

# **SCHEDULE “A”**

## **BARGAINING UNIT DESCRIPTIONS**

referred to in Section (1)  
of the following Agreements:

Production, Maintenance and Parts  
Office and Clerical  
Engineering

between

**FCA US LLC**

# **FCA**

FIAT CHRYSLER AUTOMOBILES

and the



**2019**

## **APPENDIX SCHEDULE "A"\***

Bargaining Units referred to in Section (1) of the National Production, Maintenance and Parts Agreement between FCA US LLC and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW and certain of its Local Unions dated December 16, 2019.

1. All the production and maintenance employees of the Company at the Jefferson North Assembly Plant, Warren Truck Assembly Plant, FCA Center-Power House, Kokomo Transmission Plant, Indiana Transmission Plant I, Indiana Transmission Plant II, Tipton Transmission Plant, Mack Avenue I Engine Plant, and Mack Avenue II Engine Plant, excluding foremen, assistant foremen, timekeepers, plant protection employees, office employees, confidential salaried employees, and salaried engineers.

2. All production and maintenance employees at the Warren Stamping Plant excluding office employees, professional employees, guards and supervisors as defined in the National Labor Relations Act, as amended.

3. All maintenance employees in Departments 1654, 1655, 2980 - Local 412 (Unit 14) of the FCA Headquarters & Tech Center, excluding all supervisors as defined in Section 2 (II) of the National Labor Relations Act, as amended and all other employees.

4. All production and maintenance employees at Kokomo Casting Plant at Kokomo, Indiana, excluding office clerical employees, professional

employees, technical employees, guards and supervisors as defined in the National Labor Relations Act, as amended, confidential clerks and secretaries to supervisors and all other employees.

5. All production and maintenance employees of the Company at FCA Transport, Inc., Conner Avenue Assembly Plant, Mt. Elliott Tool & Die Manufacturing and Pilot Operations, excluding all supervisory employees with authority to hire, promote, discharge, discipline or otherwise effect changes in the status of employees or effectively recommend such action, and confidential clerical employees.

6. All production and maintenance employees of the Company at the Sterling Stamping Plant excluding all supervisory employees with authority to hire, promote, discharge, discipline or otherwise effect changes in the status of employees or effectively recommend such action, and confidential clerical employees.

7. All production and maintenance employees at the Belvidere Assembly Plant at Belvidere, Illinois, excluding office clerical employees, professional employees, technical employees, guards and supervisors as defined in the National Labor Relations Act, as amended, confidential clerks and secretaries to supervisors and all other employees.

8. All production and maintenance employees of the Toledo Machining Plant excluding office and plant clerical employees, technical, professional and confidential employees, secretaries (however classified) to executives and supervisors, guards and supervisors as defined in the Act, employees on the

management and executive payrolls and all other employees.

9. All Production and Maintenance Employees at the Sterling Heights Assembly Plant located in Sterling Heights, Michigan but excluding office clerical employees, professional employees, technical employees, guards and supervisors as defined in the National Labor Relations Act, as amended, confidential employees, secretaries to supervisors (including clerks and stenographers acting as such), employees on the management and executive payrolls, and all other employees.

10. All production and maintenance employees of the Company at the Marysville Axle Plant, excluding foreman, assistant foreman, timekeepers, plant protection employees, office employees, confidential salaried employees and salaried engineers.

11. All production and maintenance employees at the Trenton Engine Complex excluding professional, confidential, office clerical and salaried employees, guards, timekeepers, foremen and assistant foremen and all other supervisors.

12. All employees who come under the jurisdiction of this contract shall be members of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local No 12 (Jeep Unit and FCA Transport LLC-Toledo), excepting those employees who have been excluded by decision of the National Labor Relations Board, for the purpose of Collective bargaining, and further excepting all supervision.

13. All full-time and regular part-time production and maintenance employees employed by Dundee Engine Plant (formerly known as Global Engine Manufacturing Alliance) at its facility located in Dundee, Michigan but excluding office clerical employees, engineers, guards and supervisors as defined in the Act.

In addition, pursuant to and to the extent permitted by applicable provisions of the National Labor Relations Act, as amended, the Company shall recognize the Union as the exclusive representative of all employees at U.S. plants, listed in Schedule "A" appended to the Production, Maintenance and Parts Agreement dated December 16, 2019, which are reopened by the Company.

\*If it is considered that the above descriptions differ from the original National Labor Relations Board certifications or the initial agreements between the parties describing the bargaining unit, the Board certification or the initial agreement shall govern. By agreeing to the foregoing descriptions, neither party hereto waives the right to move to amend or clarify any certification, by the National Labor Relations Board.

## **APPENDIX SCHEDULE "A"\***

Bargaining units referred to in Section (1) of the National Production, Maintenance and Parts Agreement between FCA US LLC and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW and certain of its Local Unions dated December 16, 2019.

1. All maintenance and production employees in FCA's Marysville National Parts Distribution Center, Marysville, Michigan, excluding foremen, assistant foremen, timekeepers, plant protection employees, office employees, confidential salaried employees, and salaried engineers.

2. All hourly rated employees in FCA's Center Line National Parts Distribution Center, Centerline, Michigan, excluding foremen, assistant foremen, timekeepers, plant protection employees, office employees, confidential employees and salaried engineers.

All hourly rated employees in FCA's Warren National Parts Distribution Center, Warren, Michigan, excluding office and clerical employees, technical and professional employees, clerks and secretaries to supervisors and management personnel and supervisors as defined in the Act, and all other employees.

All hourly rated employees in FCA's Sherwood National Parts Distribution Center, Warren, Michigan, excluding office and clerical employees, technical and professional employees, clerks and secretaries to supervisors and management personnel and supervisors as defined in the Act and all other employees.

All hourly rated employees in FCA's Center Line Packaging operations, Center Line, Michigan, excluding office and clerical employees, technical and professional employees, clerks and secretaries to supervisors and management personnel and supervisors as defined in the Act and all other employees.

All hourly rated employees in FCA's Romulus High Velocity Parts Distribution Center, Romulus, Michigan, excluding office and clerical employees, technical and professional employees, clerks and secretaries to supervisors and management personnel and supervisors as defined in the Act and all other employees.

All hourly rated employees in FCA's Quality Engineering Center, Auburn Hills, Michigan, excluding office and clerical employees, technical and professional employees, clerks and secretaries to supervisors and management personnel and supervisors as defined in the Act and all other employees.

3. All hourly rated employees in FCA's New York Parts Distribution Center, Tappan, New York excluding office and clerical employees, technical and professional employees, clerks and secretaries to supervisors and management personnel, guards and supervisors as defined in the Act, and all other employees.

4. All hourly rated employees in FCA's Chicago Parts Distribution Center, Naperville, Illinois excluding office and clerical employees, technical and professional employees, clerks and secretaries to supervisors and management personnel, guards and supervisors as defined in the Act, and all other employees.

5. All hourly rated employees in FCA's Minneapolis Parts Distribution Center, Plymouth, Minnesota, excluding office and clerical employees, technical and professional employees, clerks and secretaries to supervisors and management

personnel, guards and supervisors as defined in the Act, and all other employees.

6. All hourly rated employees in FCA's Boston Parts Distribution Center, Mansfield, Massachusetts, excluding office and clerical employees, technical and professional employees, clerks and secretaries to supervisors and management personnel, guards and supervisors as defined in the Act, and all other employees.

7. All hourly rated employees in FCA's Cleveland Parts Distribution Center, Streetsboro, Ohio, excluding office and clerical employees, technical and professional employees, clerks and secretaries to supervisors and management personnel, guards and supervisors as defined in the Act, and all other employees.

8. All hourly rated employees in FCA's Portland Parts Distribution Center, Beaverton, Oregon, excluding office clerical employees (including phone men), technical employees and professional employees, clerks and secretaries to supervisors and management personnel, guards, and supervisors as defined in the National Labor Relations Act, as amended, and all other employees.

9. All hourly rated employees of FCA's Denver Parts Distribution Center, Denver, Colorado, excluding office clerical employees (including phone men), technical employees and professional employees, guards and supervisors as defined in the National Labor Relations Act, as amended, confidential clerks and secretaries to supervisors and all other employees.



10. All hourly rated employees at FCA's Los Angeles Parts Distribution Center, Ontario, California, excluding office clerical employees, technical and professional employees, clerks and secretaries to supervisors and employees on the management payroll, guards and supervisors as defined in the Act, and all other employees.

11. All hourly rated employees in FCA's Orlando Parts Distribution Center, Orlando, Florida, excluding office and clerical employees, technical employees, professional employees, clerks and secretaries to supervisors and management personnel, guards and supervisors as defined in the Act.

12. All hourly rated employees at FCA's Milwaukee National Parts Distribution Center, Milwaukee, Wisconsin, excluding all general office and factory office clerical employees, salaried employees, guards, watchmen, professional employees and supervisors as defined in the Act.

13. All hourly rated employees at FCA's Dallas Parts Distribution Center, Carrollton, Texas, excluding all other employees including office and clerical workers, supervisors and guards as defined in the Act.

14. All hourly rated employees in FCA's Atlanta Parts Distribution Center, Morrow, Georgia, excluding office and clerical employees, technical and professional employees, Office Administrators to supervisors and Management personnel, and supervisors as defined in the National Labor Relations Act, and DDS Drivers.

15. All hourly rated employees in FCA's Winchester Parts Distribution Center, Winchester,

Virginia, excluding office and clerical employees, technical and professional employees, clerks and secretaries to supervisors and management personnel and supervisors as defined in the Act and all other employees.

In addition, pursuant to and to the extent permitted by applicable provisions of the National Labor Relations Act, as amended, the Company shall recognize the Union as the exclusive representative of all employees at U.S. depots, listed in Schedule "A" appended to the Production, Maintenance and Parts Agreement dated December 16, 2019 which are reopened by the Company.

If it is considered that the above descriptions differ from the original National Labor Relations Board certification or the initial agreement between the parties concerning the bargaining unit, the Board certification or the initial agreement shall govern. By agreeing to the foregoing descriptions, neither party hereto waives the right to move to amend or clarify any certification by the National Labor Relations Board.

## **APPENDIX SCHEDULE "A"\***

Bargaining Units referred to in Section (1) of the National Office and Clerical Agreement between FCA US LLC and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW and certain of its Local Unions dated December 16, 2019.

1. All salaried and hourly paid office workers at the Warren Truck Assembly Plant of the Company, including timekeepers, telephone and teletype operators, and mail clerks, but excluding supervisory employees, engineers, all employees in the labor relations department and the employment department, all employees in the time study, methods, and budget department (except secretarial employees), credit men, professional employees, draftsmen, package engineers, and the confidential secretaries to executives, heads of departments, and foremen. All full-time and regular part-time office-clerical employees employed by the Employer at its facility located at 21500 Mound Road, Warren, Michigan; but excluding production and maintenance employees, engineers, nurses, managerial employees, confidential employees, professional employees, guards and supervisors as defined in the Act, and all employees covered under other Collective Bargaining Agreements.

All office-clerical employees in Department 823, Sales Distribution at the Warren Truck Assembly Plant, excluding confidential employees, guards and supervisors as defined in the Act, all employees in existing bargaining units and all other employees.

All office-clerical employees in Department 4000-Purchasing at the Warren Office Building, Dodge Truck Operations on Classifications III-Clerk Junior II and 136-Stenographer, but excluding all managerial, technical and professional employees, secretaries to executive and department heads, however classified, other confidential employees, guards and supervisors as defined in the Act, and all other employees.

2. All salaried office-clerical employees at the Company's Assembly Plant at Belvidere, Illinois excluding all employees in the following departments: Plant Manager (0100), Medical (0400), Plant Protection (0500), Industrial Engineering (3100), Quality Control and Inspection (3200), Manufacturing Engineering (3400), Purchasing (4000), Personnel (5000 and 5100), Product Engineering (6000), Body-in-White (9110), Paint (9130), Trim (9150), Cushion (9160), Chassis (9171), Final Assembly (9172), Vehicle Conditioning (9190) and excluding Clerks-Superintendent's (Classification 236), secretaries to executives and supervisors, confidential employees, technical employees, all employees on executive or management payrolls, professional employees, guards and supervisors as defined in the Act and all employees covered by Collective Bargaining Agreements.

All full-time Administrative Assistants employed by the Employer at its FCA Assembly Plant located in Belvidere, Illinois: but excluding all other employees, confidential employees, guards and supervisors as defined in the Act.

All full-time and regular part-time budget & financial analysts employed by the Employer at its Belvidere, IL facility: but excluding professional employees, confidential employees, per diem employees, guards and supervisors as defined in the Act, and all other employees.

3. All office and clerical employees in the Stamping, Assembly and Diversified Operations Group Production Control and in Departments 3370 and 3380 of the Company's Scheduling Releasing and Change Control Office at Highland Park (Production

Programming and Material Control) including those employees classified as Classifications 100-Coding Clerk, 136-Stenographer, 144-Typist, 220-Auditor Planning, 223-Schedule Man Planning, 224-Specifications Man Planning; but excluding all secretaries to executives, technical, professional, confidential employees, guards, and supervisors as defined in the Act.

All employees in the (Reproduction and General Services) Office Equipment Department in the Office Services Building, 401 Connecticut Avenue, Highland Park, Michigan, excluding confidential clerks and secretaries to executives and supervisors, group leaders, foremen, and all other supervisors as defined in the National Labor Relations Act as amended; and all employees in the Central Mailing, Central files, Stationery, Stationery Production and Advertising Stock Department in the Office Services Building and Conant Plant No. 4 excluding courtesy drivers, confidential clerks and secretaries to executives and supervisors, group leaders, foremen, and all other supervisors as defined in the National Labor Relations Act, as amended.

All Key Punch Operators (Classification No. 122), Tabulating Machine Operators (Classification No. 137), and EDPM Console Operators (Classification No. 156) in the (Tech Computer Operations) Data Processing section of Department 0800, Product Planning and Development Staff located at Employer's Plant No. 1200, 12800 Oakland Avenue, Highland Park, Michigan, but excluding guards and supervisors as defined in the Act and all other employees.

All office-clerical employees in Department 3773 Chrysler Center on Classification 140 - Telephone

Operator, but excluding supervisors as defined in the Act and all other employees.

All office and clerical employees of the Automotive Sales Group located in the Walter P. Chrysler Building and Building 401, Highland Park, Michigan, in Departments 8110, 8160, 1350, 1351, 1352, 1353 and 1214 including employees classified as Clerk-Junior II (110), Clerk-Senior II (114), Clerk-File (121), Typist-Transcribing (143), Typist (144), and Clerk-Mail (411) in Department 8110, Customer Relations; employees classified as Stenographer (136) in the Files and Microfilm Section, Department 8110; employees classified as Correspondent-Technical (118) and Typist (144) in the Dealer and Owner Correspondence Section of Department 8160, Warranty Systems and Publications; employees classified as Clerk-General I (111) and Sales Programming Analyst (316) in Department 1350, Options & Accessories Programming; employees classified as Clerk-General I (111) in Department 1351, Vehicle Programming; employees classified as Clerk-Senior II (114), Stenographer (136) and Sale Programming Analyst (316) in Department 1352, Program Coordinating and Scheduling; employees classified as Clerk-General I (111) in Department 1353, Program Services & Planning; employees classified as Driver-Pick-Up (417) in Department 1214, Administration; excluding technical employees, secretaries to department heads and executives, group leaders, receptionists, chauffeurs, guards and supervisors as defined in the Act, and all other employees.

All salaried employees engaged in Warranty Claims Operations at Chrysler Center excluding all employees on the executive and management payrolls, professional, technical, confidential

employees and the secretary to the Manager of Warranty Claims (or equivalent position) or higher supervision, guards and supervisors, and all other employees.

All full-time and regular part time graphics support specialists and corporate services coordinators in department 1607 and corporate services coordinators and special events coordinators in department 1549 employed by the Employer at its facility located at 1000 Chrysler Drive, Auburn Hills, Michigan: but excluding all managers, confidential employees, and guards and supervisors as defined in the Act, and all other employees.

All office-clerical employees on Classifications 121E and 143E in Department 8110 Building 401, Highland Park, Michigan, but excluding all managerial, technical and professional, secretaries to executive and department heads, however classified, other confidential employees, guards and supervisors as defined in the Act, and all other employees.

All office-clerical employees in Departments 1210, 1211, 1213 and 1214 at the Employer's Automotive Sales Group located at Highland Park, Michigan, including the following classifications: Accountant (Class. 025), Bookkeeper-Senior (Class. 033), Bookkeeper-Junior (Class. 034), Clerk-Expense Audit (Class. 036), Clerk 1-Field Car (Class. 037), Clerk Property Accounting (Class. 038), Cashier (Class. 051), Clerk-Invoice (Class. 057), Clerk-General I (Class. 111), Clerk-General II (Class. 112), Clerk-Senior I (Class. 113), Comptometer Operator (Class. 116), Bookkeeping-Machine Operator (Class. 120), Stenographer (Class. 136), Typist (Class. 144), Chauffeur, except Executive Chauffeur

(Class. 416), Multilith Operator (Class. 425); but excluding all technical employees, professional employees, confidential employees, secretaries, employees on executive and management payrolls, employees currently covered by Collective Bargaining Agreements, guards and supervisors as defined in the Act, and all other employees.

All office-clerical employees classified as Factor and Formula Analyst-Staff (Classification 302) in the Program Coordinating and Scheduling Department (1352) of Chrysler's Automotive Sales Group located in Building 243, 341 Massachusetts, Highland Park, Michigan, but excluding technical employees, professional employees, guards and supervisors as defined in the Act and all other employees.

All office and clerical employees employed by the Employer in Department #1251-Data Processing and Preparation, on the following classifications: #111-Clerk-General I, #122-Key Punch Operator-Senior, and #122E-Key Punch Operator-Leader; but excluding all managerial, technical and professional employees, secretaries to executive and department heads, however classified, other confidential employees, guards and supervisors as defined in the Act, and all other employees.

4. All office and clerical employees of FCA, Detroit, Michigan, in the office and plant of the Jefferson North Assembly Plant, including payroll clerks, cost clerks, timekeepers, the factory cashier, telephone operators, employees in the office service department, spare-parts men, and the staff employees in the sales department, but excluding employees of the Company's general office at Highland Park who are temporarily housed at the



Jefferson North Assembly Plant; employees included in any bargaining unit previously found to be appropriate by the Board; employees who spend a major portion of their time outside the continental United States; all employees in the labor relations, employment, mutual aid, medical, safety, and time study departments; foremen's clerks; all secretaries to the heads of departments, divisions or groups; the head of the planning division; and all supervisory employees with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees, or effectively recommend such action.

All photographers in Department 32 of FCA's, Jefferson North Assembly Plant, excluding supervisory employees, guards and all other employees.

All office and clerical employees in Department 3200, Pre-Production Sampling and Department 9000, Production Control, of the Clairpointe Pre-production Plant, excluding technical employees, professional employees, confidential employees, secretaries to executives, guards and supervisors as defined in the Act.

All salaried clerical employees at the FCA Jefferson North Assembly Plant, Detroit, Michigan, classified as Clerk-Superintendent's (Classification 236); but excluding all supervisors as defined in the Act and all other employees.

5. All full-time and regular part-time clerical and technical employees in Claims Processing and Dealer/Customer Relations (Dept. 1520) and Contract Processing (Dept. 1530) at the Employer's facility located at 901 Wilshire Drive, Troy, Michigan; but excluding all secretaries, management trainees,

confidential employees, managerial personnel, professional employees, guards and supervisors as defined in the Act, and all other employees.

6. Unit A: All salaried office and clerical employees of Chrysler at the Eldon Avenue (Detroit) Axle Plant, 6700 Lynch Road, Detroit, Michigan, including the receptionist, matron and groundskeeper, but excluding all employees in the Labor Relations, Superintendent (except the receptionist), Employment, Time Study, Safety, Medical, Plant Engineering, By Products, Purchasing, and Engineering Contact Departments, the factory auditor, assistant factory auditor, cashier, planning superintendent, assistant planning superintendent, chief inspector, assistant chief inspector, master mechanic, department heads and assistant department heads in the Accounting Division, foremen and group leaders (including W. Muller and Mahlon Wilcox), secretaries to the factory auditor, planning superintendent, chief inspector, master mechanic, traffic supervisor, and tool supervisor, all confidential clerks (including Harvey Nelson, Aloysius Kavanaugh and Ritz Stimetz), all professional employees (including the technical specialists, tool designers, detailers, tool trouble men, tool engineers, learners of technical operations and tool cost investigators), and all supervisors and assistant supervisors and all other supervisors as defined in Section 2(II) of the Act, as amended.

7. All office-clerical employees including timekeepers at the Mack Avenue Engine Plant I and Mack II Engine Plant, excluding employees in personnel and labor relations, superintendence, employment, time study, budget, group insurance, safety, medical, statistical, treasury, compensation,

purchasing, restaurant stores and resident engineering departments; special assignment classification 923, executives, department heads, supervisors, assistant supervisors, foremen, and their secretaries, confidential clerks, group leaders, professional and technical employees, factory cashier, quality inspectors, all hourly-rated clericals, guards, all other supervisory employees as defined in the Act, and all other employees.

8. All office and factory clerical employees, located at the Trenton Engine Complex, 2000 Van Horn Road, Trenton, Michigan, excluding all employees in the following departments: Labor Relations, employment, superintendence, time study, welfare medical, purchasing, plant contact engineering, pricing; and excluding all staff men and special assignment men, cost estimators, all technical and professional employees, all employees in existing bargaining units, all confidential clerks and secretaries to executives, superintendents, supervisors and assistant supervisors, guards and supervisors as defined in the Act.

9. All full-time and regular part-time console operators, key punch operators, clerks and parts orderers-depot, employed by the Employer at its Carrollton, Dallas Parts Distribution Center.

10. All salaried office-clerical employees at FCA Kokomo Transmission Plant at 2401 South Reed Road, Kokomo, Indiana and Indiana Transmission Plant at 3661 N. County Road, S.E., Kokomo, Indiana, but excluding all employees in the following departments: Personnel (0040), Medical (0150), Plant Manager (0070), Industrial Engineering (0090), Budget and Analysis (0130), Resident Engineering

(0510), Central Purchasing (4000), and all secretaries and stenographers to executives and supervisors, confidential employees, professional employees, technical employees, all employees on executive and management payroll, guards and supervisors as defined in the Act, and all employees covered by existing Collective Bargaining Agreements.

All salaried clerical employees at the FCA Kokomo Transmission Plant, 2401 South Reed Road, Kokomo, Indiana, Indiana Transmission Plant I, Indiana Transmission Plant II and Tipton Transmission Plant classified as Clerk Superintendent's (Classification 236), Record Man Machinery and Equipment (Classification 219) and Follow-Up Man-Tooling and Non-Productive Materials (Classification 238); but excluding supervisors as defined in the Act and all other employees.

All full time Registered Nurses employed by the Employer at its Kokomo, Indiana facility and Indiana Transmission Plant; but excluding all other employees, and all guards and supervisors as defined in the Act.

11. All office-clerical employees in the Accounting Department (0010), Production Control Department (0100), Shipping and Receiving Department (0190), Quality Control Department (0270), and the Non-Production Material Control Department (0330), at the FCA Kokomo Casting Plant located at 1001 East Boulevard, Kokomo, Indiana, but excluding all secretaries and stenographers to executives and supervisors, confidential employees, professional employees, guards and supervisors as defined in the Act, and all other employees.

12. All office and clerical employees at FCA Toledo Machining Plant including telephone operators, rate clerks, factory clerks, timekeepers and checkers, but excluding all executives, department heads and their secretaries and stenographers; all employees, on the management payroll, professional employees, technical employees, confidential employees, superintendent's clerks; all employees in the following departments: Budget (1300), Personnel (5000), Plant Manager (0100), Industrial Engineering (3100), Resident Engineering (6000), guards and supervisors as defined in the Act.

All Clerk-Superintendents (Classification 236) in Departments (0100) and (3420) at FCA's Toledo Machining Plant located at Perrysburg, Ohio, but excluding all managerial, technical and professional employees, secretaries to executives and department heads, however classified, other confidential employees, guards, and supervisors as defined in the Act, and all other employees.

13. All office and clerical employees of the Corporation at the High Tech Center (ODMTC) Detroit, Michigan, excluding all executive, supervisory and professional employees, all secretaries to executives, supervisors, and buyers; all confidential department clerks; all employees in Departments 7 and 307 (Superintendence); 4 and 304 (Labor Relations); 8 and 308 (Employment); 9 and 309 (Time Study); 14 and 314 (Safety); 315 (Medical); 24 and 324 (Plant Protection); 26 (Training); 38 and 338 (Laboratory); 350 (Plant Engineering); 52 (Product Research); 59 (Jig and Fixture Production Maintenance); 102 (Sealer, Spray, Sand and Enamel Spray); 445 (Production Engineering); 483 (Internal Styling); 634 (Division Comptroller); and 312 (Insurance) except general

insurance clerks at Mack Avenue Stamping, Vernor Tool and Die and Vernor Trim Plants, and excluding also the employees of Departments 1 and 301 (Factory Accounting) who were in former Departments 506 (Auditing) and 507 (Cashier); cycle projection men in Departments 10 and 310 (Follow Up); the employees of Departments 21 and 321 (Miscellaneous Shipping), who were in former Department 107, the contact inspectors in Department 27 (Inspection); engineers estimating A, B and C, estimators-tool, estimators-engineering changes, estimators and leaders who were in former Department 501 (Estimating) and employees of the Master Mechanics Division in Departments 28 and 328 (Machine and Tool Layout) except employees who were in former Department 88 (Liaison Engineering); leaders and yard-masters in Department 306 (Traffic); the vendor contact and liaison man in Department 57 (Sheet Metal and Drop Forge Die); all buyers in Department 345 (Purchasing); contact engineers and development engineers in Department 444 (Experimental); driver schedule man and accident insurance write up man in Department 514 (Central Transportation) and all employees now included in collective bargaining units.

14. All salaried office and clerical employees, timekeepers and time checkers at the FCA Warren Stamping Plant, 22800 Mound Road, Warren, Michigan excluding all employees in the labor relations, superintendence, employment, budget and time study, safety and medical departments, executives, foremen, confidential secretaries to executives and supervisors, professional employees, confidential clerks, guards and all supervisory employees with authority to hire, promote, discharge, discipline or otherwise effect changes in the status of employees or effectively recommend such action.

15. All salaried office-clerical employees at the FCA Sterling Stamping Plant at 35777 Van Dyke Road, Sterling Heights, Michigan excluding all employees in the following departments: Personnel (5050), Plant Manager (0150), Industrial Engineering (3060), Budget (1060), Plant Engineering (3601), Die Room (3505), Jig and Fixture (3504), Large Press (9740), Panel Assembly (9760), Master Mechanics (3501), Machine Repair (3502), Janitor (3602), Power House (3604), Maintenance (3610), Plant Protection (5051), Resident Engineering (6050), Die Set (9745), Small Press (9750), Miscellaneous Assembly (9770), Quality Control (3210), and Classification 115, Clerk in Production Engineering Department (3405), and all secretaries and stenographers to executives and supervisors, confidential clerks, professional employees, technical employees, all employees on executive and management payrolls, guards and supervisors as defined in the Act, and all employees covered by Collective Bargaining Agreements.

All salaried office-clerical employees at the FCA Sterling Stamping Plant at 35777 Van Dyke Road, Sterling Heights, Michigan, in the following departments and classifications: Clerk-Junior II (Classification 110) in Materials Control (3361), Die Room (3505); Stenographer (Classification 136) in Production Engineering (3405); Clerk-Project and Authorization (Classification 043) in Production Engineering (3405); Clerk Superintendent's (Classification 236) in Quality Control (3210), Material Control (3361), Production Engineering (3405), Jig and Fixture (3504), Die Room (3505), Maintenance (3610), Large Press (9740), Panel Assembly (9760); Clerk-Senior III (Classification 115) in Production Engineering (3405); but excluding all secretaries to executives and supervisors, confidential employees,

professional employees, technical employees, all employees on executive and management payrolls, guards and supervisors as defined in the Act, all employees currently covered by Collective Bargaining Agreements and all other employees.

All full time and regular part time secretarial employees employed by the Employer at its facility located at 35777 Van Dyke, Sterling Heights, Michigan, but excluding all managerial employees, confidential employees, professional employees, guards and supervisors as defined in the Act and all other employees.

16. All office, clerical and salaried employees including salaried group leaders of the Parts Division, located at the FCA Center Line facility at Center Line, Michigan, excluding executives, staff men managers, assistant managers, superintendents, assistant superintendents, department heads, assistant department heads, foremen, professional, technical and confidential employees, any employees who report directly or through their supervisor to the Personnel Manager, any employees in the Administrative Analysis Department (including employees in the Planning and Analysis Section), analysts in the Accounting Procedures Section or the E.D.P.M. Procedures Section of the Systems and Procedures Department, staff analysts and audit clerks in the General Ledger Section of the General Accounting Department, analysts in the Plant Budget Section of the Plant Accounting Department, analysts in the Division Budget Department, any employees in the following classifications in the Comptroller's Division: Systems and Procedures Analysts, E.D.P.M. Systems Analysts, Internal Auditors, Government Contract Price Coordinator, Price Analyst, Budget



and Cost Analysts; the following classification in the Sales Operations Division: Copywriters, Product Planning Remanufacturing Specialists, Financial Analysts, Staff Assistants, Operations Analysts, Sales Specialists, Government Sales Representatives, Sales Promotion Specialists, Retail Operations Specialists; and the following classifications in the Administrative Analysis Department: Procedures Analysts and Inventory Analysts, all secretaries (whether classified as clerks, typists, stenographers or secretaries) to Department Managers (including the Plant Accountants, the Manager of Wholesale Planning and Development and the Assistant Manager of the Field Sales Department, the Master Mechanic) and to all higher supervision, and secretaries (however classified) to the Merchandising Staff Coordinator, the Merchandising Supervisor and one secretary to the Sales Promotion Supervisor in the Merchandising Department, to the Supervisor of Maintenance, to the General Foreman-Warehousing, and to the Chief Inspector and excluding all employees in the Purchasing Department. Except as hereinbefore provided, the status of employees as being included in the bargaining units or excluded herefrom shall remain as prior to January 31, 1961.

All office-clerical employees in the Purchasing Department (3500) of the Parts Division Office, located at 25999 Lawrence Avenue, Center Line, Michigan, classified as Stenographer (Classification 136), Clerk Junior II (Classification 110), and Typist (Classification 144), excluding secretaries, confidential employees, employees on executive and management payrolls, technical employees, supervisors and guards as defined in the Act, employees covered by Collective Bargaining Agreements, and all other employees.

17. All salaried and hourly-rated office workers of the Company at its Marysville Parts Distribution Center, including timekeepers, telephone and teletype operators, salaried group leaders, and mail clerks, but excluding supervisory employees, engineers, all employees in the labor relations department and the employment department, all employees in the time study, methods, and budget department (except secretarial employees), credit men, professional employees, draftsmen, package engineers, and the confidential secretaries to executives, heads of departments and foremen.

18. All office-clerical employees employed at FCA's New York Parts Distribution Center, which has a mailing address at P.O. Box 600, Tappan, New York; excluding all professional employees, confidential employees including the secretary to the depot manager, technical employees, guards and supervisors as defined in the Act, employees in existing bargaining units, and all other employees.

19. All salaried office-clerical employees at FCA's Boston Parts Distribution Center, Speen Street, Natick, Massachusetts, excluding all secretaries and stenographers to executives and supervisors, confidential clerks, professional employees, technical employees, all employees on the executive and management payrolls, supervisory trainees, guards and supervisors as defined in the Act, and all employees covered by Collective Bargaining Agreements.

20. All office-clerical employees in the following classifications: Clerk-Junior II (110), Clerk, General I (111), Clerk, General II (112), Clerk, Senior II (114), Key Punch Operator (122), Drum Calculator Operator (150), E.D.P.M. Auxiliary Equipment Operator (155)

and Parts Order Man-Depot (380) at FCA's Denver Parts Distribution Center, 5150 Colorado Boulevard, Denver, Colorado, but excluding all professional employees, confidential employees, managerial employees, technical employees, secretaries, employees on the management and executive payrolls, guards and supervisors as defined in the Act, employees covered by Collective Bargaining Agreements and all other employees.

21. All office-clerical employees of the Employer's Orlando, Florida Parts Distribution Center, located at 8000 S. Orange Blossom Trail, Orlando, Florida; excluding all technical employees, professional employees, secretaries to executives and department heads, other confidential employees, guards and supervisors as defined in the Act, and all other employees.

22. All office-clerical employees employed at FCA's Los Angeles Parts Distribution Center, 1600 East Orangethrope Avenue, Fullerton, California; excluding all managerial employees, confidential employees, including the secretary to the depot manager, professional employees, guards and supervisors as defined in the Act, employees covered by existing Collective Bargaining Agreements and all other employees.

23. All office-clerical employees employed at FCA's Minneapolis Parts Distribution Center, 13005 Highway 55, Plymouth, Minnesota; excluding all managerial employees, technical employees, confidential employees including the secretary to the Depot Manager, professional employees, guards and supervisors as defined in the Act and all other employees.

24. All salaried office-clerical employees employed at FCA's Interplant Transportation Terminal (FCA Transport, Inc.) located at 8555 Lynch Road, Detroit, Michigan, including billing clerk, bookkeeper, invoice clerk, dispatchers, and one clerk in Department 1000, but excluding all clerks and secretaries to supervisory and management personnel (including clerks to Maintenance and Operation Superintendents), employment interviewer-qualifier, technical employees, confidential employees, professional employees, all employees on the executive and management payrolls, guards and supervisors as defined in the Act, and all other employees.

25. All office-clerical employees of Chrysler's Export-Import Division (currently designated as International Supply Operations) at the Wyoming Plant, 6000 Wyoming Ave., Detroit, Michigan, including leaders, but excluding all employees in the following departments: General Manager (0100); U.S. Fleet and Special Sales (2000, 2100, 2200); Simca Sales (2600 and 2700); Maintenance and Powerhouse (3450, 3460); Engineering and Product Planning (6000); Overseas Manufacturing Services (7100); Maintenance and Boxing Engineering (8040); Industrial Engineering (8050); Quality Control (8060); Personnel (8700); Laboratory (6300); Manufacturing Super (8800); the Financial Analysis and Financial Statements Sections of Accounting departments (1010, 1110) and Price and Financial Analysis departments (1050, 1150); Price Study Men, Accountants, E.D.P.M. Application Specialists, Translator-Technical, Interpreters, Translators, Trainees, all employees on the executive and management payrolls; technical, confidential and secretarial employees; professional employees,

guards and supervisors as defined in the Act; all employees covered by Collective Bargaining Agreements, and all other employees.

26. All full-time and regular part-time console operators (classification 15600) employed by the Employer at its Sterling Heights Assembly Plant assigned to location 1100, department 1758, and all clerical employees employed by the Employer in the production control department (department 3300) of the Sterling Heights Assembly Plant; but excluding all secretaries and clerks to supervisors, per diem employees, confidential employees, managerial personnel, professional employees, guards and supervisors as defined in the Act, all employees covered by Collective Bargaining Agreements and all other employees.

All administrative assistants/material clerks employed by the Employer in Departments 9110, 9130, 9150 and 3330 at its Sterling Heights Assembly Plant facility located at 38111 Van Dyke, Sterling Heights, Michigan; but excluding professional employees, managerial employees, guards and supervisors as defined in the Act, and all other employees.

27. All office-clerical employees employed at FCA's Cleveland Parts Distribution Center, located at 9777 Mopar Dr, Streetsboro, Ohio but excluding all managerial employees, confidential employees, including the secretary to the Depot Manager, professional employees, guards, and supervisors as defined in the Act and all other employees.

28. All full-time and regular part time office and clerical employees at the Milwaukee Parts Distribution

Center: but excluding all confidential employees, the Office Administrator, Clerk to the Warehouse Manager, the Treasury/Payroll Clerk, all other employees, guards and supervisors as defined in the Act.

29. Unit A: All salaried office and clerical employees of FCA at the Marysville Axle Plant, Marysville, Michigan, including the receptionist, matron and groundskeeper, but excluding all employees in Labor Relations, Superintendent (except the receptionist), Employment, Time Study, Safety, Medical, Plant Engineering, By Products, Purchasing, and Engineering Contact Departments, the factory auditor, assistant factory auditor, cashier, planning superintendent, assistant planning superintendent, chief inspector, assistant chief inspector, master mechanic, department heads and assistant department heads in the Accounting Division, foreman and group leaders, (including W. Muller and Mahlon Wilcox), secretaries to the factory auditor, planning superintendent, chief inspector, master mechanic, traffic supervisor, and tool supervisor, all confidential clerks (including Harvey Nelson, Aloysius Kavanaugh and Ritz Stimetz), all professional employees (including technical specialists, tool designers, detailers, tool trouble men, tool engineers, learners of the technical operations and tool cost investigators), and all supervisors and assistant supervisors and all other supervisors as defined in Section 2 (II) of the Act, as amended.

30. All office and factory clerical employees, located at the Trenton Engine Complex, Trenton, Michigan, excluding all employees in the following departments: Labor Relations, employment, superintendence, time study, welfare medical,

purchasing, plant contact engineering, pricing; and excluding all staff men and special assignment men, cost estimators, all technical and professional employees, all employees in existing bargaining units, all confidential clerks and secretaries to executives, superintendents, supervisors and assistant supervisors, guards and supervisors as defined in the Act.

31. All office-clerical employees of FCA's Atlanta Parts Distribution Center; excluding all managerial employees, confidential employees including the secretary to the Depot Manager, professional employees, guards and supervisors as defined in the Act, employees covered by existing Collective Bargaining Agreements and all other employees.

32. All office-clerical employees of FCA's Winchester Parts Distribution Center; excluding all managerial employees, confidential employees including the secretary to the Depot Manager, professional employees, guards and supervisors as defined in the Act, employees covered by existing Collective Bargaining Agreements and all other employees.

33. All office-clerical employees of FCA's Romulus Parts Distribution Center; excluding all managerial employees, confidential employees including the secretary to the Depot Manager, professional employees, guards and supervisors as defined in the Act, employees covered by existing Collective Bargaining Agreements and all other employees.

In addition, pursuant to and to the extent permitted by applicable provisions of the National

Labor Relations Act, as amended, the Company shall recognize the Union as the exclusive representative of all employees at U.S. plants listed in Schedule "A" appended to the Office and Clerical Agreement dated December 16, 2019 which are reopened by the Company.

If it is considered that the above descriptions differ from the original National Labor Relations Board certifications or the initial agreements between the parties describing the bargaining unit, the Board certification or the initial agreement shall govern. By agreeing to the foregoing descriptions, neither party hereto waives the right to move to amend or clarify any certification by the National Labor Relations Board.

## **APPENDIX SCHEDULE "A"\***

Bargaining Units referred to in Section (1) of the National Engineering Agreement between FCA US LLC and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW and certain of its Local Unions dated December 16, 2019.

1. All employees in the passenger car chassis, passenger car body, truck body, truck body and chassis, electrical designing or drafting and research development division of the Product Planning and Development Staff of Chrysler, who are employed in the classifications of body drafting learner, body detailer, body minor layout, body panel detailer, body full-size layout, body designer, checker body drafting, chassis drafting learner, chassis drafting



detailer, chassis layout, chassis designer, chassis checker, clay modeler, metal layout and checker, wood layout and checker, engineering record clerk, engineering contact man, excluding supervisory employees with authority to hire, promote, discharge, discipline, or otherwise effect changes in the status of employees, or effectively recommend such action, body designers on styling in Department 468, and all other employees.

All blueprint feeders and trimmers, blueprint machine operators, photostat operators, the multilith operators in Department 443; file clerks in the Product Planning and Development Staff Tracing Vault; blueprint file clerks in the drafting departments, whose primary duties including the maintaining of blueprint files for said drafting departments and the delivery of prints and tracings to and from the blueprint department, at the Product Planning and Development Staff, Chrysler Corporation, Highland Park, Michigan excluding employees presently covered by Collective Bargaining Agreements and all other employees and supervisors as defined in Section 2 (II) of the Act, as amended.

All Engineering Clerical Employees in Departments 2800, 2810, 2820, 2830, 2840, 2850, 2860, 2870, 2880, 2890, but excluding all Professionals, Guards, Supervisors as defined in the Act and all employees covered by Collective Bargaining Agreements.

2. All mechanical and experimental technicians, experimental mechanics, laboratory assistants, inspectors interplant contact and pickup men, and storekeepers at the Product Planning and Development Staff, Highland Park, Michigan,

including, but without limitation thereto, all such employees in those departments of Product Planning and Development Staff, of Chrysler designated as Departments 445, 455, 456, 457, 458, 459, 460, 462, 463, 469, 470, 471, 474, 475, 476, 477, 481, 482, 483, 487, 491, 493, 494, 496, and 498, excluding employees in Department 443 and all other clerical employees, road test leaders, professional employees, guards, and supervisors.

All full-time and regular part-time technical employees employed by the Employer at its facility located at 12000 Chrysler Drive, Highland Park, Michigan, in Weight and Complexity Objectives Department 2190; and in Design Aids, Departments 5970 and 5980; but excluding all office clerical employees, confidential employees, professional employees, managerial employees, guards and supervisors as defined in the Act, all other employees covered by existing Collective Bargaining Agreements, and all other employees.

All full-time Engineering Development technicians, Engineering Laboratory technicians, laboratory test equipment coordinators and Product Systems & Development specialists employed by the Employer at and out of its facility located at 800 Chrysler Drive East, Auburn Hills, Michigan in departments 0320/0340/9860, 3140, 3210, 3270, 3680, 4660/4940, 4740/4780, 4610, 5130, 5140, 5160, 5320, 5480, 5660, 5810, 5820, 5830, 7110, 7710, 7820, 9020, 9030, 9150, 9160, 9230, 9320, 9340, 9580, 9610, 9620, 9710, 9720, 9730; but excluding office and clerical employees, guards and supervisors as defined in the Act.

All technical employees in Product Engineering Department 2010, Car Assembly Group, located at Hamtramck Assembly Plant, 7900 Joseph Campau, Hamtramck, Michigan (currently located at Chrysler Center, Highland Park, Michigan), including Laboratory Scheduling man (Classification 068), Chemists or Metallurgists-Manufacturing (Classification 203-203e) Designer-Tool and Die "A" (Classification 204-A), Technicians-Laboratory Engineering A (Classification 541), Functional Test Technicians (Classification 570) and Project Technicians (Classification 577), excluding office clerical employees, professional employees, confidential employees, employees on executive and management payrolls, supervisory employees and guards as defined in the Act, employees under existing Collective Bargaining Agreements, and all other employees.

All full-time Engineering Technicians employed by the Employer at its facility located at 14250 Plymouth Road, Detroit, Michigan, in departments 1820 and 8520, but excluding office clerical employees, managerial employees, guards and supervisors as defined in the Act.

All regular full-time engineering technicians and storekeepers employed by the Employer at its facility located at 14250 Plymouth Road, Detroit, Michigan, in Departments 1130, 1410, 1560, 2990, 5710, 5720, 5730, 5750, 5760, 5770, 5780, 5790, 5920, 5930, 8169, 8420 and 1200, 1840, 1950, 2930, 5740, 5940, 8490, 8580, 8710, but excluding office and clerical employees, managerial employees, guards and supervisors as defined in the Act.

All full-time Reliability Technicians in Department 8166, employed by the Employer at its facilities

located at 12501 Chrysler Freeway, Detroit, Michigan; but excluding office clerical employees, managerial employees, guards and supervisors as defined in the Act.

All full-time Engineering Photographers and Coordinators in Department 2060 employed by the Employer at its facilities located at the Featherstone Road Center, 2301 Featherstone Road, Auburn Hills, Michigan; Plymouth Road Office Complex, 14250 Plymouth Road, Detroit, Michigan; and Chrysler Technical Center, 800 Chrysler Drive, Auburn Hills, Michigan; but excluding office clerical employees, managerial employees, guards and supervisors as defined in the Act.

All full-time and regular part-time service engineers employed by the Employer in department 3237 at its Featherstone Road Engineering Center, 2301 Featherstone Road, Auburn Hills, Michigan: but excluding office clerical employees, confidential employees, managerial employees, guards and supervisors as defined in the Act, and all other employees.

All full-time and regular part time financial analyst specialists in Department 1204 employed by the Employer at its headquarters located at 800 Chrysler Drive, Auburn Hills, Michigan: but excluding all clerical, professional, managerial, supervisors and guard employees as defined in the Act, and all other employees.

3. At the Product Planning and Development Staff all model reproducers, model makers plastic, template makers-plastic shop, assemblers, die model builders, die model checkers, metal model body

builders, painters-experimental, power hammer-model forming, shaper operators-die model, stencil makers-experimental, trimmers-experimental, welder-finishers-metal model shop, woodmill-experimental machine operators, woodworker-experimental models and forms, excluding office clerical employees, professional employees, confidential employees, guards and supervisors as defined in the Act and all other employees.

4. All technical employees classified as Technical Specialist-Sales & Service (Classification 322) in the Customer Relations Section of Department 8110, Customer Relations, located in the Walter P. Chrysler Building, Highland Park, Michigan, (currently located in Center Line, Michigan), excluding all employees in the Legal and Government Section of Department 8111, office and clerical employees, supervisors, guards and professional employees as defined in the Act, and all other employees.

All special investigators in the Legal and Government Sections of Department 8110, Customer Relations, located at 26001 Lawrence Ave., Center Line, Michigan; but excluding office and clerical employees, supervisors, guards and professional employees as defined in the Act and all other employees.

5. All mechanics-drivers, stockkeepers, surveyor's instrument man, driver-car and truck, equipment operator A and B, grounds-keeper-maintenance and building service, groundskeeper-maintenance and building service leader, painter-test vehicles, machine operator-tool, die and maintenance and mechanic maintenance, at the FCA, Chelsea Proving Grounds, Chelsea,

Michigan, excluding office clerical employees, professional employees, guards and supervisors as defined in the Act and all other employees.

All No. 564, Data Reduction Technicians and No. 565, Vehicle Test Technicians at the Chelsea Proving Ground, Chelsea, Michigan, excluding all office clerical, professional, confidential and management employees, guards and supervisors as defined in the Act and all other employees.

All regular full-time Engineering Photographers in Department 2040 employed by the employer at its facilities located at its Chelsea Proving Grounds, 3700 South M52, Chelsea, Michigan; but excluding all office and clerical employees, professional employees, managerial employees, guards and supervisors as defined in the Act.

6. All salaried technical employees at FCA's Assembly Plant at Belvidere, Illinois employed in Department 3400 (Manufacturing Engineering) on the following classifications: Engineer-Tool Engineering (Classification 211A and B), Engineer-Plant Engineering (Classification 218A and B), and Material Handling Analysts (Classification 228); but excluding office clerical employees, employees on management and executive payrolls, secretaries to executives and department heads, however classified, professional employees, confidential employees, guards and supervisors as defined in the Act, employees covered by existing Collective Bargaining Agreements and all other employees.

All Industrial Engineers, but excluding all other employees, all guards and supervisors as defined in the Act.

7. All employees of the Jefferson North Assembly Plant of FCA, Detroit, Michigan who are employed in the Master Mechanics, Plant Engineering, and Engineering Research Divisions in the classifications of designer, detailer, tool, die and gauge engineer, checker, layout man, tool trouble man, tool follow-up man, draftsman, property officer, plant layout engineer, tool record clerk, engineering record clerk, material handling engineer, material handling analyst, tool estimator and learner, excluding all supervisory employees with authority to hire, promote, discharge, discipline or otherwise effect changes in the status of employees, or effectively recommend such action, and all other employees.

All salaried employees of the Jefferson North Assembly Plant of FCA who by chemical and metallurgical laboratory tests analyze the chemical and physical properties of the materials and supplies used in the manufacturing process for the purpose of maintaining a standard of their quality and including those who prepare standard laboratory solutions and samples for ordinary analysis and those who make routine and procedural tests and analysis and work under the general direction of the chemist or metallurgist; excluding clerical employees, supervisors and all other employees.

All cost estimators in Department 627, Cost Estimating, located at the Jefferson North Assembly Plant of FCA, excluding office clerical employees, confidential employees, supervisors, guards and all other employees. All Quality Control Clerks, Quality Control Analysts and Quality Control Engineers in Department 742, Quality Control, at the FCA US LLC, Jefferson North Assembly Plant excluding guards, supervisors as defined in the Act, and all other employees.

8. All full-time registered nurses employed at the Employer's Metropolitan Detroit plants, but excluding all physicians, office-clerical employees, managerial employees, technical employees, guards and supervisors as defined in the Act, and all other employees.

9. All employees of the Master Mechanics and Plant Engineering Departments of the Company's Warren Truck Assembly Plant at 21500 Mound Road, Warren, Michigan, including, but without limitation thereto, all estimators, designers, detailers, draftsmen, plant layout engineers, material handling engineer, follow-up man-tool engineering, and machinery and equipment record men, excluding clerical employees, confidential employees and supervisors as defined in the Act.

All quality control engineers, classification 215, employed by the Employer at its facility located at 21500 Mound Road, Warren, Michigan; but excluding office clerical employees, supervisors, guards and professionals as defined in the Act, and all other employees.

All Industrial Engineers, but excluding all other employees, guards and supervisors as defined in the Act.

10. All full-time drivers, driver-mechanics, stockhandlers and facility maintenance employees employed at the Employer's Arizona Proving Grounds facilities located in Yucca, Arizona; excluding office and clerical employees, secretaries, engineers, confidential employees, professional employees, technical employees, guards and supervisors as defined in the Act and all other employees.



11. All engineering and technical employees in the Master Mechanics and Plant Engineering Departments of the Employer's Trenton Engine Complex, Trenton, Michigan, including tool engineers, tool-trouble men, tool and die designers, material handling engineers, quality control engineers, quality control analysts, tool follow-up men, draftsmen, machinery and equipment record men, technician engineering-development and learners, but excluding office clerical employees, factory clerical employees, guards and supervisors as defined in the Act, and all other employees.

12. All industrial engineers, including the positions of Manufacturing Expense Standards Engineer B, Methods and Standards Engineer A, and Methods and Standards Engineer Sr., plus, all employees in the classification of Analyst-Quality Control in Department 26; all employees in the classification of Investigator-Tool Costs, Engineer-Tool Engineering; all employees in the classification of Designer-Tool and Die in Department 32; all employees in the classifications of Technician-Laboratory Engineering and Chemist and/or Metallurgist-Manufacturing in Department 38; all employees in the classifications of Engineer-Manufacturing Engineering-Plant Engineering and Draftsman-Tool and Plant Engineering in Department 50 and employees in the classifications of Groundkeeper, Technician-Assembly and Test and Technician Engineering-Development and Console Operator (Classification 150) of FCA's, Kokomo Transmission Plant, Kokomo, Indiana and Indiana Transmission Plant I, Indiana Transmission Plant II, Tipton Transmission Plant, excluding all confidential employees, office clerical employees, plant clerical employees, professional employees, guards and supervisors as defined in the Act and all

other employees. All salaried technical employees in Department 17 at FCA's Kokomo Transmission Plant located at 2401 South Reed Road, Kokomo, Indiana and Indiana Transmission Plant at 3661 N. County Road, S.E., Kokomo, Indiana, including Technicians-Engineering Development (Classification 575), and Chemist or Metallurgists-Manufacturing (Classification 203), excluding all office clerical employees, secretaries and clerks to supervisors and management personnel, confidential employees, professional employees, all employees on the executive and management payrolls, guards and supervisors as defined in the Act, all employees covered by Collective Bargaining Agreements and all other employees.

All Quality Liaison Engineers employed by the Employer at its Kokomo, Indiana facility and Indiana Transmission Plant, but excluding all other employees, and all guards and supervisors as defined in the Act.

13. All technical employees employed at FCA's Kokomo Die Cast Plant located at 1001 East Boulevard, Kokomo, Indiana, including Designer-Tool and Die "B" (Classification 204B), Detailer Tool and Plant Engineering (Classification 205), Draftsman-Tool and Plant Engineering (Classification 206), Engineers-Tool Engineering "A" (Classification 211A), Engineers-Tool Engineering "B" (Classification 211B), Analyst-Quality Control (Classification 214), Analyst-Quality Control (Classification 215), Analyst-Material Handling (Classification 228), Technician-Laboratory Engineering "A" (Classification 541) and Clerk Senior II (Classification 114), excluding all office clerical employees, secretaries and clerks to supervisors and management personnel, confidential employees,

professional employees, all employees on the executive and management payrolls, guards and supervisors as defined in the Act, all employees covered by Collective Bargaining Agreements, and all other employees.

14. All salaried employees of Department 3414 Tool Engineering, Department 3415, Die Engineering, Department 3424, Die Room, and Department 3475, Tool Room of FCA's Toledo Machining Plant in the classifications of Tool, Die and Pattern Engineer, Tool Trouble Man, Tool and Die Designer, Learner, Tool Cost Investigator, Tool Contact Man, and Technician Engineering-Development, excluding clerical employees, confidential employees, guards and supervisors as defined in the Act. All employees classified Engineers-Plant Engineering (218A & B), Engineers-Material Handling (229), and Draftsman-Tool & Plant Engineering (206) in Plant Engineering Department 3440 at FCA's Toledo Machining Plant located at Perrysburg, Ohio, but excluding office clerical employees, professional employees, supervisory employees, confidential employees, guards, as defined in the Act, and all other employees.

All salaried technical employees classified as Technician-Laboratory Engineering A (Classification 541) and Chemist or Metallurgist-Manufacturing (Classification 203) in Resident Engineering (Department 6000), at FCA's Toledo Machining Plant located at Perrysburg, Ohio, who were employed during the payroll period ending June 27, 1971, excluding office clerical employees, employees on management or executive payrolls, professional employees, confidential employees, guards and supervisors as defined in the Act, employees covered by existing Collective Bargaining Agreements and all other employees.

All Industrial Engineers employed by the Employer at its Perrysburg, Ohio facility located at 8000 Chrysler Drive, but excluding all other employees, guards and supervisors as defined in the Act.

15. All full-time and regular part-time engineers-quality control, analysts-quality control, engineers-tool engineering, A, B, and Specialists, and engineers-plant engineering A, B, and Specialists, employed by the Employer at its Sterling Heights, Michigan Assembly Plant, the only facility involved in this proceeding; but excluding confidential employees, managerial employees, guards and supervisors as defined in the Act and all other employees.

All regular full-time Industrial Engineers employed by the Employer at its facility located at 38111 Van Dyke, Sterling Heights, Michigan: but excluding clerical employees, professional employees, managerial employees, guards and supervisors as defined in the Act.

All regular full-time Material Handling Engineers and Hazardous Waste Management Specialists in Departments 3300 and 3400 employed by the Employer at its facility located at 38111 Van Dyke, Sterling Heights, Michigan: but excluding clerical employees, professional employees, managerial employees, guards and supervisors as defined in the Act.

16. All employees classified Engineer-Tool Engineering (211A and B), Trouble Man-Tool Engineering (241A and B), Designers-Tool and Die (204A and B), Engineers-Plant Engineering (218A and B) and Draftsman-Tool and Plant (206), in Department

2800 at Chrysler's Mound Road Engine Plant, 20300 Mound Road, Detroit, Michigan, Mack Avenue Engine Plant and Mack II Engine Plant, but excluding office clerical employees, professional employees, supervisory employees, confidential employees and guards as defined in the Act, and all other employees.

All technical employees at FCA's Mack I Avenue Engine Plant and Mack II Engine Plant in the following classifications and departments: Analyst-Quality Control (Classification 214) and Engineer-Quality Control (Classification 215) in Quality Control (0540); Technician-Laboratory Engineering A (Classification 541) in Resident Engineering (0510) and employees classified as technician engineering development; but excluding office clerical employees, employees on management and executive payrolls, professional employees, confidential employees, guards and supervisors as defined in the Act, employees covered by existing Collective Bargaining Agreements and all other employees.

17. All technical employees in Department 1070 (Quality Control) at Chrysler's Eldon Avenue (Detroit) Axle Plant located at 6700 Lynch Road, Detroit, Michigan, including Quality Control Analysts (Classification 214) and Quality Control Engineers (Classification 215), excluding office clerical employees, employees on management and executive payrolls, supervisors, professional employees, confidential employees, guards as defined in the Act, employees covered by existing Collective Bargaining Agreements and all other employees.

18. Those engineering technical employees at the Chrysler Power Train Division Staff, 6565 East Eight Mile, Warren, Michigan, on classifications

Tool Trouble Engineers (Classifications 241A and B), Plant Engineers (Classifications 218A and B), Designer-Tool and Die (Classifications 204A and B), Draftsman-Tool and Plant (Classification 206), and Tool Engineers (Classifications 211A and B), office and clerical employees on classification Data Processing Equipment Operators (Classification 162), but excluding all managerial employees, executives, trainees, professional employees, confidential employees, guards and supervisors as defined in the Act, employees covered by existing Collective Bargaining Agreements and all other employees.

19. All salaried employees of the Company at the High Tech Center (ODMTC) Plant, Detroit, Michigan, in the Body Design Division, Die Design Division, Tool Design, the employees on 28-100 and 28-200 Badge Numbers, the draftsmen in 28 Department at the Eight Mile Stamping Plant, the Engineers-Estimating A, B and C, Estimators-Tool, Estimators-Engineering Changes and Estimators in Department 3270 (Machine and Tool Layout) at the Outer Drive and Eight Mile Stamping Plants, all technical employees in Department 3601, Facilities Engineering and all technical employees in Department 3210-Quality Control on Classification 215-Quality Control Engineer and Classification 214-Quality Control Analyst at the Mack Avenue Stamping Plant, the employees classified on classification 346 in 453 Department, the hourly-rate employees on classification 1198 in 444 Department at the Outer Drive Stamping Plant, the engineering clerical employees in the Trim Release group at the Outer Drive Stamping Plant and employees classified as parts programmer at the Vernor Tool and Die Plant, excluding all supervisory employees with authority to hire, promote, discharge, discipline or otherwise effect changes in the status of

employees or effectively recommend such action, and confidential clerical employees.

All employees classified as Tool Procurement Coordinator A (821) and Tool Procurement Coordinator B (822) in Department 3512, Tool Control and Reproduction and all technical employees in Departments 3410, Advance Manufacturing Engineering, 3405, New Model Scheduling and Reporting-Assembly and 3510, New Model Scheduling and Reporting-Stamping at Chrysler Corporation's Stamping and Assembly Division Manufacturing Engineering Office, 3675 E. Outer Drive, Detroit, Michigan 48234, but excluding managerial employees, office-clerical employees, professional employees, confidential employees, guards and supervisors as defined in the Act, employees in existing bargaining units and all other employees.

20. All employees in the classification of Engineer-Tool Engineer; Trouble Man-Tool Engineering; Manufacturing Engineering; Designer-Tool & Die; Record Man-Machinery and Equipment; and Follow-Up Man-Tooling and Non-Productive Material in Department 3501, Master Mechanic and Staff, and Department 3405, Production Engineering and Staff, and classification of Parts Programmer at the FCA Sterling Stamping Plant, Sterling Heights, Michigan, excluding confidential employees, office and plant clerical employees, professional employees, employees on the management and executive payrolls, guards and supervisors as defined in the Act, and all other employees.

All technical employees classified as Engineer-Quality Control (Classification 215) in Quality

Control Engineering (Department 3211) at the FCA Sterling Stamping Plant at 35777 Van Dyke Road, Sterling Heights, Michigan, but excluding all office clerical employees, confidential employees, professional employees, employees on executive and management payrolls, guards and supervisors as defined in the Act, employees covered by Collective Bargaining Agreements and all other employees.

21. All salaried employees of the Master Mechanic and Plant Engineering Departments of the Warren Stamping Plant, FCA, 22800 Mound Road, Warren, Michigan, including tool, die and pattern engineers, material handling engineers, tool and die designers, draftsmen, detailers, tool follow-up men, engineering record clerks, and machinery and equipment record men, excluding clerical employees, confidential employees, and all supervisory employees with authority to hire, promote, discharge, discipline or otherwise effect changes in the status of employees or effectively recommend such action.

22. All engineering and technical employees of the Plant Engineering Department (960) and the Package Engineering Department (686) at the Parts Division, located at the Center Line facility at Center Line, Michigan, excluding office clerical employees, plant clerical employees, plant guards, confidential employees, all persons presently covered by Collective Bargaining Agreements and supervisors as defined in the Act.

All employees in the Master Mechanic's Department at the Parts Division, located at the Center Line facility at Center Line, Michigan, excluding clerks, typists, and stenographers who are covered



by a separate Collective Bargaining Agreement, confidential employees, plant guards, and all supervisors as defined in the Act.

23. All technical employees in Department 1070 (Quality Control) at FCA's Marysville Axle Plant located in Marysville, Michigan, including Quality Control Analysts (Classification 214) and Quality Control Engineers (Classification 215), excluding office clerical employees, employees on management and executive payrolls, supervisors, professional employees, confidential employees, guards as defined in the Act, employees covered by existing Collective Bargaining Agreements and all other employees. All technical employees classified as Clerk-Project and Authorization (Classification 043), Designer-Tool and Die A (Classification 204A), Detailer-Tool and Plant Engineering (Classification 205), Engineer-Tool Engineering B (Classification 211B), Engineer-Tool Engineering A, (Classification 211A), Investigator- Tool Costs (Classification 217), Engineer-Plant Engineering B (Classification 218B), Engineer-Plant Engineering A (Classification 218A), Engineer- Material Handling (Classification 229), Trouble Man-Tool Engineering B (Classification 241B), in Manufacturing Engineering (Department 0280) at FCA's Marysville Axle Plant located in Marysville, Michigan, but excluding office clerical employees, employees on management and executive payrolls, professional employees, confidential employees, guards and supervisors as defined in the Act, employees covered by existing Collective Bargaining Agreements and all other employees.

All Laboratory Technicians employed in Departments 0380-Metallurgical Lab, 0510-Resident Engineering Dept., and 1080-Gear Development Lab

at FCA's Marysville Axle Plant, Marysville, Michigan; but excluding all managerial employees, office clerical employees, professional employees, confidential employees, trainees, guards and supervisors as defined in the Act, and all other employees.

24. All engineering and technical employees in the Master Mechanics and Plant Engineering Departments of the Employer's Trenton Engine Complex, Trenton, Michigan, including tool engineers, tool-trouble men, tool and die designers, material handling engineers, quality control engineers, quality control analysts, tool follow-up men, draftsmen, machinery and equipment record men, technician engineering-development and learners, but excluding office clerical employees, factory clerical employees, guards and supervisors as defined in the Act, and all other employees.

In addition, pursuant to and to the extent permitted by applicable provisions of the National Labor Relations Act, as amended, the Company shall recognize the Union as the exclusive representative of all employees at U.S. plants, listed in Schedule "A" appended to the Engineering Agreement dated December 16, 2019 which are reopened by the Company.

\*If it is considered that the above descriptions differ from the original National Labor Relations Board certifications or the initial agreement between the parties concerning the bargaining unit, the Board certification or the initial agreement shall govern. By agreeing to the foregoing descriptions, neither party hereto waives the right to move to amend or clarify any certification by the National Labor Relations Board.















