effective date of the 2015 2023 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 Engineering, Office and Clerical Agreement,

b. Subsequent to the effective date of the 2015 2023 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.

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.

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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 Company 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 Company's Employee Relations Staff and the UAW's National ~~Chrysler~~ Stellantis 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.
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 Company's Employee Relations Staff and the UAW's National ~~Chrysler~~ Stellantis Department for resolution.

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(N-59) (M-13) Memorandum of Understanding - Health and Safety

M-13

Memorandum of Understanding Health and Safety

I. Joint Commitment to Health and Safety

This Memorandum of Understanding supplements the National Production and Maintenance Agreement between the Company and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, and certain of its Local Unions dated ~~December 16, 2019~~ September xx, 2023 as follows:

WHEREAS, no subject is of greater concern to the Company and the Union than the physical wellbeing of employees in Company facilities, and in our recent negotiations no subject received or deserved a higher priority than promoting safe and healthful working conditions in the plants and PDCs; and

WHEREAS, the parties agree that an on-going program, in which both will participate and cooperate, will aid in achieving this objective; and

WHEREAS, each Company location has established a **Local World Class Participation Council (LWCPC)** 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. The parties mutually agreed that the **LWCPC** shall provide active support for Health and Safety related matters; 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

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The Company recognizes its ongoing obligation as an employer to provide a safe and healthful working environment for all employees. To this end, the Company agrees to:

~~(a) Recognize its obligation to provide a safe and healthful working environment for employees. The implementation of actions to help our employees realize a healthy, injury-free work environment is a leadership responsibility. Responsibility for health and safety matters remains, however, with the Company.~~

a. ~~(b)~~ Provide; annual health and safety training for members of the Local Joint Health and Safety Committee hereinafter referred to as the LJHSC, ~~and~~ Union Staff, Management Health & Safety and other personnel not members of the LJHSC will be included in the annual training if they are presenting health, safety and ergonomic subjects and/or directly involved in health, safety or ergonomic projects. The NJC will have final discretion on who attends the conferences. The LJHSC and other conference attendees will be provided training as appropriate, at the annual Health, Safety and Ergonomics conference, at the discretion of the NJC. The Vice President and Director International Union, UAW FGA Stellantis Department will be provided the opportunity to review and participate in such training or instruction programs and make necessary recommendations.

b. Provide appropriate training in health and safety for all employees in accordance with Company policy and NJC oversight.

c. ~~The Company, u~~Upon request from the National Joint Health and Safety Co-Leads, will provide ~~to the Union member of the LJHSC~~, access to ~~the available~~ health and safety documents referenced in Company policies. It will be at the discretion of the NJC to provide all such documents that are not available from the Company 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. Explore opportunities to participate in applicable National Consensus Standard organizations such as the American National Standards Institute (ANSI) and the National Fire Protection Agency (NFPA) to address safety in the workplace. To that end, the NJC shall include a meeting agenda item to discuss such opportunities and where appropriate, jointly apply and, upon approval, jointly participate in such Consensus Standards Committees. In the event the joint parties are approved to participate in an external standards committee, the NJC will recommend funding through the Joint Health and Safety programs where deemed appropriate. Participants on these committees must report out any information relevant to our industry at an NJC meeting.

e. ~~(d)~~ Provide a copy of the OSHA 300 log by March 1 of each year to the health and safety professionals of the International Union's staff by March 1 of each year a copy of OSHA 300 log, and the corresponding ~~man~~ hours worked and incidence rate for each Plant/PDC.

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III. National Joint Committee on Health and Safety

The National Joint Committee on Health and Safety hereinafter referred to as the NJC consists of three (3) representatives of the International Union appointed by the Vice-President and Director of the International Union, UAW Stellantis FGA Department, and three (3) representatives of the Company appointed by the Vice-President of Employee Relations of the Company. Each party will appoint at least two (2) members who have professional training in industrial hygiene or safety.

(A) This Committee shall:

(a)--Meet at least quarterly. Minutes will be prepared for each meeting and a copy given to the International Union members.

(b)--Review the Company's safety and health, ergonomics and medical programs and make necessary recommendations.

(c)--Develop and recommend Company appropriate annual training to the LJHSC.

(d)--Develop and recommend Company guidelines for employee training.

(e)--The NJC will designate representatives of its organization to jointly review new or revised government regulations which may affect Company health and safety programs as well as review new or revised Safety Manufacturing Instructions (SMI's), Industrial Hygiene Bulletins, Safety Bulletins and other Corporate Health and Safety documents such as the Contractor Safety Manual on an annual basis. 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 facility health and safety, medical and new model launch design-in-safety to make recommendations.

(g)--Receive and review injury and illness data for all facilities that the Company is required to compile on OSHA 300 log with corresponding ~~man~~-hours worked and incidence rate.

(h)--Receive and deal with matters referred to them by the Divisional Health and Safety Review Board (DHSRB) and the Local World-Class Participation Joint Steering Committee Council (LWGPGLJSC).

(i)--In remembrance of workers who have lost their lives while on the job, materials will be provided for viewing by all employees per instructions provided by 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 International Union, UAW FGA Stellantis Department and the Vice President of Employee Relations for the Company.

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(B) The responsibility for the integration of B.E.S.T. and WGM applicable Health and Safety programs within the Company Manufacturing/Facilities process shall remain with the NJC.

(a)--Specific training will include, at a minimum, all necessary WGM Company Manufacturing/Facilities process health and safety courses. As part of the Annual Health and Safety training, the LJHSC will be coached on their roles and ~~changing~~ responsibilities and provided training on key Health, Safety and Ergonomic subjects.

(b)--The B.E.S.T. Operating Principle tools will continue to be utilized to ensure alignment with WGM Company Manufacturing/Facilities processes and joint projects standardization. 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.

(c)--We will jointly continue to enhance health and safety projects by providing direction to the LJHSC, driving standardization, streamlining, where the joint parties agree it is appropriate, and placing appropriate mechanisms in place to aid sustainment in the process.

(d)--Risk assessment and hazard control tools for machines/equipment and workstations such as Job Safety Risk Assessment (JSRA), Job Safety Risk Prediction (JSRP) and ErgoPal the Company ergonomic assessment tool will continue to be used to evaluate 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 WGM Company Manufacturing/Facilities process 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 should be determined by the LJHSC.

IV. Health and Safety Review Boards

Health and Safety Review Boards are established to review the status of the health and safety program and resolve health and safety issues.

(A) Weekly Incident Review Board (WIRB)

The WIRB established at each location 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 WGM/WGL Company Manufacturing/Facility process safety related activities at the facility. 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)

The DHSRB is co-chaired by the Environment Health and Safety Division Lead and the National Joint Health and Safety Co-Leads, who are members of the NJC. A DHSRB is established in each division that has employees covered by this Agreement. The purpose of

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this review board is to meet and resolve health and safety issues that have not been resolved by the LWCPC.

The DHSRB shall meet on a regular basis to consider appropriate health and safety matters within the respective divisions, including the review of ergonomics, design in safety activities, Industrial Hygiene and WGMWGL-Company Manufacturing/Facility process safety pillar activities. Health and safety issues unresolved by the DHSRB will be referred to the 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 DHSRB for Engineering, Office and Clerical and the General Manager/Vice President or their designated representative, Vice President and Director International Union, UAW FGAStellantis Department or their designated representative, the UAW International Servicing Representative, UAW International representatives, Corporate OSH, and the National Joint Health and Safety Department Co-Leads. In the event of a fatality or serious injury, a special review board meeting will convene as soon as appropriate upon the request of the NJC. The purpose of the SHSRB is to assist in the joint investigation and incident review. 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 FGAStellantis 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

The LJHSC at the Chrysler Technology Center (Local 412, Units 1, 10, 14, 32, ~~57~~, 77) and Chelsea Proving Grounds, Arizona Proving Grounds and Local 889 (all Detroit area units) will consist of one (1) representative appointed by the Management and one (1) representative appointed by the Vice President and Director International Union, UAW FGA-Stellantis Department. The maximum number of hours per week in which the Union member of each LJHSC will be allowed to perform their functions shall be 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 represented salaried employees, the basic principles of this Memorandum of Understanding, except those provisions pertaining to 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 LJHSC.

In manufacturing facilities, the health and safety trainer and ergonomic analyst will work in their primary assigned function; however, there may be times based on facility needs and/or special circumstances these individuals may be required to assist in each other's capacity by conducting either training and/or ergonomic analyst activities on all shifts. These individuals may also act as the alternate for the Union member of the LJHSC per the

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alternate language below. The trainer and the ergonomic analyst will have job descriptions jointly defined by the NJC and developed within 90 days of the ratification of this contract.

Notwithstanding the foregoing, the parties recognize that the Company maintains its right to manage the workforce and obligation to provide a safe and healthy workplace.

(1) Hours of Work

Adjustments to the maximum number of hours each Union member of the LJHSC will be allowed to perform their functions shall be made twice each calendar year, (1) effective the second pay period in May, based on the number of hourly employees on the active roll in the 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 FCA 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 International Union, UAW ~~FCA-Stellantis~~ Department shall advise the Company Employee Relations Staff in writing of the names of the appointees and the facility in which each is assigned. No Union member of a LJHSC shall function in this capacity as such until the Company is so advised and the Company has acknowledged the appointment. ~~The Union member of the LJHSC serve an indefinite term.~~ The Union member will receive training as outlined hereinafter, without cost to them.

(2) Alternate Health and Safety Representative

(a)--In the event the Union member of the LJHSC is absent for one (1) day or more, the member shall be replaced by an appointed employee who has been designated as the Alternate Health and Safety Representative ~~by the International Union~~, provided, where possible, the Union member of the 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 will be allowed to function in the absence of the Union member of the LJHSC when such absence is occasioned by the Union members absence for attendance at the annual joint training conference. ~~As soon as practical following the effective date of this Agreement, the International Union shall provide to the Company the names of the employees who have been designated by the International Union as Alternate Health and Safety Representative.~~

(b)--Notwithstanding paragraph (a) above, the Union member of the LJHSC may be replaced by the Alternate Health and Safety Representative when the member is absent for 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 member's absence. Upon provision of one (1) week notification ~~the an~~ 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 LJHSC, the Alternate Health and Safety Representative shall be subject to all the provisions of the Agreement applicable to the Union member of the LJHSC.

(3) Part Time Health and Safety Representative Obligations

(a)—The Union member of each 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

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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 LJHSC. The LJHSC shall be permitted to attend Shop Committee meetings, Special Conferences when requested, during the portion of such meeting or conference when health and safety issues or grievances thereon are discussed.

(b)—The Union member of each LJHSC will be paid only for time spent performing their LJHSC functions during the time they are scheduled to work.

(c)—When a Union member of the 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 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 LJHSC; provided, however, when ~~three hundred (300)~~ two hundred seventy-five (275), or more than 50% of the regular work force on their shift in a facility of 600 or more FCA 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 LJHSC for that facility will also be scheduled to work and to function as Union member of the LJHSC during such hours. In addition, they shall be scheduled when new equipment and/or major process changes are being installed or tried out which may affect employee safety and one hundred (100) or more of the employees on their shift are scheduled to work.

(5) Function Under Reduced Workforce Conditions

During a reduction in the work force in a Plant/PDC of six hundred (600) or more employees the Union member of the LJHSC shall be permitted to perform the functions of the office when fifty percent (50%) or more of the people on the members shift/crew are working, except that during a reduction in force due to model change or Plant/PDC rearrangement the member shall be permitted to perform the functions of the office when one hundred (100) or more of the employees on the member's shift/crew are working.

(6) Conduct

The Union member of a LJHSC will be permitted to perform their duties during regular working hours, subject to the following conditions; (a) that the time be devoted to the prompt handling of matters which are proper and pursuant to the terms of the Memorandum and (b) that if it is necessary for a Union member of a 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 LJHSC shall be assigned to the first shift.

(B) LJHSC Functions

The LJHSC shall:

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(a)--Meet at least weekly to review health and safety activities/conditions/conduct systematic inspections within the facility. Evaluate program status and make recommendations as needed. A summary list of items discussed shall be provided to the Union member of the LJHSC.

(b)--Accompany Government Health and Safety inspectors, International Union Health and Safety professionals, Company Health and Safety professionals, private agency officials, and Company consultants on facility Health and Safety inspection tours. When possible the Company will provide advance notice to the LJHSC of such visits. A copy of any related reports, including those of insurance inspectors, will be provided, upon request, to the LJHSC and the DHSRB regarding violations of applicable local, state, or federal code or standard violation(s). In facilities of less than six hundred (600) employees, the time spent by the Union member accompanying such inspectors and professionals shall not be charged against the members weekly allotted hours.

(c)--Be informed of lost work day cases, Health and Safety hotline calls, review results of the facility safety investigation of such accidents and upon request, review completed OSHA 301 reports or their equivalent and make any recommendations. Investigate and periodically review all work related fatalities and serious accidents, as defined in SMI-54. When SMI-54 events occur the Management member of the LJHSC will notify the Union member of the facts, and arrange upon request, for them to enter the facility with pay to jointly investigate. The National Joint Health and Safety Co-Leads and the LJHSC will receive an electronic copy of all SMI-54s via Company email system.

(d)--Receive a copy of the facility's report on OSHA 300A and the facility's man-hours worked and the incidence rate for the pertinent period.

(e)--Periodically review the OSHA 300 log for; lined out cases and associated rationale, lost time, and the correlation between Workers' Compensation cases from the OSHA 300 log.

(f)--Review, recommend, and participate in local safety education, information programs and employee job related training.

(g)—Ensure joint work-related safety observations ~~WSOT results~~ are properly entered into the jointly accessible Company database by a person designated by the LWCPC Co-chairs.

(h)—~~Ensure The work-related safety observations, current elements of B.E.S.T. such as pocket cards that capture~~ audit countermeasures and closure status will be integrated into ~~the a~~ jointly accessible Company database; changes to such elements shall have NJC oversight. This database may also include; PIV license status, LO validations and training, Safety Talks, SMI-58 audits, and Ergonomic assessments.

(i)--Ensure facility access to the Company OSHA recordkeeping information depository is made available to Local Union Presidents, members of the Shop Committees and Chief Stewards upon request.

~~(j)--Where the WGM methodology is implemented, the UAW Health and Safety Representative will work with the WGM Technical Safety Pillar at facilities. The Technical Joint Safety Co-Pillar Leads shall both be responsible for the following:~~

~~• Radar chart gap closure and to establish an on-going personal development plan implementation in accordance with Plant/PDC route-map objectives.~~

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- ~~— Participation in pillar meetings, monthly WGM/WGL calls and lead WGM/WGL training on pillar tools and associated activities (with ULs, TLs & TMs).~~
- ~~— Work with members of management and UAW on all shifts/crews to implement pillar activities and remove barriers where applicable in a professional manner (including: JSRAs, JSRPs, Safety Captains, SMATs, & Kaizen Journals).~~
- ~~— Improve Pillar knowledge through kaizen and project creation, implementation and tracking of results.~~
- ~~— Joint development and presentation of safety material at the WGM/WGL audits.~~

(j) -- ~~Upon request, FCA will notify the LJHSC of significant environmental remediation projects, spills or releases that are subject to government reporting requirements. The LJHSC will forward such information to the NJC. Participate in Company Manufacturing/Facility process activities as defined by the NJC. Prior to implementation, such activities shall be communicated to the National Joint Health and Safety Co-Leads at a bi-weekly meeting with the Company Manufacturing/Facility Process Leads.~~

(lk) -- ~~Modifications will continue to include a notification to the Union~~ Be notified when a contractor on-site has a serious near-miss incident that could have potentially injured UAW represented employees in the immediate area.

(ml) -- ~~The LJHSC will be~~ Be advised when new or revised Health and Safety policies and procedures are issued.

(C) Imminent Danger

When either member of the 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 conducted immediately and necessary 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 LJHSC and to the National Committee prompt notification of fatalities and serious accidents (as defined in SMI-54).

(2) Safety and Industrial Hygiene Equipment

(a)--Provide equipment for measuring vehicle speed, noise, air contaminants, and air flow which will be available for use by the LJHSC. Proper arrangements shall be made to permit the Union member of the LJHSC to use the safety and industrial hygiene equipment available to the Management member of the LJHSC and in which the members of the 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 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 and will be familiarized with the review and interpretation of data

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contained in IH reports. Periodic reviews of noise surveys will be completed at applicable facilities. Recirculation of air will not be permitted where employees' health and safety cannot be assured.

(c)-- Exposure results from all personal breathing zone air sampling will be entered in the sampled employee's medical record. The LJHSC shall be informed in writing of such exposure and shall advise the employee. The Union member of the LJHSC shall also be informed in writing of any corrective action to be taken.

(23) Use of Camera/Video Camera

The LJHSC at all locations shall have equal access to a camera/video camera. The 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 LJHSC to adequately explain or describe serious safety or health problems to responsible facility management. The LJHSC may also use the camera/ video camera to photograph health and safety items that are being referred to the NJC.

Upon request, the Union Member of the 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 LJHSC only and shall not be reproduced, published or distributed.

International Union Representatives responding to a properly submitted request for 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".

(34) Place To Work

Each facility will make available to the Union member of the LJHSC a place where the member can write reports or review health and safety material. In addition, the member will be provided a computer or assigned a laptop if requested, with Company internet access for health and safety research purposes and a filing cabinet or drawer to keep health and safety material.

(45) Mortality Data

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 of injury/illness cases as necessary.

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 designating additional projects. The Company and Union agree to examine and conduct research projects on subjects that address immediate health and safety needs. The results of research conducted within Company 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. The NJC, where appropriate, will meet, share information and

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coordinate research topics with UAW-General Motors and UAW-Ford with respect to future projects.

During these negotiations, the joint parties discussed research opportunities to be funded by the National Institute of Health Care Reform (NIHCR). The NJC will convene within 90 days of ratification of the agreement to discuss work plans and define research agenda that are 100% funded by the NIHRC. Research areas may include, but not limited to in the following areas:

- ~~The U-Cal Berkley/University of North Carolina breast cancer prevention study.~~
- ~~Opioid Use disorder (OUD) intervention research:~~
- ~~University of Michigan will pilot OUD intervention programs developed by the National Institutes of Environmental Health Sciences (NIEHS).~~
- ~~U-Cal Berkley will complete the OUD study.~~
- ~~An accident prevention conference to eliminate serious injuries and fatalities (SIF).~~
- An accident prevention study to eliminate fatalities.
- Industrial hygiene sampling, exposure assessments and medical surveillance:
 - Isocyanates, epoxy resins and thermal decomposition products
 - Employee exposure to endocrine disruptors
- The National Institute for Occupational Safety and Health (NIOSH) study on engineered nano materials
- Breast cancer prevention study
- Opioid Use Disorder (OUD) research

The research agenda will continue to be circulated to both governmental and non-governmental agencies as well as select university researchers for the purpose of generating collaboration in these areas of research. Funding research projects or studies that are identified through this process will be requested by the NJC through the NIHRC for an ~~FCA-Stellantis~~ total amount not to exceed ~~\$500,000~~~~\$250,000~~. Payments for such projects will be made directly by the NIHCR as approved.

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 employees covered under the terms of this agreement. To assure basic uniformity, the NJC will develop guidelines to be used by the facilities and 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.

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(B) Joint Health and Safety Training Sub-Committee

A Joint Health and Safety Training Sub-Committee comprised of two (2) representatives of the Company appointed by the Vice-President of Employee Relations and two (2) representatives of the Union appointed by the Vice President and Director International Union, UAW FGA Stellantis Department will serve as a resource of the NJC to assist in achieving the National Committee's training objectives.

(C) Training Programs

The NJC recognizes that the LJHSC at the facility is responsible for the completion of a training needs assessment. The needs assessment will be reviewed by the LWCPC to ensure it meets the facility's health and safety training requirements. The National Joint Health and Safety Training Co-Leads will recommend at a minimum the classes below based on the facilities needs and will make recommendations to the NJC for the appropriate resources and funding.

1. Hazard Communication
2. Asbestos
3. RCRA and SPCC Awareness training
4. Ladder Safety
5. Ergo Awareness training
6. Laser/Radiation Awareness training
7. Union Representatives and Supervisors Safety Training

Jointly developed training efforts completed include:

- (1) general risk assessment and hazard control,
- (2) skilled trades,
- (3) non-routine use of powered material handling equipment,
- (4) office health and safety,
- (5) non-routine jobs related to power generation and distribution,
- (6) waste handling,
- (7) storage and distribution of hazardous liquids and gases,
- (8) Hazard Communication training, including basic refresher training, trial programs directed at chemical hazard communication, issues concerning specific manufacturing processes,
- (9) Skilled Trades safety training, including Electrical Safety Work Practices (Arc-Flash) NFPA 70-E for appropriate personnel,
- (10) Union representatives and supervisors,
- (11) LJHSC,
- (12) and general hazard recognition.

The NJC will oversee additional programs in areas such as:

- New hire orientation, in which all new UAW 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 will be conducted within the life of the agreement;

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- Annual Train-the-Trainer instruction in Health and Safety will be developed by the NJC;
- Orientation training for new Health and Safety Representatives, Alternate Health and Safety Representative and Management members of the LJHSCs is to be scheduled within 30 days of official appointment.
- Appointed Health and Safety Representative Instruction;
- Furthermore, within one year following ratification of the agreement, instruction is to be scheduled for appointed Health and Safety Representatives who have not yet received instruction;
- Annual first aid, CPR and rescue technique training for confined space rescue team members and emergency response personnel;
- Bloodborne Pathogens Awareness for Skilled Trades;
- CPR Hands Only training made available to employees with an opportunity to practice;
- Production safety awareness;
- Annual Lockout Awareness Refresher Safety Talk;
- Hazard communication for machining operations;
- Hand tools;
- Joint Health and Safety Certification Training.

All UAW Health and Safety Representatives newly appointed by the International UAW and Company Health and Safety Representatives will complete 240 hours of certification training (employees who have completed a degree in health and safety, related degree or have achieved a nationally recognized certification in health and 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, current and newly appointed facility 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. The UAW Health and Safety Trainers will be offered RCRA Environmental Certification 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, Aerial Lift Operation, Crane/Hoist/Sling Safety, Robot Safety, Dock Safety, Hazardous Substances and Low Frequency High Risk will be jointly reviewed by the National Joint Health and Safety Co-Leads and Corporate Safety and approved by the NJC. Safety Talks will be delivered by Supervisors in an appropriate manner agreed upon by the LWCPC with oversight by the NJC. In addition, the Joint Health and Safety computer based training (CGCW-NTCHST14)

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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 (SMI-124).

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. Training programs for UAW represented employees shall be scheduled and delivered under the direction of the facility's UAW Health and Safety Trainer. The UAW Health and Safety Trainer will be provided a computer or assigned a laptop if requested. All Authorized lockout training for necessary employees shall be scheduled and delivered by the facility's UAW Health and Safety Trainer under the direction of the LJHSC.

(D) Job Specific Training

Continue to provide jointly developed health and safety training programs and job specific training, including relevant battery electric training, for affected employees during scheduled work hours based upon the recommendations of the NJC.

(E) Computer Training for Access to OSHA Data

Provide access and training to the Local and National Committees through existing terminals to online OSHA 301 and 300 data and reports of ergonomics activity and accident investigation status. Initial and refresher training will be provided to the UAW Health and Safety representatives, Alternate Health and Safety Representatives, Local Union Presidents, Shop Committees, Chief Stewards, Ergonomic Analysts and designated users on the Company's OSHA recordkeeping information depository. The UAW Ergonomic Analyst shall be provided access to injury and illness data including all occupational related first aid visits.

(F) Health and Safety Trainer Responsibilities

~~WGM/WCL—The appointed UAW Health and Safety Trainer will work with the WGM Technical Environmental (ENV) Pillar at Manufacturing facilities, and the WCL Technical ENV Pillar at PDGs where implemented. The Technical Joint ENV Co-Pillar Leads shall both be responsible for the following:~~

- ~~• Radar chart gap closure and to establish an on-going personal development plan implementation in accordance with Plant/PDG route map objectives;~~
- ~~• Participation in pillar meetings, monthly WGM/WCL calls and lead WGM/WCL training on pillar tools and associated activities (with ULs, TLs & TMs);~~
- ~~• Work with members of management and UAW on all shifts/crews to implement pillar activities and remove barriers where applicable in a professional manner (including; EMATs (Environmental Management Audit Training), identification of ENV Unsafe Acts and Conditions & Kaizen Journals);~~
- ~~• Improve pillar knowledge through kaizen and project creation, implementation and tracking of results;~~
- ~~• Joint development and presentation of environmental material at the WGM/WCL audits.~~

The LJHSC shall ensure the UAW Health and Safety Trainer implements responsibilities as defined by the NJC, which will include, at a minimum, the following:

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~~Health and Safety~~ The appointed UAW Health and Safety Trainer will ~~d~~Development of an annual training needs assessment/matrix utilizing the standard format that includes:

- A Breakdown of classes required by job classification/assignment;
- A Schedule required to complete the training;
- The frequency at which the training is required and offered;
- The status of completed training.

This needs assessment shall be updated and provided to LJHSC on a monthly basis. The UAW Health and Safety Trainer will be responsible to ensure the training is completed in accordance with the assessment and properly updates the company training database.

VIII. Ergonomics

The parties discussed the comprehensive ergonomics program covering facilities under the Engineering, Office and Clerical Supplemental Agreement which had been agreed to by the Company and the UAW.

It is important to implement ergonomic guidelines at the earliest stages of process development. In that context, Design and Process personnel, including suppliers will review the Company ergonomic design criteria and take them into account when working on advance programs. The Company will review the internal guidelines for ergonomics with the NJC as needed.

(A) Coordination of Activities

The National Joint Health and Safety Training Co-Leads shall coordinate its ergonomic activities under the direction of the NJC with coordination of Corporate Occupational Safety and Health (OSH) ~~and Manufacturing Engineering~~ and provide on-going technical support to facility ergonomic efforts. Such support may include:

- a. Data collection and analysis
- b. Job analysis methodology
- c. Advanced job modification design
- d. Training for Ergonomics personnel
- e. Training for Engineering personnel
- f. Training for Medical staff in medical data management
- g. Communication of solutions/failures to other facilities
- h. Ergonomics program evaluation analysis and follow-up

The NJC will make recommendations regarding resources needed to implement these activities. Quarterly, Corporate OSH ~~and ME~~ shall report to the NJC, summarizing current ergonomics activities and future plans. The current composition of the Joint 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 Joint Health and Safety Certification Program will be enhanced with the incorporation of existing Company ~~ME~~ ergonomic courses. Further, ergonomic courses from the UAW President's Health and Safety Department will be reviewed with the National Joint Health and Safety Training Co-Leads and Corporate Health and Safety.

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(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. At Manufacturing facilities, the LEC meeting shall include the LJHSC, the UAW Ergonomic Analyst, the Unit Chair or designated UAW Engineer, a Management WO Pillar Lead 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 LJHSC will serve as co-chairpersons of the LEC. In the event Corporate Health and Safety representatives and/or Regional Ergonomic remediation specialists visit a facility to work on an ergonomic issue, they will coordinate their activities with the LJHSC.

The parties agree to the following:

1. The Ergonomic Analyst will be allowed time away from their job to perform ergonomic functions and to assist in reducing Workers' Compensation costs. This individual will also be required to develop and communicate a training schedule for initial ergonomic training for all hourly employees to ensure goals are met.

2. The LJHSC shall ensure the appointed UAW Ergonomic Analyst implements responsibilities as defined by the NJC. Where the WGM methodology is implemented, the appointed UAW Ergonomic Analyst will work with the WGM Technical Workplace Organization (WO) Pillar at facilities. The Technical Joint WO Go-Pillar Leads shall both be responsible for the following:

- ~~• Radar chart gap closure and to establish an on-going personal development plan implementation in accordance with facility route-map objectives;~~
- ~~• Participation in pillar meetings, monthly WGM calls and lead WGM training on pillar tools and associated activities (with ULs, TLs & TMs);~~
- ~~• Work with members of management and UAW on all shifts/crews to implement pillar activities and remove barriers where applicable in a professional manner (including: MURI analysis, secondary ergonomic analysis & Kaizen Journals);~~
- ~~• Improve Pillar knowledge through kaizen and project creation, implementation and tracking of results;~~
- ~~• Joint development and presentation of ergonomic material at the WGM audits.~~

3. This individual shall be allowed to function in these activities up to forty (40) hours per week in Production and Maintenance facilities and up to sixteen (16) hours per week for Parts Distribution Center operations and Engineering Office and Clerical facilities.

4. 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.

- ~~ThirtyFifteen (3015)~~ per month – At facilities with a full time Ergonomic Analyst.
- Six (6) per month - At facilities with a part time Ergonomic Analyst

5. 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.

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6. This individual shall be responsible to review the medical reports in the Company database, Ergonomic Trend Report, OSHA 300 Injury/Illness log, the WCM first aid report and any MURI element score of 3 to prioritize identify jobs that require an assessment.

7. This individual will be required to prepare for the LEC meeting that will be held on a bi-weekly basis at Engineering Office and Clerical locations and monthly in Engineering Office and Clerical facilities with a part time analyst. The preparation will include performing Pre-ErgoPal prioritized ergonomic 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 ergonomic assessment in the ergonomic database;; provide recommendations to eliminate or reduce the risk(s) identified in the ErgoPal ergonomic assessment;; 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 ergonomic assessment.

8. ~~The Ergonomic Analyst and a designated Workers' Compensation representative shall be members on the LEC.~~ The LEC shall continue to function as initially established, and the local parties, including LWPCP, are encouraged to ensure their committees are active and performing their intended responsibilities. A quarterly report of their activities will be submitted to the NJC.

9. This individual's responsibilities will be jointly developed and periodically are ~~to be~~ reviewed by the NJC.

10. Tools used in analyzing jobs shall include a computer or an assigned laptop if requested, ErgoPAL the Company ergonomic assessment tool to identify general risk factors, BakPak to look at lifting and lowering conditions, the Snook-Ciriello Tables to evaluate push and pull motions, and the Company manufacturing engineering ergonomic guidelines. The parties will continue to jointly investigate new Ergo tools and make recommendations to the NJC on the need to study these tools in our facilities. This may include the use of additional secondary quantitative assessment tools such as Rapid Upper Limb Assessment Postural Risk (RULA), the ACGIH Hand Activity Level TLV, Multimedia Video Task Analysis (MVTA), Humanscale, U of M Energy Expenditure, and others. Training will be provided for UAW Ergonomic Analysts in the Secondary Analysis tools identified above. Additional requirements will be assessed by the NJC for approval.

~~11. 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.~~

~~12. 11.~~ The NJC shall annually review the program's performance and effectiveness and make appropriate modifications as required.

(C) Control Measures and Skilled Trades

Selection of control methods will be based on the hierarchy, which gives preference to engineering solutions over procedures and personal protective equipment. Members of the LEC 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

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. Administrative controls such as job sharing and job rotation will be considered. 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 ergonomic assessment for additional ergonomic considerations. The recommendations of the LEC shall be mutually agreed upon with the Shop Chairman and the Labor Relations Supervisor. Problems not resolved at the local level will be forwarded to the DHSRB for final resolution. Jobs considered potential candidates for administrative control practices will be reviewed by the UAW Health and Safety Trainer/Ergonomic Analyst and Plant Medical to determine that the original condition will not be further aggravated. Any type of control established should be evaluated within 30 days of its implementation to confirm its effectiveness. After three months, the symptom survey / medical visit 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 jointly agreed 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, and Industrial Engineering and WO Pillar Team to jointly review workstation changes prior to implementation. The Ergonomic Analyst will perform a comprehensive ergonomic analysis of all job changes that present a potential concern. In addition, 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 musculoskeletal disorder (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 LEC to be forwarded to Corporate OSH and the UAW FGA Stellantis Department. Each facility shall target a six (6) month time frame to implement feasible measures in accordance with LEC recommendations to control MSD risk factors. The LEC 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 ergonomic assessment 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 the LEC believes that a

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facility is not making proper use of technical resources from the facility available, it should raise the issue with the LWCP. If not resolved, the matter should be referred to the DHSRB for immediate resolution. During the length of this contract each National Engineering, Office and Clerical facility will be audited jointly by the FGA OSH group and the UAW FGA Stellantis 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 LEC.

(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 review periodic reports of the occurrence of cumulative trauma from all Company facilities with UAW represented employees. Problems regarding the proper functioning of the LEC may be escalated following the review board process for ~~review~~ and resolution.

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 will be evaluated and implemented by the NJC. ~~The Appropriate~~ LEC members who regularly attend the LEC meetings will be provided specialized ergonomic training ~~as appropriate~~, at the annual Health, Safety and Ergonomics conference, at the discretion of the NJC.

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 continues to replace traditional matting with a safer alternative wood composite support solution in our UAW represented facilities. 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 are defined, and installation implemented, in accordance with the jointly reviewed Guidelines for Standing Support Solutions. The LJHSC and the LWCP can work together to determine the appropriate standing support solution for specific applications in accordance with the Company Guidelines for Standing Support Solutions. Areas where an operator is required to stand in a static position for 80% of their job and the work area is approximately 5ft x 5ft, qualify for a

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comfort mat solution. The **LWCPC** may refer any unresolved concerns to the DHSRB for resolution and escalation to the NJC if necessary.

IX. Energy Lockout/Energy Control Program

The parties recognize an effective lockout/energy control program can only be implemented at the plant level. In order to remain effective, this program must be reviewed and reemphasized.

When performing SMI-58 floor audits, national joint audits, and WSOT audits (conducted by qualified Supervisors and Stewards), authorized lockout personnel will be randomly selected to exhibit their knowledge of how to lockout a specific piece of equipment and/or work cell. These audits shall also include the verification and accuracy of the lockout/energy control placards. The results of these audits will be reviewed at the WIRB meetings to determine the level of lockout compliance proficiency. The **LWCPC** will take immediate actions to remedy any deviations or shortcomings in training, proficiency or adjustments to their Local Lockout Program.

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.

Within ninety (90) days following ratification of the Agreement, the written program will be reviewed by the LJHSC and the Plant Shop Committee to assure compliance with government regulations and applicable Corporate instructions. The Committees will discuss the program and, as necessary, make recommendations to improve it. This program shall be reviewed and signed by the **LWCPC**, and submitted to the NJC. A joint lockout/energy control program review team shall be established, utilizing existing resources, comprised of one member from Corporate OSH and one member from the UAW **FGA Stellantis** 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. Each employee entering a work area that may expose them to unexpected hazardous energy is responsible for following the facility's Lockout/Energy Control Program and is required to control all unexpected hazardous energy to which that employee is exposed.

X. Improvement of Medical and Industrial Hygiene Services

(A) Industrial Hygiene Monitoring

The Company is committed to 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 provided Consultant(s) qualifications based on specific legitimate requests. 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 LJHSC will be informed regarding the engagement of consultants to provide industrial hygiene and safety services. Qualifications of such consultants will be provided

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upon request. Reports prepared by such consultants will be provided to the LJHSC.

(C) Medical Visit Report

The summary of Medical visits report including medical surveillance is available to the LJHSC through the Corporate OSHA recordkeeping depository.

(D) Air Sampling Plan

The LJHSC, at each facility will continue to implement an air sampling plan unless the LJHSC and Corporate Industrial Hygiene determine a plan is not required. This plan includes measurements for both routine and intermittent exposures.

The LJHSC will coordinate and schedule air sampling events and advise the appropriate UAW Health and Safety Trainer Representatives. The facility UAW Health and Safety Representatives will have the right to accompany and participate in the sampling with the Company Industrial Hygienist. The UAW Health and Safety Trainer Representatives will be offered direction and specialized training jointly coordinated by Corporate Industrial Hygiene and UAW FGA-Stellantis Health and Safety Department, on the use of existing direct read sampling equipment and instrumentation with emphasis on mapping oil mist and noise. During the life this contract, the LJHSC will ensure that a trained Health and Safety Representative performs mist map updates when operational changes may impact plant mist levels. Periodic maintenance and calibration of the direct read air sampling equipment will be coordinated by the Corporate Industrial Hygiene Department. All data obtained shall become the exclusive property of the Company with any interpretation, reporting, dissemination of data performed by Industrial Hygiene. Upon request from the NJC, Corporate Industrial Hygiene will review facility air sampling plans at a scheduled NJC meeting.

(E) Chemical Hazards & Permissible Exposure Limits

1. The NJC will regularly review established permissible exposure limits, such as OSHA Permissible Exposure Limits (PELs), ACGIH TLV's, and NIOSH recommendations to ensure appropriate Company Exposure Limits are implemented. The Company agrees to make available to the NJC and the LJHSC, Company Exposure Limits on an annual basis. Further, the Company will discuss limits lower than OSHA Permissible Exposure Limits (PEL), 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. In addition, special emphasis on chemical control programs will be continued for cutting fluids.
2. The parties recognized that great strides have been made over the years to improve the air quality in Powertrain plants that use metal working fluids. Significant attention to employee health and safety has resulted in average metal working fluid mist levels well below 1 mg/M³. In addition, locations with new installations have achieved average levels 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 endeavor to engineer and design new equipment to obtain a mist level of 0.5 mg/M³ time weighted average for initial start-up and also agree to prioritize controls for workstations where employee mist exposures exceed 0.80 mg/M³ time weighted average. The metal working fluids safety talk and medical surveillance (consisting of a standardized respiratory symptom questionnaire) for respiratory effects of metal working fluids will continue to be offered to employees. In addition, senior leadership

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of the Company agrees to provide direction to the affected Powertrain Plant Managers requiring them to implement a stringent preventative maintenance program inclusive of a filter change regimen and conformance with the Company safety policy for Metal Working Fluids in machining plants.

(F) Surveys and Audits

1. The Company agrees to arrange for regular surveys and audits of each facility by the Company's Industrial Hygiene Staff and provide special surveys and related results upon the request of either facility management or the International Union. The Union member of the 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 Hygiene Staff. Such specialists' reports, including recommendations for the correction of identified overexposures or unsafe conditions, will be provided to the LJHSC and to the National Joint Health and Safety Co-Leads via Company email system when distributed.
2. During this Agreement the Company agrees to provide the LJHSC a facility 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. In addition, the LJHSC will be provided an overview of noise abatement control methods. The Company will endeavor to engineer and design new equipment to attain a time weighted average noise limit that does not exceed 77 dBA for initial production start up as specified in the Company Sound Level Specification for Industrial Machinery and Equipment.

(G) Full Chemical Formulas and Identity of Materials

Efforts will continue to be directed at obtaining full chemical formulations on a non-proprietary basis from suppliers. The Company agrees to provide, the Union in a timely manner, full chemical formulations on a non-proprietary basis when obtained as such on Safety Data Sheets. Periodic meetings will be conducted to review newly approved chemicals.

(H) Facility Ambient Temperature

The Company will continue to maintain facility's ambient temperatures to protect against hazards associated with temperature extremes. Job tasks that may periodically expose workers to temperature extremes will be evaluated using the JSRA process to determine appropriate safety measures, which may include the use of PPE/thermal weather clothing. Non health related temperature conditions associated with employee comfort shall be addressed by the **LWCPC**.

(I) Medical Services

The Company agrees to provide competent staff and medical facilities for Manufacturing locations and medical support for PDCs adequate to implement its obligation as outlined in (J, K and L) below.

(J) Medical Exams

The Medical Staff will continue to provide medical services, for OSHA required physical examinations and other appropriate tests at no costs to the employee, including audiometric examinations, pulmonary function tests, and appropriate medical surveillance as identified

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by the NJC, at a frequency and extent necessary to determine whether the health of such employees is being adversely affected. The Medical Staff will also, provide specific tests required for employees in jobs with special physical requirements per the NJC.

(K) Employee Access to Medical Test Results

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.

Each employee or their authorized ~~designate~~, designee, upon written request of the employee, will be provided access to his or her medical record information within the framework of existing laws 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 within five (5) working days for active employees. Any unresolved issues will be directed to Corporate Medical Operations.

Upon request, an employee who visits a facility medical department shall be given a copy of the electronic medical pass, where implemented, no later than twenty-four (24) hours after the visit.

(L) Medical Operations

1. 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 regulatory requirements and guidelines set forth by nationally recognized medical organizations.
2. The Company shall maintain a coordinated medical emergency response process (First Responder notification, CPR, AED, and EMA EMS notification) to achieve prompt and effective response to medical emergencies on the facility floor. AED response will be reviewed by the LJHSC, Security and the Plant Physician/Nurse ~~Practitioner~~ Practitioner annually.
3. The Company agrees ~~s~~ to ~~provide schedule~~, medical staffing during production operations at all manufacturing locations when at least ~~300~~ 275 employees are working within approved regular hours.
 - a. Nurses may be utilized to satisfy medical staffing requirements at any plant location within their same labor market.
 - b. Where one plant does not meet the minimum staffing level under paragraph (L) (3), the total number of employees working in other sites within the same labor market may be aggregated to determine the need for medical services. In such cases, the required medical staffing for these sites may be satisfied by a single medical department within the same labor market.
4. The Company will review joint recommendations submitted by the LWPCP as it relates to medical service staffing and implement appropriate scheduling options that meet the needs of the facility, ~~and protects the efficiency of the operations;~~ and supports high risk projects within approved regular hours.

(M) Lactation Rooms

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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. The **LWCPC**, the LJHSC and the Facility Manager shall work together when establishing a location for the lactation room. At a minimum, the room shall be located outside of the facility's Medical Operations and shall include a table, chair, electrical outlet, a waste basket, hand sanitizer and be properly maintained on a regular cleaning schedule. The **LWCPC** may agree to provide access to a refrigerator and locate a lactation area to a room that currently has running water.

XI. New Equipment Review

The Company agrees to, as early as possible in the planning process, involve the LJHSC in the joint review of new facility layouts, new, modified and relocated manufacturing equipment and major process changes where employee health or safety may be affected. This process has led to reviews that are dependent on the complexity of the project, to provide that Plant Local Joint Committees are involved with Manufacturing Engineering at the appropriate steps in the project build cycle. 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 LJHSC may be required to travel to vendors, facilities 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 LJHSC. In addition, management will periodically review with the International Union the introduction of new technology and/or chemicals at Company locations where employee health or safety may be affected.

To ensure that health and safety issues associated with new launches and/or major facility rearrangements are not repeated, the **LWCPC** will submit to the NJC a written review of health and safety issues associated with these events.

XII. Preventive Maintenance

Within two (2) weeks of the effective date of this Agreement, the Company will prepare a letter for distribution to all locations that stresses the need and importance of established preventive maintenance programs with regard to safety-related legally required regulatory, code, and standards for facility equipment including ventilation systems. An updated written program will be reviewed and signed by the **LWCPC** annually and submitted to the NJC for review. Skilled trades personnel whose jobs include work on ventilation systems will be instructed in preventive maintenance of such systems.

Preventive Maintenance for process ventilation systems at Engineering, Office & Clerical locations will be reviewed annually by the LJHSC and Corporate Industrial Hygiene at a WIRB Meeting.

XIII. Emergency Response

Each facility shall have an effective emergency 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. 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. A volunteer for each of these areas will be afforded time off their job in the event

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of an emergency in their designated area. The areas will be determined by the LWCP and Local Security Operations at each location. Training will be provided 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 associated equipment will be provided to all parties.

Appropriate representatives from the Local UAW will be offered the opportunity to participate in the facility Incident Management team activities. However, the Company will have the right to make all final decisions on emergency response.

Annually each facility shall perform an appropriate evacuation drill and provide a safety talk covering the take-shelter procedures 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 or illness, may immediately notify supervision. Failing resolution, the issue may be discussed with their union representative.

Should technical consultation be necessary, the LJHSC will be notified. 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

The Company will take the appropriate precautions when an employee is required to work in an isolated area and the assignment has recognized potential hazards. The LWCP will ensure appropriate precautions including air sampling ventilation personal protective equipment, communication systems, 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, will determine if appropriate interim safety measures are required, which based on risk, may include the use of skilled trades working in the same work group, 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 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 LJHSC for disposition.

XVI. Fall Protection Program

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.

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The Company has implemented a fall protection program that follows the guidelines established in the Company policy on Fall Hazard Control Requirements (SMI-157). The preferred method to prevent a fall hazard is to eliminate the hazard or control exposures. 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. ~~Fall protection equipment certification training will be offered to the LJHSC during this contract. Individuals or suppliers selected to conduct the formal equipment certification and associated records remain a Company responsibility.~~ New Apprentices will receive hands on fall protection training as part of their apprenticeship program. In addition, existing skilled trades employees who work at heights will receive site specific fall protection training based on NJC guidance. Within ninety (90) days following ratification of the Agreement, the written program will be reviewed and signed by the LJHSC and the LWPCP to ensure compliance with government regulations and applicable Company instructions and submitted to the NJC.

XVII. Personal Protective Equipment and Safety Glasses

The Company agrees to provide the necessary or required personal protective equipment (PPE), devices and clothing at no cost to employees and maintain an adequate supply of PPE in available sizes to accommodate employee needs.

The Company will provide prescription safety glasses to seniority employees, and to temporary employees after completing 30 days of employment, provided such employees work on a job or in an area where eye protection is a company requirement. Such employees must provide 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 local parties can jointly agree on an efficient process for the distribution of prescription safety eyewear which may include offsite options.

Where required and in accordance with the Company Pedestrian Safety Policy (SMI-161), the Company will make high visibility vests available. As an alternative seasonal option, the LWPCP may approve that employees required to wear high visibility PPE will be allowed to purchase Corporate OSH approved high visibility apparel.

Annually, the Company will review and update the corporate approved PPE listing and provide a copy to the NJC.

XVIII. Powered Industrial Vehicles and Pedestrian Safety

The parties agreed to continue current practices regarding powered industrial vehicles (PIV). Company personnel operating powered industrial trucks and aerial devices will adhere to Company Policies including Powered Industrial Trucks (SMI-124) - Operator Selection, Training, Licensing, and Precautions, and Industrial Truck Preventive Maintenance Program (MHEP-204). Contractors operating industrial trucks and aerial devices at Company locations will adhere to the Contractor Safety Manual (SMI-163). Within twelve (12) months of the effective date of this Agreement, the NJC will review Company Guidelines for Pedestrian Safety and explore new methods to improve jointly developed programs including improved operator visibility in these areas.

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The PIV subcommittee 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 Health and Safety Trainer. The subcommittee shall review and report facility performance of the PIV process to the WIRB on a monthly basis. Company locations will also adhere to Company Guidelines for Pedestrian Safety (SMI-161), to ensure all pedestrians are provided a safe work environment while working around PIV's. The Company PIV policy and Pedestrian Safety Guidelines will be reviewed annually by the NJC to ensure program elements provide effective PIV/Pedestrian safety measures.

XIX. Inspections and Grievances

The Steward in each district of a facility will conduct a weekly tour and report to the LJHSC any safety or health 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 LJHSC will conduct an investigation of those matters contained in such reports. Those safety or health matters not resolved as a result of such investigation may be referred to the Steward of the district and the Unit Chairperson who may discuss the matter with the Labor Relations Supervisor at the next scheduled regular conference. Union Representatives handling the matter may request the LJHSC to attend the meeting. In those situations the Union member of the LJHSC deems urgent, the matter may be referred directly to the DHSRB and escalated to the NJC as needed.

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 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.

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XXII. Liability

In our Health and Safety initiative, nothing in our agreements, booklets, manuals, and joint programs is intended nor should it be taken to impose upon the International Union, Local Unions, Union Health and Safety Committee and Union Officials, employees or agents, a legal or financial liability for either the health and safety of Company employees or for work connected injuries, disabilities, diseases or related losses incurred by Company employees or its subsidiaries or by third parties while on the Company property.

~~Dated and signed at Auburn Hills, Michigan, on December 16, 2019.~~

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

~~FCA US LLC~~

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(M-14) Memorandum of Understanding on FCA-UAW Center for Employee Development

M-14

**MEMORANDUM OF UNDERSTANDING
ON FCA-UAW CENTER FOR EMPLOYEE DEVELOPMENT**

The parties recognize the importance of conducting joint activities consistent with sound oversight, governance, and accountability including strict financial controls and compliance with applicable laws.

Therefore, the parties agree that in order to achieve the goals set forth above and to establish administrative and operational structures for the joint activities consistent with these goals, including the structure, administration and operations of Joint Activities, this Memorandum of Understanding on FCA-UAW Center for Employee Development is created and provides for the following:

Establishment of the Trust Funds

The parties agree that the FCA-UAW Center for Employee Development, (also known as the National Training Center, "NTC"), which is currently established as a nonprofit entity pursuant to Internal Revenue Code Section 501(c)(5), will be dissolved. The parties agree to establish two (2) Taft-Hartley Trust Funds ("Trust Funds") under Section (302) of the Labor Management Relations Act – the UAW-FCA Labor Management Committees Trust Fund ("LMC Trust") and UAW-FCA Voluntary Employees' Beneficiary Association Trust Fund ("VEBA Trust"). The Trust Funds shall be established as tax-exempt organizations pursuant to Internal Revenue Code Section 501(c)(5) and Section 501(c)(9), respectively. Trust Agreements establishing the Trust Funds created pursuant to this Memorandum will be adopted as soon as feasible after the effective date of the 2019~~23~~ National Agreement. With regard to the operation of the Trust Funds and the programs designed and funded under the respective Trust documents and in accordance with this Memorandum of Understanding, the parties agree as follows:

1. The assets of the Trust Funds will be used for the exclusive benefit of joint activities and other programs as set forth herein, and to defray reasonable and necessary costs of such programs, including the NTC's wind down costs, legal fees and expenses, and any carry-over obligations of the NTC in accordance with applicable law, and for no other purpose including charitable or other non-program activities.

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2. The trustees of the LMC and VEBA Trusts will provide the Company with annual budgets for the labor-management activities and employee benefit programs described in this MOU, the collective bargaining agreement, and the trust documents. After reviewing the budgets the Company will make contributions to the Trusts as set forth in the 2023 Funding Addendum except to the extent that the Company reasonably believes such contributions would violate Section 302 of the Labor Management Relations Act.

23. The joint purchase, sale or distribution of FCA-UAW promotional products and novelty items shall be prohibited.

~~3.4. The Company shall have the right to review all proposed expenditures of the Trustees of the respective Trust Funds and to accept, modify, or reject those expenditures in the sole and exclusive discretion of the Company.~~ The Company will draft and present recommended is responsible for establishing internal controls for the Trust Funds, and such ~~The~~ The Trust Funds will be audited on an annual basis by an external independent public accounting firm, and the Company and the Union will receive a copy of such audit each year.

Dissolution of the NTC and Transition of Joint Activities to Trust Funds

1. Company and UAW representatives on the NTC Board of Directors ("NTC Board") will begin proceedings to dissolve the NTC when the Trust Funds are operational on the effective date of the 2019 National Agreement in accordance with applicable laws. At the point the Trusts are operational, established and except as required during the transition period, the NTC shall cease having any involvement in any activities, training, other endeavors, and any other joint functions of any kind; Further, after the Trusts are operational, except as required to effectuate the transition of the joint activities to the Trust Funds or for the dissolution of the NTC itself, the NTC shall refrain from withdrawing or expending any funds, making any payments or transfers, and from incurring any new financial commitments and liabilities; and all Company payments, expenditures and funding of any kind relating to the NTC shall cease. The NTC Board will also arrange for an independent audit of the NTC's property, assets, expenditures, income, liabilities, other finances and activities, the results of which will be provided to the Company and the UAW. The NTC Board will make all necessary arrangements by April 30, 2020 for the National Training Center building located at 2500 East 9 Mile Road, Warren, MI 48091 to be sold, with the proceeds going to the NTC. The NTC Board will also make all necessary arrangements by April 30, 2020 for the Regional Training Center located at 1315 East Hoffer Street, Kokomo, Indiana 46902 to be sold, with the proceeds going to the NTC. The NTC Board will also arrange for an independent audit of the NTC's property, assets, expenditures, income, liabilities, other finances and activities, the results of which will be provided to the Company and the UAW. The NTC's dissolution will not be finalized until the documents governing the operations of the LMC and VEBA Trusts have been completed.

2. As soon as practical after the VEBA Trust is operational, the NTC will transfer the NTC building located at 2500 East Nine Mile Road, Warren, MI 48091, along with any related real property ("NTC building") to the VEBA Trust at no cost. The Company intends to purchase the NTC building from the VEBA Trust. The parties agree that the Company and the VEBA Trust will seek a prohibited transaction exception from the U.S. Department of Labor permitting the VEBA Trust to sell the NTC building to the Company. If the exemption is granted, and the Company acquires the NTC building, it will lease to the LMC and VEBA Trusts, at no cost, the space at the NTC building currently used in connection with the operations to be transferred to the Trusts for the duration of the 2023 National Agreement. Thereafter, the Trusts will have the option to extend the leases for three successive terms of four years each. If the Company sells the NTC building during the term of such a lease, it will require the buyer, as a condition of the sale, to assume the leases and offer the Trusts the option of extending the leases for any remaining four-year term(s). In the event that the NTC building is no longer leased to either the LMC or VEBA Trust, the Trustees of the LMC

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and VEBA Trusts will determine the location at which the joint activities and programs will be conducted.

23. Funds from the dissolution of the NTC will be placed into and held by the Trust Funds in amounts to each Trust Fund as determined by the ~~Company~~ NTC Board.

34. The books, ~~and records~~ data and documents of the NTC, as they exist on the date of dissolution, will be maintained by the ~~Company~~ LMC Trust or VEBA Trust, as appropriate, in accordance with ~~the Company's~~ their data retention policies and practices. The Company or Union may obtain information from the NTC, or the LMC Trust or the VEBA Trust, by making a request to the NTC Board or the trustees with reason(s) for which the information is being sought, where the NTC Board or the trustees determine that the Company or Union has articulated a legitimate basis for its request, the NTC Board or Trustees will produce the information except to the extent that the request is unreasonably broad in scope or seeks materials protected by the attorney-client privilege. Where a request is made for confidential information, it will be provided under mutually agreeable restrictions to protect it from disclosure.

Executive Board-Joint Activities & Trust Fund Functions

During the period before the Trust Funds are operational, ~~transition period involving the dissolution of the current UAW-Chrysler National Training Center ("NTC") and the establishment of the Trust Funds, from the effective date of the FCA-UAW 2019 National Agreement ("2019 National Agreement") to June 30, 2020~~, the Co-Directors of the Executive Board-Joint Activities ("Executive Board") will be the Vice President - Head of Employee Relations, FCA-North America and the Vice-President and Director of the UAW-FCA Department. Thereafter, the Co-Directors of the Executive Board will be the FCA Company Representative appointed by the Chief Operating Officer, FCA – North America and the Vice-President and Director of the UAW-FCA Department. Each will appoint two (2) persons as members of the Executive Board. At all times, the Executive Board shall consist of an equal number of FCA and UAW appointed members. The Executive Board will support the NTC Board in conducting the joint activities before the Trust Funds are operational, and assist the NTC with its dissolution.

~~The Executive Board will actively direct and support Joint Activities in the areas of Health and Safety, New Hire Orientation, Plant Training which will include: i) Diversity and Inclusion, ii) Discrimination Prevention, iii) Sexual Harassment Prevention and iv) Workplace Violence Prevention, Employee Assistance Program, Team Leader Assessments/Audits, Technical Training, World Glass Manufacturing (WCM) and other Joint Committees and activities as may be mutually agreed to by the Union and the Company.~~

The LMC Trust will be responsible for directing and conducting joint activities in the following areas: (a) health and safety, (b) Employee Assistance Program, (c) diversity and equal application (including diversity and inclusion, discrimination prevention, sexual harassment prevention and workplace violence prevention), (d) new hire orientation, (e) technical training, (f) joint operational process (including the Stellantis Production Way and certain activities related to Team Leaders), (g) School-To-Work, and (h) any other appropriate labor-management activity to which the Company and Union may agree.

The VEBA Trust will be responsible for administering the following benefit programs: (a) Tuition Assistance Program, (b) Scholarship Program for Dependent Children, (c) the technical training program, (d) the Apprenticeship Program, and (e) any other appropriate program to which the Company and Union may agree.

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~~The duties and responsibilities of the Executive Board will include, but not be limited to, decision-making, monitoring and evaluating programs related to Joint Activities, joint training, joint programs and related committees (collectively "Joint Activities"), consistent with the Trust Funds described and this Memorandum of Understanding.~~

During these negotiations, the parties discussed and agreed to make certain changes to the activities conducted by the LMC Trust and the benefits administered by the VEBA Trust. In that regard, the following changes will be made:

1. Modifications to the LMC Trust

a. The training conducted by the NTC and, after it has been formed, the LMC Trust will be expanded to include electric vehicle training programs and training for any new technology introduced at facilities where UAW-represented employees are employed. Appropriate training will be provided for all bargaining unit employees whose work functions have been materially altered due to the transition to electric vehicles and for any new work functions created by the transition to electric vehicles. This would cover training for: (i) all bargaining unit members at any facility covered by this agreement, including but not limited to final assembly plants, propulsion plants, pack and module assembly operations, battery cell manufacturing facilities, battery recycling operations, parts plants, and parts depots; (ii) both skilled and non-skilled bargaining unit work; and (iii) new skills development, training on new equipment, and health and safety. The training described above will be conducted at the building located at 2500 E. Nine Mile Road, Warren, Michigan 48091.

b. Any other modifications to which the parties have agreed.

2. Modifications to the VEBA Trust

a. The VEBA Plan will be amended to be consistent with the agreements reached during the 2023 negotiations with respect to Letters 106 (Tuition Assistance Program) and 194 (Scholarship for Dependent Children).

b. The complete Apprenticeship Program, as described in the parties' collective bargaining agreement and any related documents, including those provisions related to the Industrial Readiness Certificate Program, will be included in the VEBA Trust.

c. The training conducted by the NTC and, after it has been formed, the VEBA Trust will be expanded to include electric vehicle training programs and training for any new technology introduced at facilities where UAW-represented employees are employed. Appropriate training will be provided for all bargaining unit employees whose work functions have been materially altered due to the transition to electric vehicles and for any new work functions created by the transition to electric vehicles. This would cover training for: (i) all bargaining unit members at any facility covered by this agreement, including but not limited to final assembly plants, propulsion plants, pack and module assembly operations, battery cell manufacturing facilities, battery recycling operations, parts plants, and parts depots; (ii) both skilled and non-skilled bargaining unit work; and (iii) new skills development, training on new equipment, and health and safety. The training described above will be conducted at the building located at 2500 E. Nine Mile Road, Warren, Michigan 48091.

d. Any other modifications to which the parties have agreed.

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3. Following ratification of the 2023 National Agreement, the collective bargaining agreement will be conformed to reflect the changes to the joint activities described in the Memorandum of Understanding and related agreements. The documents governing the operations of the LMC and VEBA Trusts will be conformed to reflect the terms set forth in this Memorandum of Understanding and related agreements.

Transition of NTC Operations and Personnel

~~The period from the effective date of the 2019 National Agreement to June 30, 2020 shall be used to transition all Joint Activities and the continuing functions previously conducted by the NTC to the Trust Funds as follows:~~

- ~~1. For the existing NTC Building, 2500 East 9 Mile Road, Warren, MI 48091, the NTC Board will determine which critical maintenance staff will be needed to perform services (if any) until the final sale of the building.~~
- ~~2. The Company's current intent is to continue Joint Activities training at the 2500 East 9 Mile Road, Warren, MI 48091, property.~~
- ~~3. It is agreed and understood that all affected current UAW-represented employees on Special Assignment will be given reasonable notice of employment reassignments back to their home FCA facilities. The NTC employees, as part of the dissolution of the NTC, will be given reasonable notice of employment terminations, as applicable.~~
- ~~4. To the extent that current UAW International staff perform NTC work in connection with Joint Activities or the transition of such activities, chargeback costs, excluding any and all administrative fees and charges, will be permitted as needed during the transition period ending no later than June 30, 2020.~~

Unless otherwise agreed by the parties, all joint activities previously conducted by the NTC, and any joint activity identified in this Memorandum of Understanding, will be transferred, as appropriate, to the LMC or VEBA Trusts. In connection with the transition of joint programs to the Trusts:

1. The NTC will continue to conduct joint activities at the building located at 2500 East 9 Mile Road, Warren, MI 48091. Upon transfer of the joint activities to the appropriate Trusts, training will continue at the above location through the life of this agreement with the option of extension by majority vote of the Board of Trustees to extend 3 consecutive 4 year terms.

2. NTC Employees will be treated consistent with the severance agreements previously bargained and offered. The NTC will honor all commitments made under those agreements.

3. The NTC will reimburse the UAW for the compensation and benefit costs of International staff assigned to provide services to the NTC in connection with the joint activities or the transition of such activities to the Trust Funds, excluding any and all administrative fees and charges.

National Joint Program Representatives

~~To the extent the Executive Board - Joint Activities determines the necessity, the Parties agree to use National Joint Program Representatives ("Representatives") in support of Health and Safety, New Hire Orientation, Plant Training which will include: i) Diversity and Inclusion, ii) Discrimination Prevention, iii) Sexual Harassment Prevention and iv) Workplace Violence Prevention, Employee Assistance Program, Team Leader Assessment/Audits, Technical Training and World Class Manufacturing (WCM). These Representatives will be governed by all Company policies and procedures applicable to~~

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~~FCA UAW represented employees. To the extent any such National Joint Program Representatives are employees of the UAW on assignment as a Representative, the UAW will chargeback, with no administrative fee, to the appropriate Trust Fund for the cost of the UAW represented National Joint Program Representatives' compensation and benefits.~~

To the extent that the Trustees of the LMC Trust or the VEBA Trust determine that it is reasonable and prudent to retain National Joint Program Representatives ("Representatives") to provide services to the Trusts, the parties agree to their use. Representatives may be retained both to conduct the activities of the LMC Trust, and to administer the benefit programs of the VEBA Trust, that are identified in this Memorandum of Understanding.

To the extent any such National Joint Program Representatives are employees of the UAW on assignment as a Representative, the UAW will chargeback, with no administrative fee, to the appropriate Trust Fund for the cost of the National Joint Program Representatives' compensation and benefits.

The parties further agree that the LMC Trust or the VEBA Trust may retain UAW-represented FCA employees who are specially assigned to provide services to the Trusts. To the extent that either Trust requests such special assigned individuals, the UAW and FCA will jointly recommend qualified individuals. The applicable Trust will evaluate any such employee's qualifications for the services and determine the appropriate level of compensation to be provided. When the Trust decides to retain an employee, FCA will grant the employee leave, continue the employee's benefits and pay the employee a rate determined by the Trustees. The Trust will thereafter reimburse FCA for the cost of employee's compensation and benefits.

Representatives shall work from their locations designated by the trustees of the LMC and VEBA Trusts. ~~Company location~~ and shall perform such duties as the trustees may assign in connection with the Trusts' operations in support of their respective programs, including the preparation of summaries of work performed for the Executive Board. Unless the trustees determine otherwise, UAW employees selected as Representatives will be governed by UAW policies and procedures and Special Assigned employees selected as representatives will be governed by Company policies and procedures applicable to FCA UAW represented employees. Employees of the UAW who are selected for any representative role will be identified by the UAW, subject to the approval of the trustees of the LMC and VEBA Trusts. The number of Representatives will be set by the Executive Board during the term of the 2019 National Agreement. It is recognized that the number of Representatives will include those on temporary assignments for specific projects and durations. The individuals selected for any Representative role will be appointed by the UAW, subject to the approval of the Executive Board. Removal of a National Joint Program Representative may be effectuated by the trustees Executive Board. If the Executive Board is Trustees are unable to agree on a potential removal, that issue may be addressed under the dispute resolution procedures of the applicable Trust Fund(s).

General

~~The parties have reviewed, and updated provisions contained in the 2015 FCA-UAW National Agreement pertaining to Joint Activities and joint funding. On the effective date of the 2019 National Agreement, all prior National Agreement provisions, Local Agreement provisions, Memorandums of Understandings, Letters, Documents or Excerpts, etc. regarding Joint Activities and joint funding, not specifically provided for in the 2019 National Agreement, shall cease and no longer be applicable. As such, the parties recognize that~~

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~~this~~ This Memorandum of Understanding ~~will be the controlling document and~~ supersedes any prior provisions and/or understandings related to ~~Joint Activities and joint activities funding.~~

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(N-254) Memorandum of Understanding on FCA-UAW Center for Employee Development - 2023 Funding Addendum

MEMORANDUM OF UNDERSTANDING
ON UAW-FCA CENTER FOR EMPLOYEE DEVELOPMENT

2023 Funding Addendum

1. The Company will continue to fund the operations of the FCA-UAW-Center for Employee Development (also known as the National Training Center, "NTC") through 12/31/23, by within seven calendar days of ratification, making a contribution of \$3 million to the NTC.

2. The parties anticipate that the UAW-FCA LMC and VEBA Trusts will become operational during 2024. When the Trusts advise the NTC that they are prepared to begin operating, the NTC Board will transfer any assets not needed in connection with the dissolution of the NTC to the LMC and VEBA Trusts allocated between the Trusts as determined by the NTC Board. Any contribution due under this agreement to a Trust that is not yet operational will be made to the NTC.

3. As used below, "Compensated Hours" shall have the same meaning as that term is defined in the FCA US LLC Profit Sharing Plan for Hourly and Represented Salaried Employees in the United States.

4. 2024 Funding:

The Company will contribute \$28.64 million to the NTC to fund its operations in 2024 by making four equal quarterly installment payments by 11/30/23, 2/29/24, 5/31/24 and 8/31/24. In the event that the UAW-FCA LMC Trust or the UAW-FCA VEBA Trust is operational at the time that any such payment is due, the payment will be made to that Trust, with 44% of the payment being made to the LMC Trust and 56% of the payment being made to the VEBA Trust unless the parties agree that circumstances warrant a different allocation. Any payment or portion thereof not made to a Trust will be made to the NTC.

5. 2025 Funding:

- a. The Company agrees to fund the Trusts' 2025 operations by making a contribution ("2025 Contribution") equal to the greater of: (i) the total Compensated Hours of all UAW-represented FCA employees for the period starting 11/1/23 through 10/31/24

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multiplied by 37 cents or (ii) the aggregate amount contributed to the Trusts to fund their 2024 operations multiplied by 1.03.

- b. 44% of the 2025 Contribution will be contributed to the LMC Trust and 56% will be contributed to the VEBA Trust, unless the parties agree that circumstances warrant a different allocation.
- c. The 2025 Contribution will be transferred to the appropriate trust in four equal quarterly installments by 11/30/2024, 2/28/25, 5/31/25 and 8/31/25. The Company will provide the Trusts with information showing the basis on which the 2025 Contributions are calculated, if based on Compensated Hours, no later than November 30, 2024.

6. 2026 Funding

- a. The Company agrees to fund the Trusts' 2026 operations by making a contribution ("2026 Contribution") equal to the greater of: (i) the total Compensated Hours of all UAW-represented FCA employees for the period starting 11/1/24 through 10/31/25 multiplied by 38 cents or (ii) the aggregate amount to be contributed to the Trusts to fund their 2025 operations before any offset is applied multiplied by 1.03.
- b. 44% of the 2026 Contribution will be contributed to the LMC Trust and 56% will be contributed to the VEBA Trust, unless the parties agree that circumstances warrant a different allocation.
- c. The 2026 Contribution will be transferred to the appropriate trust in four equal quarterly installments by 11/30/2025, 2/28/26, 5/31/26 and 8/31/26. The Company will provide the Trusts with information showing the basis on which the 2026 Contributions are calculated, if based on Compensated Hours, no later than November 30, 2025.

7. 2027 Funding

- a. The Company agrees to fund the Trusts' 2027 operations by making a contribution ("2027 Contribution") equal to the greater of: (i) the total Compensated Hours of all UAW-represented FCA employees for the period starting 11/1/25 through 10/31/26 multiplied by 39 cents or (ii) the aggregate amount to be contributed to the Trusts to fund their 2026 operations before any offset is applied multiplied by 1.03.
- b. 44% of the 2027 Contribution will be contributed to the LMC Trust and 56% will be contributed to the VEBA Trust, unless the parties agree that circumstances warrant a different allocation.
- c. The 2027 Contribution will be transferred to the appropriate trust in four equal quarterly installments by 11/30/2026, 2/28/27, 5/31/27 and 8/31/27. The Company will provide the Trusts with information showing the basis on which the 2027 Contributions are calculated, if based on Compensated Hours, no later than November 30, 2026.

8. 2028 Funding:

- a. The Company agrees to fund the Trusts' 2028 operations by making a contribution ("2028 Contribution") equal to the greater of: (i) the total Compensated Hours of all UAW-represented FCA employees for the period starting 11/1/26 through 10/31/27 multiplied by 40 cents or (ii) the aggregate amount to be contributed to the Trusts to fund their 2027 operations before any offset is applied multiplied by 1.03.

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- b. 44% of the 2028 Contribution will be contributed to the LMC Trust and 56% will be contributed to the VEBA Trust, unless the parties agree that circumstances warrant a different allocation.
- c. The 2028 Contribution will be transferred to the appropriate trust in four equal quarterly installments by 11/30/2027, 2/29/28, 5/31/28 and 8/31/28. The Company will provide the Trusts with information showing the basis on which the 2028 Contributions are calculated, if based on Compensated Hours, no later than November 30, 2027.

9. The annual contributions to be made to the LMC Trust and the VEBA Trust for any year after 2024 will be reduced to the extent that the net assets excluding property and equipment ("Net Assets") of the applicable Trust on November 1st of the year preceding the year for which the contribution is to be made exceed the amount due to that Trust for that year before any offset is applied.

Example for LMC Trust:

Aggregate Contribution for 2024 \$28.64M
Contribution to LMC Trust (44%) \$12.60M LMC
Trust Net Assets 11/1/24 \$2.10M
Amount Net Assets Exceed 2024 Contribution - \$10.50M
Contribution for 2025 (\$28.64M * 1.03 * .44) \$12.98M
Available to LMC Trust for 2025 \$15.08M (Less Nov./Dec. Expenditures)

10. All contributions made to the LMC Trust and VEBA Trust will be Trust assets and may be used only in accordance with the provisions of the applicable Trust Agreement.

11. The Trustees of the LMC and VEBA Trusts will provide the Company with annual budgets, including a budget for the portion of the year in which they assume responsibility from the NTC for the joint activities and programs. After reviewing the budgets, the Company will make contributions to the Trusts as set forth above except to the extent that the Company reasonably believes such contributions would violate Section 302 of the Labor Management Relations Act ("LMRA").

12. Decisions made by the Trustees with respect to the Trusts' assets will not be subject to review by the Company nor will the Company have the right to accept, modify or reject those decisions, except that the Company shall have the right not to make contributions for expenditures that the Company reasonably believes would violate Section 302 of the Labor Management Relations Act.

13. To assist the Trustees in preparing the following year's budget, the Company will provide the Trusts with a report on August 1st of each year showing the total Compensated Hours of all UAW-represented FCA employees for the eight-month period ending June 30 of that same year. The report will be accompanied by the underlying data used to determine the number of Compensated Hours.

14. Each Trust may conduct audits of the Company's payroll and wage records and other records that it may reasonably request to determine whether the Company has satisfied its contribution obligations under the terms of this agreement. The UAW may share the results of its review of the Company's profit sharing calculations, and any information provided to the UAW by the Company for the purpose of conducting that review, with the Trusts to assist the Trusts in determining whether the Company has satisfied its obligations under the terms of this agreement.

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(M-15) Memorandum of Understanding on FCA-UAW Center for Employee Development - Exhibit A

M-15

**Memorandum of Understanding
on FCA-UAW Center for Employee Development**

Under the ~~new~~ Memorandum of Understanding concerning the FCA-UAW Center for Employee Development, the parties have agreed to reorganize the existing Joint Programs as part of two Taft-Hartley Trust Funds (Trusts). Existing contract language, letters, memoranda and other documents reference or relate to Joint Programs and/or the UAW-Chrysler National Training Center (NTC). The parties recognize that such language, some of which has been in place and in operation for a long time, will need to be conformed to the ~~new~~ 'Memorandum of Understanding on FCA-UAW Center for Employee Development' and to the Trusts. In some cases, the language changes may be minor. In others, conforming existing Joint Programs language to the new Trust arrangement may require modifications in order to permit the spirit and intent of such Joint Programs language and negotiated agreements to be implemented and administered under the Trusts.

Therefore, it is agreed that the parties are empowered and shall ~~use~~ make any such required changes after the transition period described effective date of the 2023 National Agreement. Unless the parties agree otherwise, all joint activities currently conducted by the NTC, and any joint activity identified in the 2023 Memorandum of Understanding on FCA-UAW Center for Employee Development, will continue. Conforming changes to make any such required changes the National Agreement will not affect the substance of those activities and will be consistent with the spirit and intent of the parties as expressed in the National Agreement.

The letters identified in Exhibit "A", attached to this Memorandum of Understanding, will be subject to the above review process and, as modified, re-published if required.

Exhibit "A"

Production, Maintenance and Parts (PM&P) Agreement
Letter (3) - Employee Assistance Program Representative

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Letter (103) - Youth Programs
Letter (106) - Tuition Assistance Plan
Letter (109) - Employee Assistance Program
Letter (111) - National and Local Training
Letter (116) - National Equal Application Committee
Letter (117) - Discrimination and Harassment Prevention
Letter (119) - New Hire Orientation
Letter (124) - World Class Employee Participation
Letter (153) - Attendance Counselor
Letter (154) - College Credit Certificate/Certification Program
Letter (158) - Training for Civil Rights and Equal Application Committees
Letter (159) - Union and Company Awareness
Letter (181) - Technology Training Center
Letter (190) - Local Technical Training Committee
Letter (194) - UAW-Chrysler Scholarship Program for Dependent Children
Letter (218) - Sexual Harassment Counseling for New Hires
Letter (223) - Diversity Training
Letter (248) - EAP Representative Internal Certification
Letter (249) - Work Place Behavior
Letter (251) - Product Quality and Job Security
Letter (255) - Team Member/Team Leader Classification
UP Letter (115) - World Class Manufacturing - UAW Joint Technical Pillar Leads
Verbal Understanding - IQP Database/Employee Suggestions
Verbal Understanding - Tuition Assistance Plan; Dependent Scholarship Program; Label on vehicles
(M-3) – Memorandum of Understanding on Health and Safety

Engineering, Office and Clerical (E,O&C) Agreement

Letter (74) - Employee Assistance Program Representative
Letter (121) - Youth Programs
Letter (60) - Tuition Assistance Plan
Letter (70) - Employee Assistance Program
Letter (95) - National and Local Training
Letter (124) - Equal Application Representation
Letter (20) - Discrimination and Harassment Prevention
Letter (45) - New Hire Orientation
Letter (30) - World Class Employee Participation
Letter (104) - College Credit Certificate/Certification Program
Letter (131) - Training for Civil Rights and Equal Application Committees
Letter (117) - Union and Company Awareness
Letter (130) - Technology Training Center
Letter (170) - Local Technical Training Committee
Letter (160) - UAW-Chrysler Scholarship Program for Dependent Children
Letter (132) - Sexual Harassment Counseling for New Hires
Letter (38) - Diversity Training
Letter (195) - EAP Representative Internal Certification
Letter (194) - Work Place Behavior
(M-13) – Memorandum of Understanding on Health and Safety

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(S-2) S-2 Salaried Bargaining Unit Temporary Employees

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Salaried Bargaining Unit Temporary Employees

During the 2019 negotiations, the parties discussed circumstances where business needs may exist that require the utilization of temporary salaried bargaining unit hires beyond the scope provided for in Letter (13) Temporary Hires, as contained in the 2019 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 employees 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 employees.

Due to the nature of the work performed by the salaried bargaining unit, temporary 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 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 employees shall not be considered as an infringement of the rights of regular employees under the 2019 Engineering Office and Clerical Agreement. 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. 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 employee.

C. The Company may discharge or terminate the employment of a temporary employee at any time provided, however, the Union may protest in the grievance procedure

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the discharge or termination of a temporary employee in cases of claimed discrimination on account 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.

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

E. A temporary employee shall be subject to the provisions of Sections (9) through (14) of the 2019 Engineering Office & Clerical Agreement. The initiation fee and monthly dues regularly required of temporary 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 2019 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.

I. In the event a Seniority Employee's Corporate Service Date does not reflect the time the employee spent as a temporary employee, as defined above and in Letter (13), their temporary time will be used to determine their vacation entitlement only. Any break in service will not be applied toward this vacation entitlement.

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

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FCA US LLC

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Plant Closing and Sale Moratorium

~~December 16, 2019~~ September xx, 2023

O&C&E

(9) Plant Closing and Sale Moratorium

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

~~Dear Mrs. Estrada:~~ Mr. Boyer:

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, 2023~~ April 30, 2028, 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, . . .

FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

~~Gynthia Estrada~~ Rich Boyer

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Employee-Retiree New Vehicle Purchase/Lease Programs

~~October 12, 2011~~ September xx, 2023

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(12) Employee-Retiree New Vehicle Purchase/Lease Programs

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Mr. Rich Boyer

Dear ~~Sirs~~ Rich Boyer:

This will confirm that ~~Chrysler Group LLC~~ FCA US LLC intends to continue the Employee Advantage Program for eligible employees, retirees and surviving spouses. Eligible participants include active employees; employees on approved leaves of absence; dependents of eligible employees/retirees; retirees receiving benefits from a normal, early or PTD pension under the Chrysler-UAW Pension Plan; spouses of employees and retirees; surviving spouses receiving benefits from a normal, early or PTD pension; sons and daughters (including stepchildren) of living employees, retirees, and surviving spouses receiving benefits from a normal, early or PTD pension; parents and parents-in-law of employees or retirees; brothers, sisters, step-brothers, step-sisters, half-brothers and half-sisters of employees and retirees; brothers-in-law and sisters-in-law of employees and retirees; and sons-in-law and daughters-in-law of employees and retirees; part-time employees; grandparents; grandchildren; and same sex domestic partners meeting the criteria as defined by the benefits group. Also eligible are survivors of eligible salary employees who receive a monthly Transition benefit and surviving spouses of employees who died while actively employed regardless of pension or marital status; as long as the surviving spouse is alive, the children also remain eligible. Surviving spouse participants must prove relationship to verify eligibility. Notwithstanding the above, active employees may designate one person of their choosing to be an eligible participant in the Program annually. If elected, the recipient will count towards the employee's allotment of six (6) vehicles available annually at the Employee Price.

Eligible employees, retirees and surviving spouses may purchase and / or lease up to a total maximum of six (6) eligible vehicles during the calendar year under the Program. Under the Employee Advantage Program, the dealer selected by the employee, will bill the employee a sum not to exceed the Employee Price (EP) designated on the vehicle invoice.

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The Employee Advantage Program also provides ~~Chrysler~~ Stellantis active employees, supplemental employees, retirees, and surviving spouses the opportunity to obtain up to six (6) Control Numbers to extend to friends and extended family members under the Friends Program, which offers preferred pricing. Under the program, the dealer selected by the employee will bill the purchaser a sum not to exceed the Preferred Price (PP) designated on the vehicle invoice.

Control Numbers and complete terms and conditions of the program are available via the ~~Chrysler Group LLC~~ FCA US LLC Employee Advantage Program website (www.ea.chrysler.com) and hot line (800.756.2886).

In continuing to make the Employee Advantage Program available it is understood and agreed that the Company may at any time modify, change or discontinue the Programs and it shall have no obligation to bargain concerning its decision to do so. The Union will be advised in advance of any such action. It is further agreed that the institution of this Program shall not constitute a precedent for future negotiations on this subject.

We appreciate the efforts of the UAW to encourage employees to purchase and / or lease the Company's Products.

Very truly yours,
~~CHRYSLER GROUP LLC~~ FCA US LLC
By ~~A. A. Iacobelli~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holliefield~~ Rich Boyer

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E / O & C

Sale of Operations

~~December 16, 2019~~ September xx, 2023

O&C&E
(15) Sale of Operations

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Boyer:

During these negotiations, the Union requested the Company agree that any sale of an operation as an ongoing business would require the buyer to assume the ~~2019~~ 2023 FCA US LLC/UAW Collective Bargaining Agreement. The Company agreed to do so in the case of any such sale during the term of the ~~2019~~ 2023 Agreement.

Very truly yours,
FCA US LLC
By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Gynthia Estrada~~ Rich Boyer

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E / O & C

Discrimination and Harassment Prevention

~~October 22, 2015~~ September xx, 2023

O & C & E
(20) Discrimination and Harassment Prevention

International Union, UAW

Attention: ~~Mr. Norwood H. Jewell~~ Mr. Rich Boyer

Dear Sirs:

In accordance with FCA US LLC Policy 3-6 regarding Discrimination and Harassment Prevention

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.

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 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:

EEO Compliance & Governance office; or

- The Ethics Helpline at 1-800-543-1391 and/or www.ethicshelpline.fcagroup.com or www.integrityhelpline.stellantis.com
- The Local Human Resources Office; or Management.

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, FCA US LLC will use its best efforts to:

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- Protect the privacy and reputation of all individuals concerned;
- Maintain confidentiality throughout the investigation process and share information only on a need-to-know basis; and
- Assure that persons against whom allegations are made are treated fairly.

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

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.

Very truly yours,
FCA US LLC
By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
~~Norwood H. Jewell~~ Rich Boyer

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 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.

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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 facility will attempt to structure the team accordingly. The EEO Compliance and Governance Office may elect to name a representative to serve as an additional member of the Investigative Team or, where the 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 the EEO Compliance and Governance Office presence, the Chrysler Department-UAW may elect to also name an additional representative to the Team. Also, where the 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 EEO Compliance and Governance Office participated on the Investigative Team, the investigation results will be reviewed for final disposition by designees from:

EEO Compliance and Governance Office
Group Human Resources
Corporate 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 EEO Compliance and Governance Office.

Or in the case where the 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

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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.

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 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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E / O & C

Americans with Disabilities Act of 1990, Vocational Rehabilitation Assistance Act of 1973 and the Vietnam Era Veteran's Readjustment

~~October 12, 2011~~ September xx, 2023

O & C & E
(23) Americans With Disabilities Act of
1990 as amended, Vocational Rehabilitation
Assistance Act of 1973 and the Vietnam Era
Veteran's Readjustment Act of 1972 and 1974
and the Uniformed Services Employment and
Reemployment Rights Act of 1994

International Union, UAW

Attention: Mr. ~~General Holiofield~~ Rich Boyer

Dear ~~Sirs~~ Mr. Boyer:

The Company has a continuing policy of providing equal employment opportunity in conformance with the Americans with Disabilities Act of 1990 as amended, the Vocational Rehabilitation Assistance Act of 1973 and the Vietnam Era Veteran's Readjustment Act of 1972 and 1974 and the Uniformed Services Employment and Reemployment Rights Act of 1994 and will make reasonable accommodations in accordance with these laws. The Union also has long recognized the practical and moral value of these policies. Accordingly, it is agreed that, notwithstanding the provisions of Section (48) of the National Office and Clerical and Engineering Agreements, and any Local Supplemental Agreement negotiated pursuant thereto:

1. An employee who is approved for work by the Medical Department but with physical restrictions which limit the nature and type of the regular work ~~he they~~ can do will be placed, in accordance with ~~his their~~ seniority, on a job in ~~his their~~ department or division that ~~he they~~ can perform consistent with ~~his their~~ assigned physical restrictions.

2. If there is no such job in ~~his their~~ department or division and there is a job ~~he they~~ can perform in the plant, consistent with ~~his their~~ assigned physical restrictions,

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he they will be placed on that job in accordance with the provisions of Section (52)(a)3. At no time shall such placement violate any other employees seniority rights.

3. Prior to placing an employee on a job outside of their department, the Company shall notify the Local Union to ensure that there is not suitable work available within the employee's department, and that the placement is in accordance with their seniority.

3 4 The Plant Management and the Local Union shall take appropriate action to ~~insure~~ ensure that Local Supplemental Agreements conform herewith.

Very truly yours,
CHRYSLER GROUP LLC FCA US LLC
By A. A. Iacobelli Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Heliefield Rich Boyer

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E/O & C

World Class Employee Participation

~~October 12, 2011~~ September xx, 2023

(30) ~~World Class~~ Stellantis Production Way Employee Participation

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Mr. Rich Boyer

Dear ~~Sirs~~ Rich Boyer:

During discussions leading to the ~~2011~~ 2023 Agreement, the parties reviewed the fact that in many of our facilities, the local parties have assigned Local Union representatives and appointees to the ~~Technical Pillars Domains~~ as joint ~~Pillar~~ leads. The parties agreed that a full fledged partnership in WGM Stellantis Production Way (SPW) implementation including development, leadership, administration, execution, training and coaching is necessary for success. The parties also shared their concern that the concept of full fledged partnership through joint ~~Pillar~~ leadership must not result in selective implementation of WGMSPW. In conclusion, the parties agree that in order to realize the manufacturing competitiveness required for the Company's success and for employees to share in that success, WGMSPW must operate function strictly as developed and designed, and be implemented in a true joint partnership between the Company and the Union. ~~The parties also agree that such joint leadership will continue to operate in the context of the 2009 Addendum to the 2007 Agreement and pursuant to the LSA, which mandates full and complete WGM implementation. It was is~~ also noted that WGMSPW is an operating system owned and operated by FiatStellantis, the terms and conditions of which are proprietary and that the purpose for the requirement to jointly implement WGMSPW fully is to build the manufacturing organization to Wworld Gclass levels necessary to provide long term viability and job security.

Accordingly, the parties hereby commit to a new, ~~21st century model of~~ joint partnership. This ~~new model, forged in the shadow of bankruptcy,~~ is a full fledged partnership in joint support of WGMSPW implementation, execution, training and coaching as a full and complete operating system in order to realize the manufacturing competitiveness required for Company success and for employees to share in that success.

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After considerable dialog, the parties arrived at the following additional conclusions:

- Automotive manufacturing is undergoing a grand consolidation on a global scale.
- In the global competition between operating systems, Lean Manufacturing is winning against traditional Mass Production systems.
- WGMSPW is ~~the most~~ a holistic road-map to Lean Manufacturing the parties have experienced.
- It is of critical importance that WGMSPW be jointly implemented systematically and fully in order to operate successfully and thereby position the Company and the Union firmly among the winners in the global automotive manufacturing community.

Accordingly, the parties have arrived at the following understandings:

- ~~Each Some Technical Pillar Domains~~ may continue to be assigned a UAW represented joint ~~Pillar~~ lead from among the existing UAW plant level representatives or appointees.
- The role of the UAW joint ~~Pillar~~ lead shall remain to provide joint leadership to the systematic and full implementation of WGMSPW.
- As in the case of Management ~~Pillar Domain~~ leads, UAW joint ~~Pillar Domain~~ leads shall continue to retain the full time work to which they had otherwise been assigned.

The UAW Vice President and Director of the Stellantis Department will be permitted access to the Total Production Cost (TPC) rooms in each facility to participate in strategic planning activities.

The SPW Master Planners in each manufacturing facility will have a UAW SPW Plant Lead to assist with the support, administration and dissemination of the all encompassing operating system processes and facilities short to long term business plans. The UAW SPW Plant Lead will also support validations of plant self assessments, calibrations and Shop Floor Management (SFM) board reviews. The UAW SPW Plant Lead's Domain knowledge, SFM leadership and business acumen will be critical to driving projects, ensuring kaizen completion, and cost saving projects to meet the execution of the plant road-map and improvement of the plant Key Performance Indicators.

The parties acknowledged that individuals who are capable of functioning at the UAW SPW Plant Lead level must first exhibit a strong knowledge and application of SPW Domain methodologies. They must demonstrate a high level of involvement with the SFM process on the shop floor. They show mastery of plant business acumen through delivery of projects, kaizens completed, and workshop participation. They must have held multiple roles in the plant organization. Through a standardized evaluation process, these individuals must demonstrate engagement in the Domains and SFM activities that require shop floor leadership, including audit preparation, presentation skills, kaizen activity and autonomous radar chart gap closure. UAW SPW Plant Lead openings will be filled following a thorough selection process by the UAW Vice President and Director of

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the Stellantis Department and reviewed by the Stellantis Vice President of Employee Relations to confirm the final selection of the UAW SPW Plant Leads.

The objective of these understandings, is to jointly accelerate and improve the systematic and full implementation of WGMSPW. The parties agreed that WGMSPW is designed to provide a foundation of product quality and manufacturing competitiveness required for long term Company viability and employee job security. Accordingly, consistent with the goal of promoting employee job security, the parties agree to challenge managers in those instances where managers are found promoting activities contrary to WGMSPW that are designed to result in short term gain and advance personal agendas. The parties also agree that senior level Management will instruct and encourage its managers at the shop floor level to solicit, welcome and give full weight to the voice of employees ~~for~~ for the purpose of generating the dialog necessary for moving from mere employee compliance, to understanding and internalization of WGMSPW.

In furtherance of the UAW's vision for a more progressive world class partnership, and in order to support the important participative role described above and required of all, the parties agree that WGMSPW shall replace and supersede all prior Employee Participation programs ~~referenced in our collective bargaining agreements i.e., PQI, WOM, SMART, JAOP and MOA.~~ Notwithstanding, in the interest of continuity, the parties agree to continue utilizing the current Team based model with the understanding that the National World Class Partnership Council (NWCP) established below may review aspects of the model such as the Team Leader selection and removal process for the purpose of closer alignment with WGMSPW.

Accordingly, at each facility covered by the National Production, Maintenance, and Parts, and Office, Clerical and Engineering Agreements the parties agree to utilize a Local World Class Partnership Council (LWCP) as a means to facilitate and promote the implementation of WGMSPW and the employee participation upon which successful implementation relies. This Local Council shall consist of up to a total of ten (10) employee and management representatives, such representation being equally divided between the parties including the Local Union President and/or Unit Chairperson under the OC&E Agreement, and the Bargaining Committee Chairperson or his/her designee, the Plant, Parts Distribution Center or Office Manager and the Human Resources Manager or his/her designee. The remaining members of the LWCP, if any, shall be determined by the local parties consistent with guidelines developed by the below described National WCP Council. The Local Council will meet at the request of either party, if mutually deemed desirable or necessary, but in no event for the consideration of matters not in direct support of its role as defined above.

The National Council shall be composed of five (5) representatives of the UAW International Union and five (5) senior level representatives of the Company and shall be co-chaired by the Vice President and Director of the UAW Chrysler-Stellantis Department and the Company's Vice President, of Manufacturing. The National Council will meet bi-~~monthly~~annually or more frequently if mutually deemed desirable or necessary, in performance of their role to provide ongoing leadership to the above described local parties. Furthermore, the parties agree to include SPW program implementation and effectiveness review on the JSOES meeting agenda. Also, the SPW Lead for North America will extend invitations to the UAW Assistant Director Stellantis Production Way and UAW International Representative SPW Deployment Team Lead to the weekly SPW Deployment Meeting and the SPW Monthly Business Club Meeting.

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Any issues on WGMSPW and/or quality that are not able to be resolved by the local parties will be appealed to the National Council for resolution.

Very truly yours,

~~Chrysler Group LLC~~ FCA US LLC

By ~~A. A. Jacobelli~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~General Holiefield~~ Rich Boyer

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FCA FINANCIAL SERVICES GROUP, INC.

E/O & C

Activities Representative - Kokomo/ITP and Belvidere

~~October 12, 2011~~ September xx, 2023

O&C&E

(56) Activities Representative - Kokomo/ITP and Belvidere

International Union, UAW

Attention: ~~Mr. General Holtefield~~ Mr. Rich Boyer

Dear ~~Sirs:~~ Mr. Boyer:

During the recent negotiations, the Union expressed concern with respect to having its ~~salaries~~ members at the combined Kokomo/ITP locations properly serviced in matters pertaining to Health and Safety, EAP, Benefits and other activities as may be assigned.

Accordingly, it is agreed that, subject to the conditions set forth below, the International Union, UAW may appoint one (1) Activities Representative each for the combined Kokomo/ITP ~~and Belvidere locations~~ who shall be a regular ~~salaries~~ employee on the active roll having seniority and in a unit represented by the UAW. Belvidere shall have a regular salaries employee on active roll and having seniority and in a unit represented by the UAW.

Responsibilities will include but are not limited to the following:

- Health and Safety matters pursuant to the terms and conditions of the Memorandum of Understanding - Health and Safety.
- EAP duties as deemed appropriate pursuant to the terms and conditions as set forth in Letter (74), Employee Assistance Program Representative.
- Benefit matters relating to pension, insurance programs and SUB local appeal matters subject to the terms and conditions as set forth in Letter (62).
- Other activities that may be required and agreed upon by the parties.

It is understood that the Representative's hours per week for the foregoing shall not exceed forty (40) hours for the combined Kokomo/ITP and eight (8) for Belvidere.

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Should administrative questions pertaining to the terms and conditions of this letter arise, they shall be referred to the International Union, UAW and the Corporate Union Relations Office for resolution.

Very truly yours,

~~CHRYSLER GROUP LLC FCA US LLC~~

By ~~A. A. Jacobelli~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~General Holifield~~ Rich Boyer

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FIAT CHRYSLER AUTOMOBILES

E/O & C

Tuition Assistance Plan

~~October 22, 2015~~ September xx, 2023

O&C&E
(60) Tuition Assistance Plan

International Union, UAW

Attention: ~~Norwood H. Jewell~~ Mr. Rich Boyer

Dear ~~Sirs~~ Rich Boyer:

~~During current negotiations, Chrysler FCA US LLC and the UAW reaffirmed the necessity of providing active and temporarily laid-off seniority employees opportunities for education and training to develop job skills and competencies to improve their potential for job advancement within FCA. 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 eligible~~ to receive assistance in the form of up-front payment ~~for job related degree-seeking courses at to licensed or nationally or regionally 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; Degree programs are subject to approval by the UAW/Chrysler National Training Center- FCA Tuition Plan Administrators. Additionally, FCA and the UAW will continue to jointly identify courses of study for certificate programs associated with appropriate joint programs offered.~~

Courses

Suitable courses are those approved by the UAW/Chrysler National Training Center, ~~including, but not limited to, those required for adult basic education, such as those required for high school completion or high school equivalency certification, university, and 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.

Appeal Process: The Union expressed concerns regarding the Appeal Process for denied courses and degree requests. For the purpose of this program, a standardized appeal process will be implemented within ninety (90) days of the agreement ratification.

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)~~ FCA-UAW Center for Employee Development (M-14). 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~~ Eligible employees are defined as a UAW represented Chrysler FCA employee on the active employment rolls or on temporary layoff with seniority under the terms of the current Chrysler FCA US LLC / UAW National Agreement. Employees must be on active roll or on temporary layoff for the duration of the course term. 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 eligible UAW represented FCA employees on Military Leave of Absence or who have been appointed or elected as union officials on leave of absence under Section (67)(a)(i) of the National Agreement.

Supplemental Employee Eligibility

During 2023 bargaining the parties agreed to include Supplemental Employees in the Tuition Assistance Plan (TAP) benefit to enhance their opportunities for education and training. Following are the eligibility criteria for Supplemental Employees:

- 1) must have actually worked ninety (90) days prior to utilizing the TAP benefit
- 2) must remain actively working while utilizing the TAP benefit

Type of Assistance

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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: The Tuition Assistance Plan provides up to \$8,000 per calendar year for job related degree-seeking courses at nationally and regionally accredited colleges or universities. The Plan allows for up to \$1,000 per year (of the \$8,000 maximum eligibility) reimbursement for degree related books. Employees must receive a passing grade to qualify for Tuition Assistance. Incomplete and failed courses will not be covered.~~

~~— \$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~~

~~— \$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~~

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programs. Maximum eligibility under this Plan is \$8,400 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 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. The UAW-Chrysler National Training Center has the authority and discretion to interpret the terms of the Plan under the provisions of the Memorandum of Understanding on FCA-UAW Center for Employee Development. 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.~~

Very truly yours,
FCA US LLC
By Glenn Shagena Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell Rich Boyer

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Safety and Health Audits

~~December 16, 2019~~ September xx, 2023

(65) Safety and Health Audits

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Boyer:

The parties discussed the ongoing Joint Safety and Health Audit Program and 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 (NJC).

A joint audit team has been established consisting of three (3) UAW International Representatives appointed by the Vice President and Director International Union, UAW ~~FCA~~ Stellantis Department and three (3) Management Safety and Health professionals appointed by the Vice President of Employee Relations. Both parties recognize the need to maintain a staff of qualified safety and health auditors. The NJC 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. The Vice President and Director International Union, UAW ~~FCA~~ Stellantis Department will strive to identify and select new UAW audit team members with an appropriate level of health and safety experience that would enable them to effectively audit plant conformance with Company and OSHA requirements, (such as a H&S Professional, a UAW H&S Representative, H&S Trainer/ Ergonomic Analyst). In addition, new auditors will be required to complete up to four (4) weeks of training within ninety (90) days of appointment or as soon as class availability permits. To facilitate cross functional training and benchmark opportunities, one UAW and/or one Management auditor may be replaced by a plant LJHSC member from within the same labor market as the audit location at the discretion of the parties' respective National Joint Health and Safety Co-Leads.

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An available UAW Nurse will accompany the audit team to facilities with onsite FGA Stellantis medical operations 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 NJC will continue to review and provide input to the audit team on the audit program criteria as required. At least once per year, the National Joint Health and Safety Co-Leads will identify a joint audit criteria review team (from existing Health and Safety Audit 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 will be updated in a timely manner in the Company approved database. Changes shall be communicated to all facilities prior to implementation, and facilities will be afforded appropriate opportunity/time to conform with such changes in accordance with provisions/requirements communicated jointly by National Joint Health and Safety Co-Leads and Corporate OSH.

The designated UAW-FGA Stellantis Joint Safety and Health audit team will ~~conduct~~ schedule audits as deemed necessary, ~~but in no case less than with the intent to audit~~ once every year for manufacturing facilities and Centerline PDC, and once every three years for all other facilities covered under the M-13 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 NJC. 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 NJC for prompt resolution.

In the event the Union feels that the corrective action plan is not being implemented in the defined time parameters the matter will immediately be taken up with the NJC through the escalation process defined in M-13 Section IV for prompt resolution.

Very truly yours,

FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW

By ~~Gynthia Estrada~~ Rich Boyer

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E / O & C

Plant Vacation Shutdown

~~October 12, 2011~~ September xx, 2023

O&C&E
(67) Plant Vacation Shutdown

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Rich Boyer

Dear ~~Sirs~~ Rich Boyer:

In the event of a temporary summer shutdown, employees may only be required to use one (1) vacation week and shall be entitled to Supplemental Unemployment Benefits (SUB) pay for any additional shutdown time. This will confirm our understanding that a plant shutdown for vacation purposes for up to two weeks may be scheduled at plants of the Company where schedules and operating conditions permit (employees will not be eligible for Supplemental Unemployment Benefits (SUB) or state unemployment benefits during the weeks so designated as vacation shutdown).

Management will advise the International Union of each year of the proposed dates and duration of the vacation shutdown and the employees, if any, that would be required to work during the vacation shutdown period.

Very truly yours,
CHRYSLER GROUP LLC FCA US LLC
By ~~A. A. Iacobelli~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Rich Boyer

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E / O & C

Employee Assistance Program

~~October 22, 2015~~ September xx, 2023

(70) Employee Assistance Program

International Union, UAW

Attention: ~~Mr. Norwood H. Jewell~~ Mr. Rich Boyer

Dear ~~Sirs~~ Mr. Rich Boyer:

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 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 FCA US LLC can achieve common goals in those areas. In this regard, the parties accordingly established a joint Employee Assistance Program under the UAW-Chrysler National Training Center (NTC).

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

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

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

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

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

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 FCA US LLC appointed respectively by the UAW Vice President and Director of the National Chrysler Department and the Company's Vice President, Employee Relations. The EAP process will function under the umbrella of the Local World Class Partnership Council (LWPC) 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

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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)**.

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

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

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

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

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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 FCA US LLC rules and regulations regarding confidentiality, disclosure of client information, or threats. These limits will be explained to employees. Because violations of confidentiality may destroy a program at the local level, and embarrass and offend employees who have placed their trust in the EAP, proven violations of confidentiality by EAP representatives, either by omission or commission, will be taken seriously. If it is alleged that a violation has occurred, a joint investigation will be conducted, and appropriate action taken, up to and including termination of their appointment.

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

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

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

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

Very truly yours,
FCA US LLC
By Glenn Shagena Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Nerwood H. Jewell Rich Boyer

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Employee Assistance Program Representative

~~October 22, 2015~~ September xx, 2023

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(74) Employee Assistance Program Representative

International Union, UAW

Attention: ~~Mr. Norwood H. Jewell~~ Mr. Rich Boyer

Dear ~~Sirs~~ Mr. Rich Boyer:

For each FCA US LLC plant, including Chrysler Center and Chelsea Proving Grounds, the Director of the ~~Chrysler~~ Stellantis 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~~ they is are to function. In addition, the Vice President and Director of the ~~Chrysler~~ Stellantis-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~~ Stellantis Department will advise Corporate Employee 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~~ their functions shall be determined on the basis of the number of UAW-represented employees in his plant in accordance with the following schedule:

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

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Furthermore, both parties agreed that manufacturing plants with 2,500 employees or more may appoint an additional EAP Representative. Consistent with the above language this appointment will be made by the Vice-President and Director of the Stellantis Department of the International Union from among those employees who have seniority under the National Production and Maintenance, Office & Clerical, Engineering or Parts Depot Agreements and who at the time of the appointment are at work in the plant in which they are to function. This individual will have 40 hours per week maximum off the job.

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 and alternate 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 their functions forty (40) hours per week, has a regular job to perform and that he they will advise his their Supervisor on each occasion when it is necessary for him them to leave his their 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 their functions as occurs during the time when he they is are 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

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the Labor Relations Supervisor or ~~his~~ their 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~~ their department and when so scheduled shall not perform ~~his~~ their function as an EAP Representative.

(e) The privilege of the EAP Representative to perform ~~his~~ their duties during regular working hours without loss of pay is subject to the conditions (i) that hours off the regular job are to be pre-planned and mutually agreed upon with the Labor Relations Supervisor or ~~his~~ their 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~~ they is-are assigned at all times except when it is necessary to leave ~~his~~ their work to handle ~~his~~ their 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~~ By mutual agreement with the Labor Relations Supervisor or his/her designated representative, the EAP Representative may adjust their starting time to be available to perform his/her duties on the second or third shift, in which case Sections (69) and (70) of the Office & Clerical, Engineering or Parts Depot Agreement shall not be applicable to them.

(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,
FCA US LLC
By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Norwood H. Jewell~~ Rich Boyer

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Joint Activities Representative

~~October 22, 2015~~ September xx, 2023

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(93) Joint Activities Representative

International Union, UAW

Attention: Mr. ~~Norwood H. Jewell~~ Rich Boyer

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 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 aforesaid matters for an employee at his plant, he shall so advise his supervisor and 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.

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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.

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.

(ii) 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.

(iii) If the 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 Company of the name of the employee, his plant, department and social security number and (ii) until the 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 Company. Such notice shall include the same identification information as set forth above.

The 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,
FCA US LLC
By Glenn Shagena Christopher Fields

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Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell Rich Boyer

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E / O & C

Cooling Off Period

~~November 19, 1990~~ September xx, 2023

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(100) Cooling Off Period

International Union, UAW

Attention: ~~Stan Marshall~~ Mr. Rich Boyer

Dear ~~Sirs~~ Mr. Rich Boyer:

During the course of the current negotiations, the Union expressed concern that some disciplinary interviews escalated into confrontation because tempers flared. The Union suggested that in these situations a "cooling off" period would be beneficial to all concerned.

The Corporation and the International Union agreed that contemplated discipline should be discussed in a calm manner allowing for an objective evaluation of the facts. In those situations where emotions preclude this from happening, the parties agreed that as a matter of practice and when possible such discussions should be postponed until such time that, ~~in the opinion of Management~~, a constructive exchange of information could occur.

Notwithstanding the foregoing, the parties recognized that certain actions such as assault, or other serious acts of misconduct, would render the "cooling off" period totally inappropriate.

Additionally, it was mutually recognized that providing or not providing a "cooling off" period will be without prejudice to either party in the application of any terms of the National Agreement and will not be cited or relied upon by an employee, the Union, or Management as a basis for any claim.

Very truly yours,
CHRYSLER CORPORATION FCA US LCC
By ~~A. P. St. John~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Stan Marshall~~ Rich Boyer

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Pre-Retirement Leaves

~~December 16, 2019~~ September xx, 2023

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(108) Pre-Retirement Leaves

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Boyer:

The parties addressed the desirability, where practicable, of having a mechanism to help reduce the number of indefinitely laid-off employees in those situations where the sudden creation of a large number of indefinitely laid off employees make it impractical to find placement opportunities for those employees. The Company is concerned about large numbers of employees who could return to a plant that had no available work for them. The Union, on the other hand, expressed an interest in longer seniority employees being able to take advantage of a program which would permit them to take a layoff and grow into retirement, while providing placement opportunities for other indefinitely laid-off employees.

A mutually acceptable program has been developed which permits the utilization of voluntary pre-retirement leaves. The parties agreed that in certain circumstances, by mutual agreement, they may agree to a program to place the employee(s) in a Special Program under Attachment A of M-10. Such program would pay the employee(s) at 85 percent (85%) of the employee's base salary to grow into retirement. Such requests must be approved by the National Job Security, Operational Effectiveness and Sourcing Committee (NJSOES).

This Letter describes the program guidelines and criteria which will be considered in evaluating program requests.

Program Guidelines - An Employee Sent Home to Grow into Retirement

- When approved, the program will be available to an indefinitely laid-off employee or to an employee who may be replaced by an indefinitely laid-off employee. This program will not be made available to employees currently eligible to

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retire under the provisions of the ~~2019~~ 2023 FCA US LLC-UAW Pension Plan or any other applicable pension plan.

- The number of employees to whom the program will be made available will be determined on a case-by-case basis, as approved by the National Job Security, Operational Effectiveness and Sourcing Committee, recognizing the necessity of maintaining employment levels that effectively fulfill the current and future manpower needs of the location.

It is understood that no promotions will arise solely as a result of the implementation of this program.

- An employee sent home pursuant to this provision will be compensated at 85 percent (85%) of straight-time pay (the employee's base salary in effect at the time of computation).

- An employee sent home pursuant to this provision under the E, O&C Agreements will be considered to be on Pre-Retirement Leave Status and will receive the same pay and benefits as though the employee was actively at work, except that pertinent pay practices such as holiday pay will be compensated at the 85 percent (85%) rate.

- The period an employee may be sent home to grow into retirement in accordance with these provisions will be limited to a maximum of twenty-four (24) consecutive months.

- Employees' Corporate Service Dates will be utilized as the tie-breaker in the event there are more applicants than approved for the program.

- To be eligible for this program, an employee must agree to retire effective the first day of the month following the month the employee first becomes eligible for **any type of voluntary retirement**. If an employee would also achieve 30 years of pension credited service within the twenty-four (24) month period, the employee may remain on the Pre-Retirement Leave until the 30 years of pension credited service eligibility. This program is not available to an employee who is already eligible for retirement. Such acceptance to the program by the employee will be irrevocable.

- Life Insurance Benefits will be determined according to Exhibit B Article II, Section 1 as though the employee was actively at work immediately preceding the date of death.

- An employee sent home to grow into retirement under this program will not be eligible for a Voluntary Termination of Employment Program.

Criteria to be Considered for the Program

- The creation of a large number of Employees on indefinite layoff, making it impractical to find placement opportunities for such employees.

The National Job Security, Operational Effectiveness and Sourcing Committee will jointly determine authorization to implement this program for a location that meets the following criteria:

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- Number of Employees on Indefinite Layoff
- Size of the active workforce
- Historical attrition rate
- Expectation of new work
- Future expectations regarding Indefinitely Laid-off employees
- Anticipated volume increases
- Anticipated training needs

Process

The National Job Security, Operational Effectiveness and Sourcing Committee will determine those employees to be eligible for the programs based on the location's current and future manpower, skills and training needs.

Eligible employees must complete the Pre-Retirement Leave application form. In the case of an employee being sent home to grow into retirement, a retirement application form and all related paperwork must be completed.

If these eligibility requirements are deemed to be in conflict with provisions of any law, as a result of subsequent regulations, legislation of similar developments, or for any reason cannot be applied in their current form during the term of the Agreement, then Pre-Retirement Leaves shall be limited to employees who would be eligible for early retirement based on attaining thirty (30) years of pension credited service within twenty-four (24) months of participating in a Pre-Retirement Leave.

Very truly yours,
FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Gynthia Estrada~~ Rich Boyer

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FCA US LLC

E/O & C

Product Purchase Programs

~~October 12, 2011~~ September xx, 2023

(115) Product Purchase Programs

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Mr. Rich Boyer

Dear ~~Sirs~~ Rich Boyer:

This will confirm that during these negotiations the Company advised the Union that it will continue the Mopar Parts Purchase Program for eligible employees and retirees offering convenience and continued favorable pricing. The Program provides a 25% discount off the dealer list price on Mopar Genuine Parts, remanufactured parts, performance parts and accessories. Exclusions apply to Wearable items, Tires, and other select specialty parts. The employee-retiree can order replacement parts by calling the program hot line (~~800.852.MOPAR~~ 855-476-6727) and receive a discount code or by using the internet site (<https://www.moparrep.com/employeeemeppl/>) where a discount code will be provided electronically. It is understood by the parties that this program is intended only for eligible employees-retirees.

In addition, employees-retirees who purchase and / or lease a Company vehicle under the terms and conditions of the Employee-Retiree New Vehicle Purchase / Lease Programs are eligible to receive 25% off the list price (MSRP) on Chrysler Service Contracts. A toll free number (800.521.9922) and website (www.servicecontracts.chrysler.com ~~moparvehicleprotection.com~~) will continue to be made available to our employees for further program information. It is understood by the parties that this program is intended for eligible employee-retirees and family members. It is understood and agreed that the Company may at any time modify, change or discontinue the Program and it shall have no obligation to bargain concerning its decision to do so. The Union will be advised in advance of any such action. It is further agreed that the institution of these Programs shall not constitute a precedent for future negotiations on this subject.

Very truly yours,
CHRYSLER GROUP LLC FCA US LLC
By A. A. Iacobelli Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~ Rich Boyer

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E / O & C

Resident/Quality Engineers

~~October 22, 2015~~ September xx, 2023

(116) Resident/Quality Engineers

International Union, UAW

Attention: Mr. ~~Norwood H. Jewell~~ Rich Boyer

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 Company explained that in order to improve quality in support of our Corporate goal to be world class, the Resident Engineer Program was implemented in 1994 with assurances to the International Union, UAW-~~Chrysler~~ Stellantis Department that it is not the intent of the 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 well as hourly employees, and Non-Bargaining Unit employees in quality improvement initiatives.

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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, which could include daily huddles, weekly touchpoints, etc., 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 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 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 2015 National O.G. & E Agreement a roundtable meeting between the Vice President and Director of the UAW-Chrysler Department, the approximate members of the Vice President's staff and the Vice President of Employee Relations for the Company, including the Executive Vice Presidents of Manufacturing 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 describing the relationship between Resident/Quality Engineers 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~~ Stellantis Department.

Very truly yours,
FCA US LLC
By ~~Glenn Shagena~~ Christopher Fields

JJF 9/6/23
HFN 9/6/23

Accepted and Approved

INTERNATIONAL UNION UAW
By ~~Norwood H. Jewell~~ Rich Boyer

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E / O & C

Appeal Board Rules of Procedure

~~December 16, 2019~~ September xx, 2023

(122) Appeal Board Rules of Procedure

International Union, UAW

Attention: ~~Mrs. Gindy Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Boyer:

During the ~~2019~~ 2023 Negotiations, the parties reaffirmed their commitment to the Appeal Board Rules of Procedure. The parties agreed that it is not the intent to use these rules as a device to frustrate the arbitration process.

In the event the parties cannot agree to a satisfactory date, either party may request that the Impartial Chair~~man~~ schedule and participate in a meeting of the Appeal Board to resolve the matter.

The parties discussed ways to streamline and improve the efficiency of the Appeal Board process. The parties agreed based upon their experience, that many cases submitted to the Appeal Board may not be sufficiently complex to require a hearing before the Impartial Chair. In order that such cases may be resolved as expeditiously as possible, the parties agree to the following:

~~The agreed upon procedures are as follows:~~

1. ~~As used herein, the term Definitions:~~

A. "Parties" means both the Company Appeal Board Representatives and the Union Appeal Board Representatives.

B. "Party" means the Company Appeal Board Representatives or the Union Appeal Board Representatives.

C. "Chairman" means the Impartial Chair~~man~~ of the Appeal Board.

D. "Impartial Chair Hearing" means a full meeting of the Appeal Board at which the Impartial Chair~~man~~ participates and at which the parties present evidence, witnesses, and may file post-hearing statements in support of their respective positions.

E. "Regular Meeting" is defined in Section 2 below.

2. Regular Meeting.

The parties shall schedule a Regular Meeting of the Appeal Board over two (2) consecutive days on a bi-monthly basis. Additional days may be added by agreement of the parties. At least seven (7) days prior to the Regular Meeting, the parties will exchange

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their positions, documents, and any other relevant evidence or information that will aid them in discussing and resolving pending matters at the Regular Meeting. If necessary, any of the participants involved in the Regular Meeting may attend the meeting remotely. If a participant needs to attend remotely, the party will provide three (3) days' notice of the remote participation.

During the first day of the Regular Meeting, the parties shall meet without the Impartial Chair, and shall attempt to resolve as many scheduled cases as possible. If after the first day, there are any remaining cases that the parties have been unable to resolve, they may either: (a) invite the Impartial Chair to mediate the case on the second day in an attempt to resolve without an Impartial Chair hearing; (b) schedule the matter for an Impartial Chair hearing before the Impartial Chair; or (c) by mutual agreement, hold the matter over for further discussion at the Appeal Board level.

Where cases are scheduled for an Impartial Chair Hearing pursuant to section (b) of the Regular Meeting above, the procedures set forth in the remainder of this Letter shall apply.

2-3. Locality

Hearings on cases shall be held at the plant or location from which the case arose. However, this does not preclude the parties from holding a hearing or hearings at other locations where, in appropriate cases, and for reasons of convenience and economy, it may be desirable to hold a hearing at another location. For reasons of convenience and economy, by mutual agreement, the parties may also utilize videoconferencing to hold hearings and/or present witnesses.

3-4. Notice of Hearing

A. A party desiring to present a case to the Chair~~man~~ shall give such advance notice thereof to the other party as will afford adequate time for preparation.

B. Final Appeal Board Hearing – the parties ensure full and complete exchange of positions, arguments, evidence and possible witness lists. This meeting should occur at least ten (10) business days prior to the established Impartial Chair Hearing arbitration date.

C. Final Discovery Meeting – the Company and Union Appeal Board Representatives may disclose additional relevant material not previously available. This meeting must occur at least three (3) business days prior to the established Impartial Chair Hearing arbitration date. Parties shall identify joint exhibits, stipulations and exchange any updated witness lists.

4-5. Date and Time of Hearing

The parties shall agree on the date and time of hearings with the concurrence of the Chair~~man~~. Hearings will be scheduled on or around the dates established for the parties' Regular Meetings or on any other dates agreed to by the parties and that align with the Impartial Chair's availability.

5-6. Stenographic Record

Either party may take a stenographic record at a hearing. The party desiring such a record shall pay the full cost thereof and shall provide the other party and the Chair~~man~~ with a copy of such record.

6-7. Attendance at a Hearing

Only persons having a direct interest in a hearing shall be entitled to attend a hearing. Such persons include official representatives of the Union and the Company and their observers. In the interest of the orderly and expeditious presentation of cases, only the parties, their witnesses and the Chair~~man~~, shall participate in the hearing. The Chair~~man~~ shall have the power to require the retirement from the hearing of any witness during the testimony of any other witness. Each party will endeavor to make arrangements to facilitate the attendance of a person or persons at the hearing. The parties may mutually agree to utilize videoconference technology to facilitate the attendance of a person or persons at the hearing. If such attendance will interfere with the efficient and orderly operation of a department, office or plant in which such person or persons work, the hearings shall be postponed, recessed or adjourned so as to avoid such effect.

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The parties will continue the practice of the Company not presenting bargaining unit employees and the Union not presenting management employees to testify in support of their respective positions before the Chairman. However, the Chairman may, at ~~his~~ their discretion, call as a witness any employee who is able to testify to relevant facts that materially affects issues in the case submitted to ~~him~~ them.

7-8. Recess or Adjournment

The Chairman may recess or adjourn any hearing upon the request of either party upon a showing of reasonable cause, and shall recess or adjourn the hearing when the parties agree thereto.

8-9. Order of proceedings

A. At each hearing the Chairman shall keep a record identifying all witnesses.

B. Exhibits when offered in evidence by either party shall be received in evidence by the Chairman. Copies of such exhibits shall be furnished to the other party wherever feasible.

C. At the beginning of the hearing, the Chairman may, in ~~his~~ their discretion, ask each party for a statement clarifying the issue or issues involved in the grievance. Such statements shall be made for informational purposes only and shall not be taken to limit or expand the issue contained in the grievance.

D. The party initiating the hearing shall present its claims, proofs, and witnesses, who shall be subject to questions or other examinations.

E. The answering party shall then present its claims, proofs, and witnesses, who shall be subject to questions or other examinations.

F. The Chairman may, in ~~his~~ their discretion, vary the procedure described in (d) and (e) above but shall afford full and equal opportunity to each party for the presentation of its case.

G. In cases of suspension, disciplinary layoff or discharge, the Company shall present its case first.

9-10. Absence of Party

No hearing shall be held in the absence of either party.

10-11. Evidence

The parties may offer such evidence as they desire and shall produce such additional evidence as the Chairman may deem necessary to an understanding and determination of the case. However, if a party offers evidence which has not been disclosed at prior Appeal Board discussions of the case, the other party shall be afforded a reasonable opportunity to examine, investigate, and counter such new evidence. When new evidence is introduced, which in the Chairman's judgment materially affects the matter at issues ~~he~~ they may refer the case back to the Appeal Board for further consideration by the parties. The Chairman shall judge the acceptability, competency, materiality and relevance of the evidence and conformity to legal rules of evidence shall not be necessary.

11-12. Statements

The parties recognize that direct testimony is a desirable means of presenting evidence as to the facts which are in dispute and/or where credibility is an issue. The parties may offer in evidence, affidavits or written statements of witnesses. The Chairman shall give such affidavits or statements such weight as he deems they are entitled to after due consideration of any comment, question, or objection made to their admission.

12-13. Post-Hearing Statement

The parties agree that the general use of post-hearing statements is not desirable. Circumstances can and do arise in which such statements are necessary. Either party shall have the right to file a post-hearing statement provided notice of intent to do so is given during the hearing. Any such post-hearing statement shall be submitted within a time limit to be set by the Chairman in each case and copies of such statements shall be given to the other party, who shall, within a time limit to be set by the Chairman in each case, have the right to submit comments on the post-hearing statement. A copy of the comments shall be given to the party filing the post-hearing statement, it will promptly so notify the Chairman and the other party. In the event the Chairman requests the parties or either of

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them to submit additional information, evidence or exhibits by way of a post hearing statement, such requests, where practical, shall be made in writing and such statements shall be confined to the matter or matters requested by the ~~Chairman~~.

~~13.14.~~ Inspection

The ~~Chairman~~ may, on ~~his~~ their own motion, or that of either party, make an inspection in connection with the subject matter of the dispute after notice to the parties who may, if they so desire, be present at such inspection. Where such inspection involves entry into Company plants or premises, arrangements to do so shall be made by and with the Corporate Appeal Board Representatives after consultation with the ~~Chairman~~ and the Union Appeal Board Representatives.

~~14.15.~~ Opening of Hearing

A Hearing may be reopened by the ~~Chairman~~ on ~~his~~ their own motion or upon the motion of either party upon a showing of good and sufficient cause at any time before the award is made.

~~15.16.~~ The Award

A. The ~~Chairman~~ shall make his decision and award within (30) days of the close of the hearing, or the date of receipt by the ~~Chairman~~ of the post-hearing statements, whichever is later, unless said time is extended by agreement between the parties. The award shall be in writing and shall be signed by the ~~Chairman~~.

B. If the ~~Chairman~~ resigns, dies, or is otherwise disabled or disqualified from performing ~~his~~ their duties or if ~~his~~ their services are terminated by either party after a case has been presented to them ~~him~~, but before ~~he~~ the Impartial Chair has rendered their ~~his~~ decision and award, the case shall be referred back to the parties who shall discuss mutually satisfactory solution for the determination of the case.

C. Delivery of the award shall be made by mailing three copies of the award to each party to the addresses of each party as set forth in the Company-Union Agreement or to such other addresses as the parties or either of them shall furnish the ~~Chairman~~ in writing, or by emailing the parties a copy of the Award.

D. The parties shall agree upon any commercial or other public publication of the decision and award of the ~~Chairman~~.

~~16.17.~~ Fees and Expenses

A. Each party shall be responsible for the cost, expenses or lost wages of witnesses, representatives or other persons called to the hearing at its own request.

B. All reasonable and necessary expenses of the ~~Chairman~~ including required traveling and other reasonable and necessary expenses incurred by the ~~Chairman~~ in connection with the hearing, and the expenses of any expert witness produced at the direct request of the ~~Chairman~~ and the cost of any other proof produced at the direct request of the ~~Chairman~~ shall be borne equally by the parties.

~~17.18.~~ Interpretation and Application of Rules

A. The ~~Chairman~~ shall interpret and apply these rules insofar as they relate to their ~~his~~ powers and duties.

B. The waiver by one party of one or more of the foregoing rules shall not preclude that party from subsequently exercising its right under the foregoing rules in the event of a subsequent situation giving rise to the application of the rule or rules.

Very truly yours,

FCA US LLC

By: ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: ~~Gynthia Estrada~~ Rich Boyer

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E / O & C

Equal Application Representation

~~September 27, 1999~~ September xx, 2023

O & C & E
(124) Equal Application Representation

International Union, UAW

Attention: ~~Mr. Stephen P. Yokich~~ Mr. Rich Boyer

Dear ~~Sirs~~ Mr. Rich Boyer:

For many years the ~~Corporation Company~~ and your Union, in their respective fields, have been leaders in adopting and effectuating policies against discrimination because of race, color, religion, age, sex, national origin, status as a qualified person with a disability, sexual orientation, gender identity, transgender status, protected veteran status, marital status, genetic information, union activity or membership in any other legally protected class any other basis protected by law. To this end, the parties have expressly incorporated in their Production and Maintenance Agreement an "Equal Application" provision that both insures adherence to that principle in all aspects of employment at ~~DaimlerChrysler Corporation~~ FCA US LLC and provides the contractual Grievance and Arbitration Procedure for the resolution of alleged violations of that principle.

The parties now recognize the desirability of providing for an equal application process under the Office and Clerical and Engineering Agreements. As such, the following will apply:

1. The National Equal Application Committee as authorized under Letter (116) of the Production and Maintenance Agreement shall also represent Office and Clerical and Engineering Union interests.

2. A local Equal Application Committee representing salaried represented employees shall be established and operate under the terms of the Production and Maintenance Agreement, Letter (116), in facilities where currently no hourly Equal Application Committee has been authorized.

3. In facilities where the Production and Maintenance Agreement currently provides for an Equal Application Committee, the basic principles of Letter (116) shall

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Extension of Seniority Recall Rights

~~December 16, 2019~~ September xx, 2023

O&C&E
(136) Extension of Seniority Recall Rights

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Boyer:

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 ~~December 16, 2019~~ September xx, 2023 shall retain their seniority recall rights through the term of the new Agreement.

Very truly yours,
FCA US LLC
By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Gynthia Estrada~~ Rich Boyer

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E / O & C

Family and Medical Leave Act of 1993

September 27 ~~xx~~, 1999 2023

O&C&E
(148) Family and Medical Leave Act of 1993

International Union, UAW

Attention: Mr. ~~General Holiefield~~ Rich Boyer

Dear ~~Sirs~~ Mr. Boyer:

During these negotiations, the parties discussed the Family and Medical Leave Act (FMLA) of 1993, as amended. The Company assured the Union that it will comply with the provisions of ~~the~~ FMLA as follows.

~~Pursuant to the Company's present plan for compliance with the FMLA, the Company's rights under the Act will be modified to:~~

- Provide that an employee on FMLA Leave will continue to accumulate seniority in the same manner as the employee also would be eligible under Section (66)(a) and (78)(a) of the Office, Clerical and Engineering and Production and Maintenance Collective Bargaining Agreements, respectively, as appropriate;
- ~~Permit but not require~~ employees to ~~substitute~~ use no more than 50% of their annual vacation time and/or excused absence allowance for concurrently with unpaid FMLA Leave within the vacation eligibility year;
- Provide that employees who are married to each other will be each entitled to a maximum of 12 weeks of qualifying leave under the Act;
- Provide that, when a third opinion is necessary under the medical certification and dispute resolution sections of the FMLA, the neutral provider will be selected jointly by the Company and the Union from a list, provided by the appropriate local or state professional medical association, of board-certified specialists in the field of medicine in which the point of controversy exists;
- Continue Company-paid Group, Life, Accidental Death and Dismemberment, and Disability Insurance during all FMLA Leaves that are not also ~~Chrysler-~~ Stellantis-UAW

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Medical Leaves as if such leaves were ~~Chrysler~~ Stellantis-UAW Personal Leaves of Absence.

~~In addition, the Company's plan for compliance would:~~

-- ~~Not a~~ Automatically designate and apply absence time that is compensated under the Sickness and Accident Insurance provisions of the Life, Disability and Health Care Benefits Program against an eligible employee's FMLA entitlement and other applicable leaves under State and Local law.

— ~~Use, initially, a calendar year as the 12-month period of the leave entitlement (for example: in 1993, from the effective date through December 31, 1993; in 1994, from January 1, 1994 through December 31, 1994);~~

-- Require repayment of the cost of health care coverage provided during the leave from employees who fail to return from FMLA Leave to the extent permitted by law.

The Company may make changes in its compliance plans to reflect final regulations and/or subsequent court decisions and the gaining of additional administrative experience but without reducing leaves provided by the Collective Bargaining Agreement.

Problems related to the implementation of this letter may be discussed by representatives of the UAW National ~~Chrysler~~ Stellantis Department, and the Company's Employee Relations Staff.

Very truly yours,

~~CHRYSLER GROUP LLC~~ FCA US LLC

By ~~A. A. Jacobelli~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~General Holiefield~~ Rich Boyer

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Payroll Direct Deposit

~~October 22, 2015~~ September XX, 2023

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(149) Payroll Direct Deposit

International Union, UAW

Attention: ~~Mr. Norwood H. Jewell~~ Mr. Rich Boyer

Dear Sirs:

Unless otherwise restricted by applicable state regulations, all payments to employees will be direct deposited in up to two (2) accounts to the bank or financial institution that 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,
FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Norwood H. Jewell~~ Rich Boyer

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Personal Information Security

~~December 16, 2019~~ September xx, 2023

(155) Personal Information Security & Employee Privacy

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Rich Boyer:

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

The Company also informed the Union of its written policy 3-10 entitled "~~Social Security Number Privacy~~" ADM102 "Data Protection for Workforce Personal Data". The Company ~~will~~ shall provide the International Union with any changes to policy ~~3-10~~ ADM102 should the Company amend the policy during the term of the Agreement.

Very truly yours,
FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:
INTERNATIONAL UNION, UAW

By ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

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FIAT CHRYSLER AUTOMOBILES

E/O & C

UAW-Chrysler Scholarship Program for Dependent Children

~~October 22, 2015~~ September xx, 2023

(160) UAW - Chrysler Scholarship Program
for Dependent Children

International Union, UAW

Attention: Mr. ~~Norwood H. Jewell~~ Rich Boyer

Dear ~~Sirs~~ Mr. Boyer:

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

The FCA Tuition Assistance Program ~~joint coordinators will continue to Plan~~ Administrators will direct the delivery of a program based on the following:

- Applicant Eligibility: Dependent children of active UAW-represented FCA US LLC employees who are pursuing a post - secondary education degree at a 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 dependent must be defined as the child of the employee, or of an employee's spouse, by birth, legal adoption or legal guardianship. A dependent child must be unmarried, under the age of 26 and meet proof and verification of dependency criteria.

Supplemental Dependent Children Eligibility

During 2023 bargaining the parties agreed to include Supplemental Employees in the Scholarship Program for Dependent Children (SFDC) benefit to enhance opportunities for their dependent children. Following are the eligibility criteria the Supplemental Employee(s) must meet for their dependent(s) to take advantage of the benefit:

1) must have actually worked ninety (90) days prior to utilizing the SFDC benefit and eligible during the applicable benefit year

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2) must remain actively working while utilizing the SFDC benefit

- Scholarship Amount: The ~~program Plan~~ will reimburse applicant for tuition and/or compulsory fees following:

- ~~Proof of satisfactory completion of semester coursework~~ Verification of passing grades of semester coursework,
- ~~Proof~~ Verification of dependency, and
- ~~Proof~~ Verification of ~~payment out-of-pocket funds.~~

The amount and the number of scholarships made available annually will be determined and communicated by ~~the Joint Activities Board~~ the Executive Board - Joint Activities. The scholarship is limited to an annual benefit award of up to ~~\$1,500~~ \$1,600 per eligible dependent. In the event both parents are active UAW-represented FCA US LLC employees, the Scholarship is limited to \$3,200 per eligible dependent provided out-of-pocket expenses are substantiated for eligibility.

- Application Process: Applications can be submitted after the end of the requested semester.

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

- Funding: Funding for this program, including administrative costs, will be provided ~~through the UAW-Chrysler National Training Center as determined by the Joint Activities Board by FCA US LLC.~~ There will be an annual \$3 million cap for the term of the agreement.

- Administration: The Plan will be jointly administered by ~~the UAW-Chrysler National Training Center (NTG)~~ FCA US LLC.

- Appeal Process: The Union expressed concerns regarding the Appeal Process for denied courses and degree requests. For the purpose of this program, a standardized appeal process will be implemented within ninety (90) days of the agreement ratification.

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-Chrysler~~ Scholarship Program for Dependent Children will be subject to applicable federal, state, and local income tax provisions.

Very truly yours,
FCA US LLC
By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Norwood H. Jewell~~ Rich Boyer

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E / O & C

Up-Front Lump Sum Payment

~~December 16, 2019~~ September XX, 2023

(169) Up-Front Lump Sum Payment

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Boyer:

During the present Negotiations, the Company agreed to provide an Up-Front Lump Sum payment of ~~\$95,000~~ to each member of the Salaried Bargaining Unit 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. 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. 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
- Retirements that occur between the effective date of the Agreement and the payment date

Additionally, the Company agreed to provide an Up-Front Lump Sum payment of ~~\$3,500~~ \$5,000 to active Temporary Employees who have accumulated at least one-hundred and twenty (120) calendar days worked prior to the effective date of the Agreement.

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In addition, should the National FCA 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,
FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Gynthia Estrada~~ Rich Boyer

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E / O & C

Local Technical Training Committee

~~October 12, 2011~~ September xx, 2023

(170) Local Technical Training Committee

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Mr. Rich Boyer

Dear ~~Sirs~~ Mr. Rich Boyer:

During these negotiations, there was extensive discussion regarding the roles and responsibilities of the Local Technical Training Committees (LTTTC) and the need for salaried representation to address salaried specific training requirements. The parties agreed to continue the presently established LTTTC's and to create such committees at Chelsea Proving Grounds, and Chrysler Technology Center. These committees will be responsible to plan and coordinate local technical training for salaried represented employees, by jointly reviewing current and approved planned equipment timing, identifying training needs, developing training plans, and coordinating training activities between the plant and the UAW-Chrysler Technology Training Center.

The parties also discussed the fact that the Local World Class Partnership Councils (LWCPC's) have been established at each facility in accordance with Letters 124 and 30 of the respective National Agreements to locally administer all joint programs and that the intent of these letters was to have the Local World Class Partnership Council determine the resources required to ensure the appropriate administration and coordination of joint programs. The parties recognize the fact that steps have been taken to place appropriate salaried representation on the LWCPC's, in order to provide the expertise and perspective necessary to meet the needs of represented salaried employees, including salaried skilled trades employees.

The committees will be comprised of no more than three (3) Union and three (3) Management members. Committee members, preferably with training responsibilities or expertise, will be selected by the Co-Chairpersons of the Local World Class Partnership Council (LWCPC).

Additional internal resource personnel may attend LTTTC Committee meetings, as appropriate. It is understood that non-UAW and non-Chrysler Group LLC persons will not

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serve in a decision-making capacity on these committees, but may provide professional assistance to the committee, as needed.

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

The UAW-Chrysler National Training Center will develop Local Technical Training Committee guidelines and procedures, recommend training for members of the LTTC, and monitor the progress of these committees on a regular basis.

Very truly yours,
CHRYSLER GROUP LLC
By ~~A. A. Jacobelli~~ Christopher Fields

Accepted and Approved

INTERNATIONAL UNION, UAW
By ~~General Hollifield~~ Rich Boyer

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E / O & C

Salaried Bargaining Unit Placement Election to Hourly

~~October 22, 2015~~ September xx, 2023

O&C&E

(186) Salaried Bargaining Unit Placement Election to Hourly

International Union, UAW

Attention: ~~Mr. Norwood H. Jewell~~ Rich Boyer

Dear ~~Sirs:~~ Mr. Boyer:

During the ~~2015-23~~ 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. In the event that the employee's prior hourly bargaining unit seniority is from a closed plant, the employee would be granted his prior hourly bargaining unit seniority at the time of indefinite layoff and available for placement pursuant to the Production, Maintenance, and Parts Agreement. 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

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must submit an application to the Local Human Resources Office within seven (7) calendar days of their layoff date.

Very truly yours,
FCA US LLC
By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:
INTERNATIONAL UNION, UAW

By ~~Norwood H. Jewell~~ Rich Boyer

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E/O & C

Work Place Behavior

~~October 12, 2011~~ September xx, 2023

(194) Work Place Behavior

International Union, UAW

Attention: ~~Mr. General Holiefield~~ Mr. Rich Boyer

Dear ~~Sirs~~ Mr. Rich Boyer:

During the course of these negotiations the Parties spent considerable time discussing the importance of "respect" in the workplace in response to recent and significant changes in our facility demographics of NBU and BU employees. In an effort to ensure company policies are understood concerning workplace behavior, the Parties agree to conduct a needs assessment once every three (3) years except as otherwise agreed to by the Parties, to determine the need to provide Diversity Awareness, Sexual Harassment Prevention or Workplace Prevention training modules collectively or individually in our facilities.

Individual facility requests from the LWCPC Co-Chairs to provide any of the above mentioned training modules will be handled in a manner consistent with existing UAW-Chrysler National Training Center processes.

Very truly yours,

CHRYSLER GROUP LLC FCA US LLC

By: ~~A. A. Jacobelli~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: ~~General Holiefield~~ Rich Boyer

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FLAT COUNTRY OF ARIZONA

E/O & C

EAP Representative Internal Certification

~~October 22, 2015~~ September xx, 2023

(195) EAP Representative Internal Certification

International Union, UAW

Attention: Mr. ~~Norwood H. Jewell~~ Rich Boyer

Dear ~~Sirs~~ Rich Boyer:

The parties agree to develop an internal ~~UAW-Chrysler-NTC~~ EAP Certification Program to support the training, education and professionalism of the EAP Representatives and Alternate 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. Furthermore, the parties have agreed that the NTC EAP Co-Coordinator will assess additional alternative EAP certification providers, such as but not limited to, Labor Assistance Professional Association (LAP) to provide EAP certification for the EAP representatives and alternate EAP representatives. Funding will include certification costs and annual memberships, if required by the providers.

Very truly yours,
FCA US LLC

By: ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: ~~Norwood H. Jewell~~ Rich Boyer

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E / O & C

Placement and Workforce Utilization

~~December 16, 2019~~ September xx, 2023

(197) Placement and Workforce Utilization

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Boyer:

During the ~~2019~~ 2023 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. As part of this election, employees will have the opportunity to volunteer for specific location(s) in the Labor Market Area. 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.

Office and Clerical 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 an election made while on indefinite layoff. Volunteers will be offered placement in seniority order. Out of Labor Market Area elections may be submitted or

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revoked by the employee at any time while on indefinite layoff provided, however, once the employee is identified for placement to the new location, the election may not be revoked. Volunteers shall report to work at the Out of Labor Market Area facility within fifty (50) days from the date of the placement notification letter. For purposes of Out of Labor Market Area placement, elections for the Ohio Labor Market Area employees will be placed to plants in Ohio and elections for the Detroit Labor Market Area employees will be placed to plants in Michigan.

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 to indefinitely laid off employees from a closed plant 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 fourteen (14) days, elect one of the following options:

- 1) accept the job offer
- 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),
- 3) receive a guaranteed lump sum amount equal to the signing bonus and first payment under the Enhanced Relocation Option #1 of Exhibit E. Employees selecting this option shall sign a separation agreement and have their seniority broken at any and all of the Company's Plants or other locations as of the last day after the date the Company selects for their separation, or

4) resignation of employment

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 fifty (50) days following the fourteen (14) day job offer 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~~ four options above, the employee will be considered to have declined the job offer and be placed on inactive status with no Company-provided income or benefits (but remain eligible for additional job opportunities) ~~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.

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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,

FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:
INTERNATIONAL UNION, UAW

By ~~Gynthia Estrada~~ Rich Boyer

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E / O & C

Quality Achievement Award

~~December 16, 2019~~ September xx, 2023

(199) ~~Quality Achievement Award~~ Presence at Work

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr Boyer:

~~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. During these negotiations the Company and the Union had extensive discussion related to the impact that each individual employee can have on overall plant and Company performance by being present at work as scheduled. To this end, the Company recognizes the significant contributions employees have made to the overall improvement in performance and product quality in support of its manufacturing and logistics objectives. To further encourage and reward continuous and sustained improvement in unplanned absenteeism the Company has agreed to establish a Presence at Work Award.~~

The Presence at Work Award will be comprised of two (2) Individual Metrics:

1. Zero (0) Unexcused absences
2. Individual attainment of 1850 compensated hours (including Layoff hours)

Eligible employees that qualify for the Individual Metric for compensated hours must have achieved a minimum of 1,850 compensated hours during the eligibility year. Hours associated with time on layoff will be calculated at a rate of forty (40) hours per week and included as a component of compensated hours for the purpose of establishing the minimum threshold of 1,850 compensated hours.

The payment amount will be determined according to the employee's absences and compensated hours during the eligibility year in accordance with the following table.

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Presence at Work Award		
Metric	Target	Payment Amount
<u>Unexcused Absences</u>	<u>0</u>	<u>\$1,000</u>
<u>Compensated Hours</u>	<u>1,850</u>	<u>\$750</u>

Presence at Work Award payments will be made payable to each eligible employee in accordance with the following table:

Eligibility Date	Eligibility Year	Payment Date
<u>October 21, 2024</u>	<u>October 23, 2023 through October 20, 2024</u>	<u>December 6, 2024</u>
<u>October 20, 2025</u>	<u>October 21, 2024 through October 19, 2025</u>	<u>December 5, 2025</u>
<u>October 19, 2026</u>	<u>October 20, 2025 through October 18, 2026</u>	<u>December 4, 2026</u>
<u>October 18, 2027</u>	<u>October 19, 2026 through October 17, 2027</u>	<u>December 3, 2027</u>

~~The Quality Achievement Award will be comprised of two components:~~

~~a. Location-specific World-Class Manufacturing (WCM) Quality and Customer Safety (QCS) Pillar Audit Score and;~~

~~b. 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:~~

WCM-QCS Pillar Audit Score	Quality Achievement Award Payment
3-5	\$1,000.00

~~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.~~

~~All targets will be reviewed with UAW leadership prior to their implementation.~~

~~b. For employees at locations that achieve the JD Power IQS rankings, an additional upside payment will be applied to their Quality Achievement Award amount according to their most recent JD Power IQS thirty (30) days prior to payment date as illustrated below:~~

Upside Potential*	
Assembly	

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JD Power IQS 1st Quartile	\$250
Stamping and Power Train	
JD Power IQS Company Avg 1st Quartile	\$250

~~*The Company will finalize the Quality Achievement Award upside potential metric definitions for non-manufacturing locations within 90 days of the effective date of the Agreement.~~

~~c. The Quality Achievement Award payable is calculated by adding the QGS Pillar Audit Score Payment and any Upside Potential Rewards achieved.~~

~~The example below assumes a Maximum Quality Achievement Award amount of \$1250:~~

QGS Pillar Audit Score	QGS Pillar Audit Score Payment		Upside Potential—JD Power 1st Quartile		Quality Achievement Award Amount Payable to Employee
3-5	\$1000	+	\$250	=	\$1250

~~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 26, 2020	October 28, 2019 through October 25, 2020	December 11, 2020
October 25, 2021	October 26, 2020 through October 24, 2021	December 10, 2021
October 24, 2022	October 25, 2021 through October 23, 2022	December 9, 2022
August 14, 2023	October 24, 2022 through August 13, 2023	September 1, 2023

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;~~

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

- Active with seniority
- On temporary layoff status
- On Pre-Retirement Leave
- On a Leave of Absence which has not exceeded ninety (90) days as of the eligibility date

In addition, should the International Union, UAW-~~FCA~~Stellantis 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~~Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: ~~Gynthia Estrada~~Rich Boyer

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AMEPT Operations

~~October 22, 2015~~ September xx, 2023

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(206) ~~AMEPT Operations~~ 3D Printing

International Union, UAW

Attention: Mr. ~~Norwood H. Jewell~~ Rich Boyer

Dear Sirs: Mr. Boyer:

During the ~~2015~~ 2023 negotiations, the Company and Union discussed ~~Powertrain Operations and~~ the role of the Salaried Bargaining Unit ~~Engineers-employees in 3D printing operations within Underbody Process Engineering and Product Development. 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.~~

After extensive discussions, the Company acknowledged that 311 classified engineers will continue to play a vital role in the engineering, design and development of software specifications required to produce components, parts, and tools via the 3-D printing application. Additionally, the Company also acknowledged that at the Chrysler Technology Center and Chelsea Proving Grounds the Salaried Bargaining Unit employees will be responsible for the prototyping of advanced engineering and preproduction models, parts and validation.

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This letter is in no way intended to indicate that the tool will be utilized exclusively by any employee group, and it is understood that unforeseen circumstances may arise that require a non-bargaining unit employee to perform work normally done by the salaried bargaining unit on an exception basis.

Very truly yours,
FCA US LLC
By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Norwood H. Jewell~~ Rich Boyer

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E/O & C

Shift Premium for Working Sixteen (16) Hours

~~December 16, 2019~~ September xx, 2023

OC&E
(229) Shift Premium for Working Sixteen (16) Hours

International Union, UAW

Attention: Mrs. ~~Gynthia Estrada~~ Rich Boyer

Dear Mrs. ~~Estrada~~ Boyer:

This will confirm our understandings reached during these negotiations. Section ~~(85 68)~~ of the Agreement shall be interpreted to provide that employees who work sixteen (16) or more uninterrupted hours on two consecutive shifts, shall receive a shift premium for all such worked hours based on their regularly assigned shift. This covers the following situations:

- An employee who begins work before the shift the employee otherwise would work and works additional hours after such shift.
- An employee who works eight (8) hours or more either before or after the shift the employee would have worked.

Very truly yours,
FCA US LLC

By: ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: ~~Gynthia Estrada~~ Rich Boyer

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THE CHRYSLER AUTOMOBILES

E / O & C

Work Assignment Disputes

~~December 16, 2019~~ September xx, 2023

OC&E
(231) Work Assignment Disputes

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Boyer:

During the current negotiations, the parties had extensive discussion related to claims by the Union that the Company was assigning work to individuals outside of the bargaining unit where such work more properly belongs to the bargaining unit. The Union asserted that specific work has been reassigned that has, in the past, been historically ~~and exclusively~~ performed by the Engineering, Office & Clerical bargaining unit, at that location.

The parties acknowledge that certain work is shared between employees who belong to the bargaining unit and those who do not. ~~This fact complicates the issue of determining proper work assignments since there is much overlap between work performed inside and outside of the bargaining unit.~~

In an effort to address the concerns expressed by the Union, the Company agreed ~~in proper cases, to a joint review- new process for Work Assignment Disputes of such matters.~~ In cases where there is a claim that the Company has improperly reassigned work to non-bargaining unit employees and a mutual understanding is not reached, the parties agree to follow the process prescribed in the Memorandum of Understanding Job Security and Work Assignment Dispute (M-16) the Vice President of the UAW-FCA Department may request a meeting with the Vice President of Employee Relations to provide an opportunity for discussion and disposition.

~~In instances where the parties are not able to reach a mutual understanding they may call for an Appeal Board Meeting where the Impartial Chair will be invited to attend. At such meeting the representatives of each side will have an opportunity to present their case.~~

Very truly yours,
FCA US LLC

By Glenn Shagena Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Gynthia Estrada Rich Boyer

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E / O & C

Supplier Relations and Collaboration

~~December 16, 2019~~ September xx, 2023

(233) Supplier Relations and Collaboration

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~: Mr. Boyer:

Over the years, and during the course of several rounds of negotiations, the parties have entered into several specific but often unrelated agreements involving the important area of Supplier Relations. These agreements include letters (25) Encouraging Suppliers to Hire Laid off Employees, (71) Access to Procurement and Supply, (230) Relationship with UAW, and (240) Supplier Corporate Citizenship. In the 2009 Addendum to the 2007 PM&P Agreement the parties entered into letter agreements relating to Distressed Supplier Meetings and Supplier Relations. More recently, and even more importantly, various positive communication activities characterized by open dialog and information sharing have developed involving FCA Purchasing, FCA Union Relations and the UAW.

Accordingly, during the 2011 negotiations, the Union suggested (i) reinforcing the above cited agreements in this supplier relations and collaboration document and (ii) expanding the current environment of collaboration leading to a more comprehensive approach to supplier relations. In order to advance the key objectives of this collaborative approach the parties have agreed to:

- provide additional insight into key sourcing opportunities involving UAW represented suppliers,
- drive improvements in overall UAW represented supplier competitiveness and
- measure performance metrics as detailed below and
- jointly encourage implementation of ~~World-Class Manufacturing~~ Stellantis Production Way with certain suppliers.

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As such, subject to and in full accordance with all applicable laws, the parties hereby agree to expand their supplier relations collaboration activities on the basis of the following foundational principle, initiatives and activities:

FOUNDATIONAL PRINCIPLE

The parties recognize the importance of creating and maintaining an environment of mutual trust, respect and integrity. Such an environment will produce the transparency necessary for the free and open exchange of relevant information. The information to be shared shall include, but not necessarily be limited to the outcomes of Requests For Quotes (RFQ's) involving UAW represented bidders.

The parties acknowledge the importance that such information is to be used appropriately and in compliance with all applicable laws. Accordingly, the UAW agrees that any information Chrysler provides to the UAW concerning a particular supplier will not be shared by the UAW with a different supplier, irrespective of whether the different supplier is also represented by the UAW.

INITIATIVES AND ACTIVITIES

The parties agree to continue holding quarterly supplier relations meetings or more frequently if needed. Participants in these meetings shall include the FCA Senior Vice President of Purchasing, the President of the UAW, the UAW Vice President and Director of the FCA Department, the FCA Vice President of Employee Relations, and FCA Purchasing Directors. At least one week prior to the meeting the parties agree to provide the following information:

MANAGEMENT TO PROVIDE:

- A summary list of suppliers selected for new business totaling two (2) million dollars or more in Annual Purchase Volume (APV) where a UAW represented supplier was under consideration;
- Information reflecting UAW represented facilities that have obtained the new business or lost existing business;
- An annual listing of all FCA suppliers doing at least two 2 million dollars APV business that includes the suppliers' Union affiliation, if any. This list shall be reviewed by the Union for accuracy of UAW union affiliation information. The Union will make corrections to the list if necessary and provide the corrected list to management one week prior to the quarterly meetings.

PERFORMANCE METRICS:

- Quarter to quarter comparison of APV data broken out by Union affiliation, if any.
- Changes in the list of suppliers from whom approval to share information with the UAW has been obtained.
- Dollar value of RFQ's that were sent out since the last quarterly meeting and the percentage of that dollar value ultimately awarded to Union represented suppliers.

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- Summary of External Balanced Score Card (EBSC) data for UAW represented suppliers.

UNION TO PROVIDE:

- Listing of current UAW represented FCA suppliers by commodity / part.

PERFORMANCE METRICS:

- A comprehensive update, if any, of UAW actions and initiatives with FCA suppliers and / or FCA supplier Local Unions;
- A detailed update, if any, that quantifies the positive effect of the provisions of the parties' agreement on supplier relations and collaboration;
- Specifically, the presentation will address quality metrics, cost competitiveness, and other topics such as conflict resolution and innovative Labor - Management cooperation initiatives if applicable.

The parties also agree to more frequent meetings between the FCA Purchasing Directors and UAW President representatives to discuss supplier issues pertinent to each Directors responsibilities, so long as the meetings are reasonable in number and scheduled at the convenience of the respective parties.

Additionally, the Company will provide to the Union a listing of UAW represented FCA suppliers on source hold so that the UAW can work pro-actively with FCA to develop measures to improve the suppliers' performance.

Finally, it is understood and agreed, that within the confines of all applicable law, any and all such information sharing as described above is to be kept confidential.

Very truly yours,
FCA US LLC

By: ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Cynthia Estrada~~ Rich Boyer

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Sourcing Administration

~~December 16, 2019~~ September xx, 2023

(234) Sourcing Administration

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Boyer:

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 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 Propulsion System 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~~ Sourcing Representative, 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 circumstances require. ~~Discussion and implementation relative to the revised administration process will be undertaken as quickly as practicable following the ratification of the 2019 Agreement.~~

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The Company commits to the creation of an updated 2023 Sourcing Administration Manual within ninety (90) days of ratification of the National Agreement. The updated Manual will reflect the new terminology, content and scope of meetings going forward based on the new Stellantis Vehicle Development Timeline.

Very truly yours,
FCA US LLC
~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: ~~Gynthia Estrada~~ Rich Boyer

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THE CHRYSLER GROUP LLC

E/O & C

Salaried Bargaining Unit New Hire Plan

~~December 16, 2019~~ September xx, 2023

OC&E
(236) Salaried Bargaining Unit New Hire Plan

INTERNATIONAL UNION, UAW

Attention ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Boyer:

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 a New Hire Wage, Benefit and Retirement agreement that govern all Salaried Bargaining Unit (SBU) employees hired on or after April 15, 2010.~~

~~During the 2019 Agreement the parties discussed the need to restructure the SBU pay practices model. Effective December 16, 2019, all New Hire wages will be determined according to the provisions contained in M-01 Salary Grades and Rate Application Supplement and M-08 Salary Classification and Grade Supplement.~~

During the 2023 negotiations the parties discussed the need to restructure the SBU pay practices model. Effective September xx, 2023, both parties agreed to eliminate the In Progression Wage Structure shown in M-8 of the Engineering, Office & Clerical agreement. As such, effective beginning the first pay period following ratification, employees earning less than the weekly minimum of their current grade will receive a new weekly rate consistent with the Grade Structure outlined in the agreement.

New Hire Salary Structure Agreement:

- Grades 1 through 4 are eliminated and will start at grade 5 for all new hires

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- ~~Employees from minimum of the wage range, but less than the maximum weekly wage, will receive a wage progression increase amount of 3% annually on the anniversary of the employee's corporate service date, provided it does not exceed the maximum weekly wage for that salaried grade.~~
- ~~Employees within three percent (3%) of the maximum salary rate will be eligible for a combination increase and lump sum payment totaling three percent (3%)~~
- Employees who have received either a Phase-up or a Promotional increase during the eligibility year are not eligible for a wage progression increase

The following provisions agreed to during the 2010 Addendum Agreement with respect to hiring, benefits and retirement continue to apply:

- 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 full time employees hired on or after April 15, 2010 will be governed by the provisions of M-13 Memorandum of Understanding - UAW-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 full time employment will have their service from the date of last hire counted toward their effective date of insurance.

Very truly yours,
FCA US LLC

By Glenn Shagena-Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Cynthia Estrada Rich Boyer

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E / O & C

Schedule 'A' Understanding

~~December 16, 2019~~ September xx, 2023

O, C & E
(238) Schedule 'A' Understanding

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer:

Dear ~~Mrs. Estrada~~ Mr. Boyer:

During the course of 2019 23 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~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: ~~Cynthia Estrada~~ Rich Boyer

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E / O & C

Sourcing & Job Security Commitment Letter

~~December 16, 2019~~ September xx, 2023

(239) Sourcing & Job Security Commitment Letter

International Union, UAW

Attention: ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer

Dear ~~Mrs. Estrada~~ Mr. Boyer:

During the 2019 Negotiations both parties recognized 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 reaffirms its commitment to the following meetings to address concerns.

- Product Update Meeting held bi-annually with the Vice President of Employee Relations, the Vice President of the UAW ~~FCA~~ Stellantis Department and the Head of ~~Advanced Concepts Engineering (ACE)~~ Physical & Functional Design and Intergration (PFDI).
- Advanced Vehicle Awareness (AVA) Meeting held quarterly with the UAW International Sourcing Coordinator, the Local Presidents of 212 & 412, and/or their designee, Labor Relations Senior Management and Head of ACE.
- Program Overview Meeting held at approximately ~~Step B Sync 1~~ of the ~~FCA~~ Stellantis vehicle development process (PDP Timeline) for any new major vehicles or major redesigned vehicles.

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-1/ M-10 Sourcing Administration Manual. Modifications to the

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sourcing process will align to the updates made in 2023 negotiations ~~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 commitments via the Sourcing Administration process:

- Directional sourcing summaries provided annually.
 - Updates to be provided during Local JSOES meetings.

ASME Stamping Process Engineering (SPE) Attachment C process changes

- An initial draft of the Attachment C will be provided approximately at step-B Sync 1 of the FCA Stellantis vehicle development process
- Tracking log with cost and timing will be reviewed in Local JSOES
- Pre spend allocation amounts will be provided monthly for vehicle engineering.
- 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.
- Inclusion of UAW-FCA Stellantis Vice President or designee in quarterly Cost Optimization Meeting.
- Quarterly current volume update for all U.S. vehicles, components and propulsion systems will be provided to the International UAW Sourcing Coordinator.
- Quarterly dual source information for U.S. propulsion systems will be provided to the International UAW Sourcing Coordinator.
- Quarterly inventory reports for U.S. facilities will be provided to the International UAW Sourcing Coordinator.

The parties agree to review and make appropriate changes within 90 days of ratification to the M-1/ M-10 Sourcing Administration Manual, reconfirming our commitment to the M-1/ 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 Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Gynthia Estrada Rich Boyer

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(N-240) Job Security and Work Assignment Disputes

M-16

**Memorandum of Understanding
Job Security and Work Assignment Dispute**

During 2023 negotiations, the parties discussed the appropriate process for administering grievances where the Union alleges the Company has violated the agreement by performing or reassigning Salaried Bargaining Unit work. The parties agree that the following process will be utilized to address such disputes.

1. After verbal discussion of the allegation with the Supervisor, the Local Union may submit the matter as a grievance at the first Step of the Grievance Procedure set forth in Section 20 of the National Agreement.

- (a) The Local parties may dispose of such grievances by a written settlement thereof, which shall be without precedent,
- (b) The parties may process the grievance through Sections 19, 20, and 21 of the National Agreement. If the parties are unable to settle the grievance after exhausting the steps set forth in Sections 19, 20, and 21 of the National Agreement, the Local Union may give to the Company written notice of its desire to submit the grievance to final and binding arbitration, which shall proceed pursuant to Sections 2, 3, 4 and 5 of this MOU, as set forth below,
- (c) The Local Union may withdraw the grievance; in which event such withdrawal shall be without precedent.
- (d) If the grievance is not dispositioned under subsections (a) through (c) within sixty (60) days of the grievance date, unless such time is extended by mutual agreement of the parties, the grievance will be considered withdrawn without precedent. The maximum time for an extension is an additional thirty (30) days. The withdrawal of the grievance under subsection (d) shall not constitute a waiver of the Union's right to file a petition with the National Labor Relations Board for clarification of the appropriate bargaining units.

2. Following exhaustion of the grievance procedure set forth in Sections 19, 20, and 21 of the National Agreement, the parties may proceed to arbitration. The

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Appeal Board shall not have authority to rule on such grievances prior to submission to arbitration; however, the parties may consult with and include their respective representatives at the National level at any point during the arbitration process. The arbitrator shall have the authority to provide a final and binding decision on grievances brought pursuant to Supplemental Agreement S-1, Memoranda M-6, Letter 75, Letter 116, Letter 205, Letter 231, and Letter 238 of the National Agreement.

3. No later than fourteen (14) calendar days after the grievance is appealed to arbitration, the parties will make a joint request to the Federal Mediation and Conciliation Service (FMCS) to provide a panel of seven (7) prospective arbitrators, each of whom shall be a member of the National Academy of Arbitrators. From the panel of seven (7) arbitrators, the Company and the Union shall alternately delete arbitrators until one (1) arbitrator remains and that person shall be the sole arbitrator to hear and decide the grievance. The party appealing the grievance to arbitration shall delete the first name. After receiving a panel from FMCS, the parties shall complete the selection process within thirty (30) calendar days. The parties will arrange to notify the selected arbitrator. Once selected, the parties and the arbitrator will arrange a time and date for the hearing to be held as soon as practicable but in no case longer than one hundred and eighty (180) days from the date the grievance was appealed to arbitration.

4. Arbitration hearings shall be conducted in accordance with the following guidelines:

- (a) The hearing will be informal.
- (b) No briefs will be filed or transcripts made.
- (c) There will be no formal rules of evidence.
- (d) In the interest of narrowing the issues in dispute and to preclude the introduction of new evidence or information not previously brought to the attention of either party, the parties shall:
 - (i) meet at least twenty-four (24) hours prior to the scheduled hearing to exchange the names of witnesses to be called and exhibits to be used in connection with the hearing and to review their respective positions; and
 - (ii) jointly prepare and present to the arbitrator at the beginning of the hearing a stipulation of those facts that are not in dispute.
- (e) The case of each party will normally be presented by the Labor Relations Supervisor and the Unit Chairman/President. The UAW Regional Representative and the Division Labor Relations Representative may also participate upon request of either local party.
- (f) The arbitrator will ensure that all necessary witnesses and pertinent facts and evidence are presented by the representatives of the parties.
- (g) The format of each hearing shall be as follows:
 - (i) Introductory remarks by the Union and the Company setting forth their respective positions.

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- (ii) Presentation of testimony by witnesses through direct and cross examination.
- (iii) Questions of witnesses by the arbitrator.
- (iv) Short summation by the parties.
- (h) The arbitrator shall issue their decision in writing within fifteen (15) days after conclusion of the hearing. The arbitrator's decision shall be based on the record developed and presented by the parties at the hearing and shall include a brief explanation of the basis for the recommendation.
- (j) The arbitrator's decision shall not form a precedent for any future cases or be used as a basis for settlement of any other grievances.
- (k) The arbitrator's decision shall be final and binding upon both parties and shall not be subject to appeal under Section (31) of the National Agreement.

5. The expenses and fees of the arbitrator shall be paid as follows: fifty percent (50%) by the Company, twenty-five percent (25%) by the International Union, and twenty-five percent (25%) by the Local Union. Fee schedules and cancellation charges shall be established by the National parties.

6. The foregoing references to National Agreement have application to both the National Office and Clerical and National Engineering Agreements, as appropriate.

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FINANCIAL CORPORATION OF AMERICA

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Joint Public Health Committee

September xx, 2023

(N-xx) Joint Public Health Committee

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations, the parties agreed that the health and safety of its employees is their number one priority and recognized public health crises are possible in the future.

During the COVID-19 pandemic, the Company was identified by state and federal governments as a critical component of the national infrastructure. As a result, the Company continued work when other business entities were either curtailing or completely ceasing operations. Company employees, including bargaining unit employees, were designated as "essential workers" and proceeded to provide critical economic support to the national infrastructure by way of their continued work.

The Company and the Union recognize that on a prospective basis, future public health crises could have significant impact on the Company, its employees and their families. The Company and the Union agree that discussions between the parties focused on employee safety, and fact-based facility preparedness can help abate potential and sustained disruption to manufacturing operations.

The Company and Union agree to the following:

- To establish a joint Public Health Emergency Committee, consisting of three (3) International Union Representatives, one (1) individual from the International Union, UAW Health and Safety Department and two (2) individuals will be existing UAW-Stellantis Representatives appointed by the Vice President and

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Director, UAW National Stellantis, and three (3) individuals will be employees appointed by the Vice President of Employee Relations Stellantis.

- The Committee will meet at least annually or more frequently as circumstances dictate. Committee meetings will focus on Company preparedness for pandemic events and other public health crises that could have a substantial impact on the Company and bargaining unit employees and their families.
- Given the subject matter, it may be necessary to invite additional representatives, such as the International UAW Health and Safety Department, Corporate Director for Wellbeing, Health and Safety or other subject matter experts to allow for thoughtful discussion on the issue. Prior to such a meeting taking place, the Parties will agree on the inclusion of any additional attendees.
- Upon the declaration of a public health crisis by the Governor of a State in which the UAW represents employees of the Company, or by the President of the United States, the Committee will meet as soon as practicable to discuss items of mutual concern. Subsequent meetings will be scheduled as agreed to by Committee members. When possible, the parties agree to exchange agenda topics they wish to discuss at least forty-eight (48) hours prior to any such meeting(s).

Very truly yours,
FCA US LLC
By Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW
By Rich Boyer

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E/O & C

Safety Summit

September xx, 2023

(N-xx) Safety Summit

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During 2023 negotiations, the parties discussed the need to understand future advancements in technology and its potential impacts on safety in the workplace. The Company agreed to collaborate with the UAW Stellantis, GM, and Ford to discuss establishing a joint safety summit. Summit attendees may include representatives from the United Auto Workers (UAW) Solidarity House safety staff, Joint Health and Safety Staffs for UAW-Stellantis, UAW-GM, UAW-Ford and participants from Stellantis, GM and Ford's Corporate Safety staffs. The UAW-Stellantis National Joint Committee (NJC), UAW-GM National Joint Committee (NJC), UAW-Ford National Joint Committee on Health and Safety (NJCHS), will meet within 180 days from ratification to discuss the summit location and when each company will host such summit. During these safety summits, appropriate time will be set aside to discuss safety in the workplace, review common health and safety concerns, and collaborate on best practices. The lessons learned from these collaborations can be used by the companies to re-evaluate their programs and identify needed changes.

Stellantis will host one local safety summit during the term of the 2023 contract provided that GM and Ford concur with this concept.

Very truly yours,
FCA US LLC
By Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Local Arbitration

September xx, 2023

(N-xx) Local Arbitration Program

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations of the O,C&E Agreement, the parties agreed to create a new Local Arbitration Program to allow for the local parties to expeditiously submit certain local matters to arbitration. Pursuant to the Local Arbitration Program, the local parties may submit to arbitration disputes over overtime, overtime equalization, supplemental seniority and shift preferences as set forth in their local agreement, and any other topic agreed to by the Vice President, UAW Stellantis Department and the Vice President of Employee Relations, or their designee.

The Local Arbitration Program shall only apply to grievances filed after ratification of this agreement and shall not extend to grievances filed pursuant to the National Agreement.

The standards and guidelines for the Local Arbitration Program shall be as follows:

1. Arbitrators shall be designated by agreement between the local parties. If an agreement on designation of the arbitrator cannot be reached within seven (7) days, the local parties shall utilize FMCS to select the arbitrator. The expenses and fees of the arbitrator shall be borne equally by the Company and the Local Union. Fee schedules and cancellation charges shall be established by the local parties.

2. Grievances shall proceed in the normal course up through Steps 1 and 2 as set forth in Sections (18) through (21) of the National Agreement. Within ten (10) days of receipt of the answer to Step 2, the Local Union shall

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notify the Company in writing of its intent to proceed to Local Arbitration on the grievance.

3. The hearing shall be conducted in accordance with the following guidelines:

- a. The hearing will be informal.
- b. No briefs will be filed or transcripts made.
- c. There will be no formal rules of evidence.
- d. The case of each party will be presented by representatives previously designated by the Local Union and Plant Management. The UAW Regional Representative and the Group Human Resources Representative may participate.

(e) In the interest of narrowing the issues in dispute and to preclude the introduction of new evidence or information not previously brought to the attention of either party, the parties shall: (i) meet at least twenty-four (24) hours prior to the scheduled hearing to exchange the names of witnesses to be called, citations to be used in connection with the hearing and review the respective positions of the parties, and (ii) jointly prepare and present to the arbitrator at the beginning of the hearing a stipulation of those facts which are not in dispute.

(f) The arbitrator will assure that all necessary witnesses and pertinent facts and evidence are presented to them by the representatives of the parties. In all respects, they shall assure a fair and complete hearing.

4. The hearing shall proceed in the following order:

- a. Introductory remarks by the Company and the Union setting forth their respective positions.
- b. Presentation of testimony by witnesses, through direct and cross examination.

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c. Questions or call of witnesses by the arbitrator.

(d) Short summation by the parties.

5. The arbitrator may issue a summary decision at the hearing. However, in each case, they shall issue their decision in writing within seventy-two (72) hours after conclusion of the hearing. The arbitrator's decision shall be based on the record developed and presented by the parties at the hearing and shall include a brief explanation of the basis for their conclusion. The decision shall not form a precedent for any future cases. The decision shall be final and binding upon both local parties and shall not be subject to appeal.

6. The arbitrator shall have the authority that Section (24) of the National Engineering, Office & Clerical Agreement grants to the Appeal Board.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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E / O & C

Veteran Job Opportunities

September xx, 2023

(N-xx) Veteran Job Opportunities

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations, the parties discussed their mutual desire to support our country's veterans and enhance the workforce with the skills, abilities, and experiences developed by our veterans during their service to our country. To that end, the Company agrees to continue placing a high priority on identifying qualified veteran candidates for hire into production, skilled trades, and salaried jobs within the bargaining unit.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Veterans with Service-Connected Disabilities

September xx, 2023

(N-xx) Veterans with Service-Connected Disabilities

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During these negotiations, the parties held extensive discussions on the importance of recognizing and honoring the sacrifices of Veterans who have honorably served our nation. To assist those Veteran employees with service-connected disabilities or in the process of securing benefits/medical services, an absence incurred as a result of a medical appointment with the Veterans Affairs Department (VA) related to a service-connected disability shall not be used in any disciplinary action as long as the employee provides satisfactory evidence and notifies Management at least five (5) days in advance of the absence.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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FINANCIAL SERVICES AUTOMOBILES

E / O & C

(N-247) Cost-of-Living Allowance

(a) Payment of Allowance; Effect on Other Payments

All seniority employees shall be covered by the provisions of a cost-of-living allowance, as set forth in this Agreement. The cost-of-living allowance shall not be added to the base rate for any classification or any general wage increases, but only to each employee's straight-time hourly earnings.

The cost-of-living allowance shall be taken into account in computing overtime and shift/crew premiums, and in determining all contractual paid time off, call-in pay, and UAW Savings Plan 401(k) contributions.

Basis for Allowance:

The amount of the COLA shall be determined and redetermined as provided below on the basis of the "Consumer Price Index for Urban Wage Earners and Clerical Workers, (CPI-W, Current Series, United States City Average, All Items Less Medical Care, not seasonally adjusted), All Items (1982-84=100), published by the Bureau of Labor Statistics, U.S. Department of Labor" and referred to herein as the "Index".

In the event the appropriate Index figure is not issued before the effective date of the cost-of-living adjustment, the cost-of-living adjustment that is required will be made as soon as practicable after the receipt of the Index, retroactive to the original effective date of the adjustment.

In the event that the Index shall be revised or discontinued and in the event the Bureau of Labor Statistics, U.S. Department of Labor, does not issue information which would enable the joint parties to know what the Index would have been had it not been revised or discontinued, then the joint parties will meet, negotiate, and agree upon an appropriate substitute for the Index. Upon the failure of the parties to agree within sixty (60) days, thereafter, the issue of an appropriate substitute shall be submitted to the Impartial Chairman of the Appeal Board for determination. The Impartial Chairman's decision shall be final and binding.

(b) Amount of Allowance

For cost-of-living allowance adjustments effective during this Agreement there will be a one cent (\$0.01) adjustment in the cost-of-living allowance for each nine hundredths (0.090)

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change over and above the base prior quarter's Index.

In determining the 3-Month Index for a specified period, the computed average shall be rounded to the nearest 0.001 Index point.

The quarterly adjustment will be calculated by subtracting the prior quarter's 3-month average Index from the current quarter's 3-month average Index, dividing the result by 0.090, then dividing that result by 100. The result will be rounded to the nearest penny.

In no event will a decline in the 3-Month Average Index below 289.217 provide the basis for a reduction in the wage scale by job classification.

When a quarterly adjustment results in an increase, the adjustment will be added to the cumulative amount of cost-of-living allowance previously calculated to arrive at the current cumulative cost-of-living allowance.

When a quarterly adjustment results in a decrease, the adjustment will be subtracted from the cumulative amount of cost-of-living allowance previously calculated to arrive at the current cumulative cost-of-living allowance.

If the Union claims that the Company's calculations in any particular instance were made not in accordance with this Agreement it may refer the matter to the Impartial Chairman of the Appeal Board for determination. The Impartial Chairman's decision shall be final and binding.

An employee's COLA payment will be provided based on the following table:

<u>Adjustment</u>	<u>Bi-Weekly Payment will begin First Full Pay Ending</u>	<u>Index Calculation Period</u>
<u>1</u>	<u>December 2023</u>	<u>August, September, October 2023*</u>
<u>2</u>	<u>March 2024</u>	<u>November and December 2023, and January 2024</u>
<u>3</u>	<u>June 2024</u>	<u>February, March and April 2024</u>
<u>4</u>	<u>September 2024</u>	<u>May, June and July 2024</u>
<u>5</u>	<u>December 2024</u>	<u>August, September and October 2024</u>
<u>6</u>	<u>March 2025</u>	<u>November and December 2024 and January 2025</u>
<u>7</u>	<u>June 2025</u>	<u>February, March and April 2025</u>
<u>8</u>	<u>September 2025</u>	<u>May, June and July 2025</u>
<u>9</u>	<u>December 2025</u>	<u>August, September and October 2025</u>
<u>10</u>	<u>March 2026</u>	<u>November and December 2025 and January 2026</u>
<u>11</u>	<u>June 2026</u>	<u>February, March and April 2026</u>
<u>12</u>	<u>September 2026</u>	<u>May, June and July 2026</u>
<u>13</u>	<u>December 2026</u>	<u>August, September and October 2026</u>
<u>14</u>	<u>March 2027</u>	<u>November and December 2026 and January 2027</u>
<u>15</u>	<u>June 2027</u>	<u>February, March and April 2027</u>

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<u>16</u>	<u>September 2027</u>	<u>May, June and July 2027</u>
<u>17</u>	<u>December 2027</u>	<u>August, September and October 2027</u>
<u>18</u>	<u>March 2028</u>	<u>November and December 2027 and January 2028</u>

*The first adjustment's three-month Index calculation will be based off of the prior quarter's average Index. The average Index from May, June and July 2023 is 289.128

For each quarterly adjustment to the cost-of-living allowance during the term of the Agreement the amount of increase payable to employees shall be reduced by ten cents (\$0.10) or by the amount of the increase, whichever is less. The rationale for the aforementioned reduction in cost-of-living allowance is provided for Company-incurred inflationary costs associated with healthcare. The sum of the diversions during this period will continue into perpetuity.

(c) End-of-Contract Fold-In of Cost-of-Living Allowance Into Base Hourly Rate

Effective pay ending April 30, 2028, five cents (\$0.05) will be subtracted from the March 2028 cost-of-living allowance and the remainder shall be added to the base hourly rate for each classification, including minimum and maximum rate for spread rate classifications. The five cents (\$0.05) shall remain as the beginning cost-of-living allowance float for the next Collective Bargaining Agreement.

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E/O & C

Dual Source

September xx, 2023

(N-xx) Dual Source

International Union UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the course of these negotiations, the parties have engaged in extensive discussions regarding investment in new product allocation as a source of job security for employees. To that end, the Union has sought assurances that provide sustained employment for the workforce. As part of these discussions, the Company has shared the importance of achieving targets for key Company metrics, including Transformation Cost, Unplanned Absenteeism, and Quality and the performance levels of the US Manufacturing locations in comparison to our global footprint. The Company stressed the importance of quality, not only as a necessity to provide the highest levels of customer satisfaction, but as a key component of improving transformation cost. The parties understand that in order to achieve long term success we must improve in all areas of performance.

As part of the Company's response to the Union's concerns, a significant investment has been committed for the mid-cycle action updating the Ram 1500 Light Duty DT ICE and the all-new Ram 1500 Light Duty DT BEV and REPB STLA Frame at the Sterling Heights Assembly Plant (SHAP) in 2024. The Company has been clear that while Sterling Heights Assembly will produce ICE, BEV, and REPB Ram 1500's, it may be necessary to establish a dual source within North America to produce the Ram 1500 DT ICE once the BEV vehicle is launched at the Sterling Heights Assembly Plant to supply the market with sufficient inventory to meet market demand. The Company has also committed to maintain production of the Pentastar Classic through 2024 and the Pentastar Upgrade into 2028 at Trenton Engine. Similarly, it may be necessary to maintain a dual source for these products within North America.

In response to this dual sourcing, the Union reiterated its concerns regarding job security. To address these concerns, the Company commits to the following:

- The Company will recognize SHAP as the primary plant to produce both Ram 1500 Light Duty DT ICE and BEV volume during the term of this Agreement.

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- Any reductions in volume, whether through line speed reduction or elimination of a shift will occur at the secondary location.
- The Company will recognize Trenton Engine as the primary plant to produce both the Pentastar Classic and Pentastar Upgrade volume during the term of this Agreement.
 - Any reductions in volume, whether through line speed reduction or elimination of a shift will occur at the secondary location.
- In no case will we reduce volumes at SHAP or Trenton Engine without first stopping the overflow production for their respective products at the secondary location.

The parties acknowledge that flexibility and innovative work practices are key aspects of continuous improvement to achieve performance metrics targets and job security. Consequently, the Union commits to work with the Company on initiatives that support world class quality cost and productivity at SHAP and Trenton Engine.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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E / O & C

Salaried Bargaining Unit Outsourcing Moratorium

September xx, 2023

(N-xx) Salaried Bargaining Unit Outsourcing Moratorium

International Union, UAW

Attention Mr. Rich Boyer

Dear Mr. Rich Boyer :

During the 2023 Negotiations, the Union and the Company discussed the importance of job security for its employees/members and the Company shares the Union's concern regarding long term success and has worked with the Union to pursue methods, including the flawless implementation of SPW, which will improve the viability and competitiveness of our operation. The Company is committed to its partnership with the UAW in identifying competitive opportunities for this ever-changing business. As such, the parties agree that FCA LLC will maintain its manufacturing presence in the United States.

FCA US LLC has maintained a long history of producing cars and trucks in the United States for sale at home and abroad. To that end, the Company has committed that the following will apply to FCA US LLC UAW represented operations covered by the FCA US LLC UAW 2023 National Agreement as discussed by the parties.

1. During these negotiations, the parties identified product and process work represented by the Salaried Bargaining Unit that will be retained through a moratorium on outsourcing of existing core product for the life of the 2023 National Agreement with the exception of certain exclusions as discussed by the parties. Additionally, the parties will discuss the practicality of insourcing, in whole or in part, work previously outsourced new work which either party identifies as that which might be performed competitively focusing on maximizing the optimal usage of available floor space.
2. The Company commits to insource certain specified UAW FCA US LLC represented jobs. This work will be retained for the term of the 2023 National Agreement. Additional jobs above those already identified will be studied with the intent to insource work to UAW represented facilities if a positive business case is presented.
3. Pursuant to these discussions and provisions of the agreement, and in conjunction with the aforementioned commitment to insource work, a moratorium on

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outsourcing on existing core jobs, will be implemented through the term of the 2023 National Agreement.

4. It is understood by the Union and Company that new processes and technology exist in an ever-changing competitive market. To that end the sourcing committee seeks a commitment from the Company to consider the insourcing of work that was previously slated to be performed on the outside. There may be circumstances where new processes and/or technology show favorable impact in replacing older methods.
5. Any issues that arise relative to the interpretation of this Agreement or the implementation of the commitments contained herein will be discussed and resolved by the Company and International Union. The commitment expressed in this moratorium is intended to contribute significantly to our efforts to work cooperatively to provide FCA US LLC employees in the United States improved job security by responsibly growing the business.

Very truly yours,
FCA US LLC
Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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FINANCIAL SERVICES

E/O & C

Make Buy Studies

September xx, 2023

(N-xx) Make Buy Studies

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations, the Union expressed their deep concerns regarding the future job security of the Salaried Bargaining Unit specifically relative to current Make Buy Studies that may result in an outsourcing action. Both parties acknowledged the need for the bargaining unit to remain competitive both from a cost and operational perspective. As a result of these discussions, the Company has agreed to void and permanently cancel the following Make Buy Studies for the term of the 2023 National Agreement:

- SPF-202 Designers
- SPF-213 Mopar Compilers
- SPF-215 Dealer Claims Analysts
- SPF-248 Durability Technicians
- SPF-306 Mopar Special Investigations

In addition to the studies listed, no Make Buy Studies will be conducted concerning work assignments which come within the scope and content of that normally assigned to the Salaried Bargaining Unit at a plant location or unit for the term of the 2023 National Agreement.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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Drug and Alcohol Program for a Safe Workplace

September xx, 2023

(N-xx) Drug and Alcohol Program for a Safe Workplace

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During these negotiations, the parties discussed the Health and Safety implications of drug and alcohol usage in the workplace. The parties recognize that employees who report for work under the influence of drugs or alcohol or engage in the use of drugs or alcohol while at work put both themselves and others at significant risk of harm or danger. Moreover, such conduct imposes detrimental impact on the work environment in the areas of absenteeism, employee morale, product quality, operating efficiency, and ultimately, customer satisfaction. Regardless of whether drugs or alcohol are being used for medical or recreational purposes, it remains the employee's responsibility to ensure they are not impaired at work at any time.

In order to maintain a safe working environment, the Company may require any employee involved in an on-the-job accident resulting in death, serious injury or significant property damage, to submit to an alcohol or drug test. At the time of execution of this letter, such testing will not include testing for marijuana because the parties recognize that government approved testing for impairment due to marijuana use is not yet available. Once a government approved test for marijuana impairment is made available, the parties agree to include such testing as an addendum to this letter. Employees tested under this letter will be in accordance with the Corporate Testing Policy with the exception for marijuana as set forth above. All positive drug tests will be reviewed by a licensed independent Medical Review Officer. For the purposes of this Agreement, the term "reasonable suspicion" is defined as an employee who either is in the possession of alcohol or drugs, exhibiting visible signs of impairment or uncharacteristic behavior.

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It is understood that such testing will be limited to specific situations that include accidents involving property damage that equals or exceeds \$500, results in a negative impact to production or operations, serious injuries as defined below, or when the affected employee exhibits visible signs of impairment. Nothing herein provides for the testing of employees solely on a random basis or for any reason that is not expressly allowed by this agreement.

Serious injury will be defined as involving:

- a. Fatality
- b. Eye injury (loss of eye, or loss of sight)
- c. Head trauma
- d. Crushing hazards or Fractures
- e. Loss of consciousness
- f. Blood loss that is life threatening
- g. Amputation, loss of significant function
- h. Severe laceration
- i. 3rd degree burns

In the event of a known or suspected overdose, the Company will have an FDA approved medication available for emergency treatment at locations that have available medical staff.

Employees with alcohol or drug dependency issues are able to voluntarily seek assistance through the Employee Assistance Program (EAP). However, participation by an employee in a managed recovery program does not provide any form of disciplinary immunity for any shop rules infractions and/or gross misconduct.

From a treatment perspective, early detection of substance abuse and/or intervention is critical to recovery efforts. To that end, reasonable suspicion observation training will be provided to appropriate members of management and UAW representatives following ratification of this agreement and annually thereafter. Such training is intended to educate the parties on the early signs of drug and alcohol abuse and/or dependency and the detection of impaired employees in the workplace.

Very truly yours,

FCA US LLC

By Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW

By Rich Boyer

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September xx, 2023

(N-xx) U.S. Investment

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International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

As demonstrated below, Stellantis is committed to establish long-term stability and job security for the U.S. workforce. In turn, the Union understands that product allocation is achieved through strong and sustained plant performance and is committed to enable Company success and thereby help create stability and security for employees.

The following summarizes Stellantis' (FCA US LLC) planned future U.S. investments, totaling approximately \$9.3 billion across 15 Assembly, Powertrain, and Stamping facilities and \$250 million across Mopar over the term of this Agreement, demonstrating the Company's continued commitment to the UAW and our workforce. Additionally, in support of our E.V. transformation, the Company has other planned future U.S. investments, including investment in the three (3) Joint Ventures to construct E.V. battery plants, totaling approximately \$9.4 billion by 2028. In total, Stellantis plans to invest approximately \$18.9B in the U.S. during the term of this Agreement.

Plant	Current Product	Future Product Allocation 2023-2028	Investment
Assembly			~\$6.5B
Belvidere		All New Midsize Truck in 2027 (80,000 – 100,000 Units Projected)	~\$1.5B
Toledo Assembly Complex North & South	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	~\$1.5B
Warren Truck	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 2 nd Mid-Cycle Action Wagoneer / Grand Wagoneer (WS) in 2027	~\$600M
Sterling Heights	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	~\$1.4B

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Detroit Assembly Complex	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	~\$1.5B
Powertrain			~\$2.55B
Kokomo Casting	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	~\$160M
Kokomo Engine	Current Product GME T4 DOHC will continue into 2028		-
Kokomo Transmission	Current product 850RE Gen2 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	~\$450M
Indiana Transmission	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	~\$900M
Trenton Engine Plant	Pentastar Classic continues through 2024 Pentastar Upgrade continues through 2028		
Dundee Engine Plant North & South		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	~\$770M
Toledo Machining	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 continue into 2028	Introduce production of STLA Large Front Cradles Introduce Production of STLA Medium Cradles Introduce Production of Halfshafts	~\$270M
Stamping			~\$250M
Sterling Stamping	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 and Sterling Heights Assembly and other North American facilities	~\$165M
Warren Stamping			~\$85M
Joint Venture Battery Plants			~\$9.4B
Belvidere	Launch a new JV Battery operation in 2028 with a yet to be identified business partner		~\$3.2B
Kokomo, IN	Launch two (2) new JV Battery operations with Samsung SDI with the first scheduled to begin production in 2025 and the second in 2026.		~\$6.2B
Mopar			~\$250M
Launch new Belvidere Consolidated Mopar Mega Hub in 2024 through the consolidation of work from the Marysville, Chicago, and Milwaukee PDC's			~\$100M
Introduce Stamping operations in support of replacement parts for the Belvidere Mega Hub in 2025			
Launch new Fishkill, NY Mopar Hub in 2025 with the consolidation of work from the New York and Boston PDC's			~\$30M
Launch new Macon, GA Mopar Hub in 2026 with the consolidation of work from the Orlando and Atlanta PDC's			~\$30M
Launch new Metro Detroit Region Mopar Hub in 2026 with the consolidation of work from the Centerline PDC, Centerline Warehouse & Packaging, Warren PDC, and Sherwood PDC			~\$30M
Launch new Reno, Nevada PDC projected in 2027 with the consolidation of work from the LA PDC			~\$30M
Launch new South Central Texas PDC projected in 2026 with the consolidation of work from the Dallas PDC			~\$30M

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The parties understand and agree that the global and North American economies and vehicle markets remain highly volatile and, as such, continue to be unpredictable. Further unpredictability with volumes and mix is anticipated with the introduction of E.V. product offerings within our vehicle lineup. Accordingly, it is understood that the product investment and employment level numbers set forth above are subject to approval by the Stellantis product Allocation Committee and contingent upon plant performance, changes in market conditions, and consumer demand continuing to generate sustainable and profitable volumes for all of the U.S. manufacturing facilities described above.

Very truly yours,
FCA US LLC

By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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FCA CHRYSLER AUTOMOBILES

E/O & C

Employee Engagement

September xx, 2023

(N-xx) Employee Engagement

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations, the Union expressed its desire for the Company to engage in efforts to promote customer loyalty from employees and their friends and family members. The Company shall pursue marketing opportunities to encourage brand loyalty and increase employee ambassadorship within its local facilities. To that end, the Company and the Union shall jointly explore utilizing media outlets such as the HUB, social media, and Company websites to facilitate connecting its employees to its products and services. The parties will meet bi-annually to share information and ideas to achieve a positive employee vehicle purchasing experience including supporting MOPAR and the dealer network.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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E/O & C

Payroll Deductions to Obtain Company Vehicles

September xx, 2023

(N-xx) Payroll Deductions to Obtain Company Vehicles

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During 2023 negotiations, the parties discussed the feasibility of providing bargaining unit employees the convenience of payroll deduction as a means of payment for obtaining Company vehicles. The Company stated that while there is no current system to facilitate this process, the parties agreed to explore options available to employees for payroll deduction when purchasing Company vehicles within 90 days following ratification of this agreement.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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E / O & C

Early Production Vehicle Driving

October 14, 1996

(138) Early Production Vehicle Driving

International Union, UAW

Attention: Mr. Jack Laskowski

Dear Sir:

During the course of the current negotiations, the Union raised the issue of hourly employees driving early production vehicles at or near the Corporation's assembly plants in an attempt to identify problems early in the production process that may affect the quality of the vehicle, and whether such work was more appropriately work to be performed by Proving Grounds Test Drivers.

The Corporation advised the Union of its belief that the work at issue was not appropriately Proving Grounds work as Proving Grounds driving is a development responsibility to verify product design intent meets durability requirements. The Corporation advised the Union it historically receives information on the evaluation of vehicles from many areas, including, but not limited to, Product Evaluation vehicles, Fast Feedback and overnight vehicles, and that the early production vehicle driving program was another effort to evaluate the vehicle in an attempt to improve quality, focusing on the relationship of production process variation to product performance.

Notwithstanding the above, it is agreed that if employees are assigned to perform early production vehicle driving assignments they will be assigned to the appropriate salaried Bargaining Unit classification. Routine quality checks associated with brief drives at the end of the assembly line will continue to be performed in the present manner.

The Union also raised concerns regarding distribution of data collected by the drivers. The Corporation assured the Union that this information as with other evaluation information is made available to the plant for appropriate action as required.

Very truly yours,
CHRYSLER CORPORATION
By T. Gallagher

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Accepted and Approved:

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INTERNATIONAL UNION, UAW
By Jack Laskowski

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E/O & C

Metal Working Fluids

October 22, 2015

(163) Metal Working Fluids

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties discussed at length the exposure levels of metal working fluids within the Company's facilities. The parties recognize that the Company has made great strides in the past few years in improving our plants' environments. Our new facilities have been engineered with significant attention to employee health and safety, resulting in metal working fluid levels well below 1.0 mg/M^3 . Moreover, as new equipment has been placed in existing facilities, similar results have been achieved. Likewise, in existing facilities, a variety of means and efforts associated with current systems have resulted in impressive improvements over pre-existing conditions. These efforts and new tooling (installed and projected) at existing facilities have dramatically reduced overall Company mist levels. In fact, in those locations with new installations, we believe the overall environmental average for the area or plant is at or below 0.5 mg/M^3 .

The Company advised the Union of our intent to continue similar efforts throughout the life of the current Agreement. To that end, we will endeavor to engineer and design new equipment to attain a level of 0.5 mg/M^3 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 control mist levels at a Company exposure guideline of 1.0 mg/M^3 or less.

Medical surveillance (consisting of a standardized respiratory symptoms questionnaire) for respiratory effects of metal working fluids will be offered to employees who regularly work in operations with 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).

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 of representative mist levels based on NJC guidance, for each bay in each

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~~department where machining operations are performed and areas where mist may be reasonably expected to migrate. In addition, the LJHSG 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 LJHSG and the UAW Health and Safety Trainer at affected plants, specialized training in mist mapping, including the use of existing Industrial Hygiene direct read air sampling equipment. The Plant LJHSG may accompany the Company Industrial Hygienist during the mist mapping. The NJG will be provided with the most recent mist map for each plant within 90 days of its completion. The NJG 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 LJHSG. 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 NJG 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 WIRBM, 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 NJG.~~

Very truly yours,
FGA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

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FINANCIAL CHOICES AND INVESTMENTS

E/O & C

Performance Bonus

~~December 16, 2019~~

~~(198) Performance Bonus~~

~~International Union, UAW~~

~~Attention: Mrs. Cynthia Estrada~~

~~Dear Mrs. Estrada:~~

- ~~a. Performance Bonus payments will be made to each eligible seniority employee in accordance with the following table:~~

Eligibility Date	Eligibility Year	Amount	Payable During the Week Ending
September 9, 2019	September 10, 2018 through September 8, 2019	3% of Qualified Earnings	December 29, 2019
September 7, 2020	September 9, 2019 through September 6, 2020	3% of Qualified Earnings	September 18, 2020
September 6, 2021	September 7, 2020 through September 5, 2021	3% of Qualified Earnings	September 19, 2021
September 5, 2022	September 6, 2021 through September 4, 2022	3% of Qualified Earnings	September 16, 2022

~~— 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 preceding the pay period in which the~~

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~~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:~~

~~Base Wages*~~

~~Shift Premium*~~

~~Vacation Pay~~

~~Holiday Pay~~

~~Bereavement Pay~~

~~Jury Duty 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 whose weekly rates are at or above the maximum weekly rates of their respective grades prior to the year in which the Performance Bonus is paid~~
- ~~ii. Salaried Bargaining Unit employees hired on or after April 15, 2010 whose weekly rates are at or above the maximum weekly rates of their respective grades prior to the year in which the Performance Bonus is paid~~

~~— c) Employees Not Eligible:~~

- ~~i. Salaried Bargaining Unit employees who have received either a Phase-up or a Promotional increase during the eligibility year in which the Performance Bonus is paid:~~
- ~~ii. Salaried Bargaining Unit employees below the maximum weekly rate of their respective grades during the eligibility year for which the Performance Bonus is paid:~~

~~— An employee who retires during the Performance Bonus Eligibility Year beginning September 10, 2018 or September 9, 2019 or September 7, 2020 or September 6, 2021 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 based on the employee's qualified earnings during the eligibility year as defined above.~~

~~— In the case of an employee who dies during the Performance Bonus Eligibility Year beginning September 10, 2018 or September 9, 2019 or September 7, 2020 or September 6, 2021, 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~~

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~~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.~~

~~Very truly yours,
FGA US LLC
By: Glenn Shagena~~

~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW
By: Cynthia Estrada~~

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FCA FINANCIAL SERVICES GROUP, LLC

E/O & C

Hiring of Per Diem Nurses

October 22, 2015

O & C & E
(207) 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

TS 8/24/23

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8/22/23

ABA

8/22/23



FCA US LLC

E/O & C

Nurse Preceptor

October 22, 2015

O & C & E
(208) 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

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FCA US LLC

E/O & C

Professional Affiliations and Required Licensing Fees

October 22, 2015

O & C & E
(210) 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, full-time occupational nurses will be allocated one attendee annually for every 20 full-time occupational nurses on roll.

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

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

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FAT CHRYSLER AUTOMOBILES

E/O & C

Clarification of Section 45 (b)

December 16, 2019

OG&E-
(228) Clarification of Section 45 (b)

International Union, UAW

Attention: Mrs. Cynthia Estrada

Dear Mrs. Estrada:

During the course of these negotiations the parties discussed and clarified the provisions of Exhibit B, The Life, Disability and Health Care Benefits Program specifically letter (B-7) Disability Evaluation Program (DEP), and the Engineering, Office & Clerical Agreement, Section 45.

This will confirm our understanding that the examination conducted under letter (B-7) Disability Evaluation Program is final and binding on all the parties for disability benefits.

It is further agreed the employee may request an independent exam pursuant to Section 45 (b) after being found "Able" or "Able with Restrictions" on the DEP exam. This exam will be final and binding for seniority purposes.

Very truly yours,
FCA US LLC

By: Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: Cynthia Estrada

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10/30/23

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(228)



FAT CHRYSLER AUTOMOBILES

E / O & C

Performance Award

December 16, 2019

(237) Performance Award

International Union, UAW

Attention: Mrs. Gynthia Estrada

Dear Mrs. Estrada:

During the current negotiations, the parties agreed to provide a Performance Award payment to each eligible employee represented by the Union in accordance with the following table:

Eligibility Date	Amount	Payable During Week Ending
May 15, 2020	\$500	June 14, 2020
May 15, 2021	\$500	June 13, 2021
May 15, 2022	\$500	June 12, 2022
May 15, 2023	\$500	June 11, 2023

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 Family and Medical Leave Act
- On a Leave of Absence which has not exceeded ninety (90) days as of the eligibility date

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~~_____ In addition, should the International Union, UAW FCA Department raise any question of equity in application regarding specific employees, the Company agrees to meet on cases in order to review the facts.~~

~~_____ Very Truly Yours;
_____ FCA US LLC
_____ By: Glenn Shagena~~

~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW
By: Gynthia Estrada~~

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